

MODULE 4 COACHING AND SUPERVISION TIPS

Keeping Children at the Center of the Work

1. During your next one-on-one case consultation, invite the worker to share any appreciation for or existing barriers in utilizing tools discussed in the last Deep Dive.
2. Challenge the worker to think about a child or family they are working with who might really benefit from completing a Three Houses activity or Safety House. Ask the worker what more they want to know about the child to guide their assessment and planning process.
3. After the worker has tried on a tool, ask them to describe their experience and to reflect on how information was gathered and whether or how it affected their assessment and planning process.
4. If a worker is struggling with gathering detail when using a tool, consider doing one or more of the following.
 - Listen for how the worker introduced the child to the interview. Did they provide a purpose for the interview? Did they offer various engagement techniques, such as providing pens, crayons, or markers, or allowing for breaks? Did they let the child guide the conversation?
 - Ask the worker to role play an interview using the tools, and provide the worker with constructive feedback.
 - Ask the worker what would make them more confident the next time they use the tool.
5. Support workers in developing good judgment about what information to share with caregivers, when to share (assessing safety), and how to share tools with caregivers.
6. Allow workers to practice introducing a child's completed activity to a caregiver. Bear in mind that talking with parents can be a difficult task for many. Provide suggestions on engaging caregivers and their responses.
7. When a worker shares a completed tool that they feel confident and proud of, ask permission to share it with the whole team!