

Competency Reflection

Each statement below refers to behaviors or attributes you should demonstrate when interacting with children, families, or colleagues. Some of the competencies are directly observable during your typical workday. Other competencies may be assessed through conversations with your trainer, coach, or administrator. For each of the statements, select your current level of mastery. A similar version of this tool will be used by your trainer, coach, or administrator to guide their observation of your competencies in this content area.

E
Emerging

You believe you need more information to understand or incorporate a particular competency into your practice

D
Developing

You believe you have an understanding of the competency, and are working to properly apply it in your work

M
Mastered

You believe you have fully mastered and consistently implement a particular competency

COMPETENCY		RATE: E/D/M	NOTES
I	Direct Observation		
A	Ask open-ended questions that focus on a child's wellbeing.		
B	Observe children for signs of abuse or neglect and make a report when there is a concern.		
II	Observation or Conversation		
A	Learn about the different practices and traditions of the children and families served.		
B	Know and understand the reporting information and procedures specific to this state, and/or Military Service, and program.		
C	Monitor signs of stress in self and others.		
D	Seek out professional development opportunities that address problem-solving, reducing stress, self-care, goal setting, etc.		
E	Be familiar with mental health support resources in this program.		
F	Invest in building positive relationships with co-workers, families, and the children served.		
G	Acknowledge parents' efforts to support their children.		
H	Use a family-centered approach when working with families facing challenges.		
I	Understand and follow program's Guidance and Touch policy.		
J	Understand that program staff are legally required to report any suspicion of child abuse or neglect.		
K	Recognize the developmental stages of the children and know what is typical for each child.		
L	Share resources about child abuse and neglect with families and co-workers.		

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COMPETENCY		RATE: E/D/M	NOTES
III	Environmental Evidence		
A	Keep careful records and document daily health screenings.		
B	Post reporting procedures and community resources in classroom or program space.		
C	Maintain a classroom lending library with resources for families.		
D	Participate in required child abuse and neglect trainings.		

IV Concluding Reflections
Staff member's overall strengths in this area:
Mutually identified goals in this area:
Follow-up plans and training to support these goals: