



MOTHERS AND BABIES

Supervision Quick Guide

This quick guide offers recommendations for providing guidance and ongoing support for those new to using Mothers and Babies (MB). There is a longer, more in depth supervision guide available on the MB website that may answer further questions. Feel free to reach out to the MB team at mothersandbabiesnu@gmail.com for additional guidance.

GOALS OF SUPERVISION

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

PLANNING SUPERVISION

- » Once a month for one year
- » Schedule 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, or via phone or video
- » First supervision sessions should occur shortly after program staff begin implementing with clients
- » All staff who are implementing MB should be a part of the supervision sessions

CONDUCTING SUPERVISION

We recommend the following when conducting supervision sessions:

- 1. HOW IS IMPLEMENTATION GOING?** | Ask each provider to share a) how far they are in the curriculum with clients, 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 a session into 15 or 20 minutes)*
- 2. LISTEN AND VALIDATE** | As each provider is sharing, the supervisor should aim to:
 - » Provide validation by listening and understanding staff perspective
 - » Provide feedback by building on staff successes - encourage staff to support one another and share tips
 - » Provide guidance and plan for subsequent sessions - problem-solve together for any anticipated challenges, and highlight strengths to build upon
- 3. SUPPORT SELF-CARE** | Encourage and support staff self care by:
 - » Allow time for staff to unburden difficult content shared by clients
 - » Identify appropriate additional supports and referrals for clients
 - » Review protocols for assisting clients in distress
 - » Recognize and acknowledge the effects of vicarious trauma and compassion fatigue