Providing Feedback on Supervision

As you watch the videos, think about what kinds of feedback you would provide to the staff members. Remember, feedback happens in the context of a relationship with each staff member. Focus on what you would actually say. Use first- and second-person language like “I” and “you.”

Step 1: Observation

What supervision strategies do you see?

What supervision strategies don't you see?

Step 2: Feedback

What feedback would you provide to the staff member about what you saw? That is, what would you say to the staff member after your observation?

Positive feedback:

Corrective feedback/suggestions:

Step 3: Offering Resources

What resources do you think the staff member needs?

Step 4: Check Back
What would you plan for your next visit? What goals would you encourage the staff member to set to improve his or her performance? How would you monitor progress on these goals?