

Competency Reflection

Each statement below refers to behaviors or attributes you should demonstrate when interacting with children and families. Many 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 in your family child care home.		
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 my community.		
F	Invest in building positive relationships with 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	Create, understand, and follow my program's Guidance and Touch policy.		
J	Talk regularly with a colleague in the same field or a mentor and ask for help when needed.		

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III	Environmental Evidence		
A	Keep careful records and document daily health screenings.		
B	Post reporting procedures in a common area where parents pickup / drop off.		
C	Ensure that all members of the family who live in the family child care home have passed background checks.		
D	Maintain a lending library with resources for families in my family child care program.		
E	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: