

Supervision Guidelines: Mothers and Babies 1-on-1 Implementation

Goals of Mothers and Babies (MB) Supervision

- Helping to ensure the MB material is delivered correctly and effectively
- Supporting staff as they work with clients who may disclose troubling mental health issues
- Modeling problem-solving with regard to implementation challenges

Logistics of *Planning* Supervision

- Once per month for six months
- We suggest scheduling 60 minute time blocks, but typically these meetings will last 30-45 minutes
- Supervision sessions should take place every month, ideally at the same time each month
- Supervision can occur in person, by phone, or via Skype
- First supervision session should occur shortly after home visiting program staff begins implementing with clients
- All home visitors implementing MB should be part of the supervision session

Logistics of *Conducting* Supervision

We recommend the following structure for conducting supervision sessions:

1. Ask each home visitor to share (a) how far they are in the curriculum with their client(s), (b) any challenges related to implementation, and (c) any successes related to implementation

NOTE: Challenges and successes may be related to content (for example, a client didn't understand a core MB concept) or process (for example, it was hard to fit the session into 15-20 minutes)

2. As each home visitor is sharing, the supervisor should aim to:
 - a. Provide validation – by listening, providing an accurate reflection of what staff shared, and understanding their perspectives
 - b. Provide feedback - build on staff successes, encourage staff to support one another and share tips
 - c. Provide guidance and plan for subsequent sessions – problem-solve for any anticipated challenges, and highlight strengths to build on
3. Encourage and support staff self-care, by:
 - a. Allowing time for staff to unburden difficult content shared by clients
 - b. Identifying appropriate additional supports and referrals for clients
 - c. Reviewing protocols for assisting clients in distress