

Mentor Evaluation of Supervisor

The purpose of this evaluation is to determine the growth and change you have seen in the supervisor during and after their completion of the supervisor training program.

This evaluation contains twelve questions. For each question, please read the Principle of Practice information and then answer the associated question.

Principle of Practice #1: Practice focuses on the physical safety and emotional well-being of children.

Concise Definition: It is vital to address the needs of whole children and youth charged in our care by ensuring their physical safety and emotional well-being.

Based on your experience working with the supervisor before and after their completion of the supervisor training program, the supervisor showed growth in Principle of Practice #1.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on your experience mentoring the supervisor, explain what you have witnessed the supervisor change in their supervision to focus on the physical safety and emotional well-being of children.

[Reviewers of the data should look for examples of strategic thinking and service orientation in the written responses.]

Principle of Practice #2: Families are strengthened to care for their children, in their homes whenever possible.

Concise Definition: Children and youth do best with their own families. Whenever possible, we will seek to ensure this by providing resources, tools, and other supports.

Based on your experience working with the supervisor before and after their completion of the supervisor training program, the supervisor showed growth in Principle of Practice #2.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on your experience mentoring the supervisor, explain what you have seen the supervisor change in their supervision to support strengthening families so that, when possible, children can be cared for in their homes.

[Reviewers of the data should look for examples of capacity building and creativity and innovation in the written responses.]

Principle of Practice #3: A permanent family is vital to a child's well-being.

Concise Definition: We will exhaust all efforts, resources, and family finding approaches to ensure children and youth achieve permanency.

Based on your experience working with the supervisor before and after their completion of the supervisor training program, the supervisor showed growth in Principle of Practice #3.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on your experience mentoring the supervisor, explain what you have seen the supervisor change in their supervision to supervise for permanency.

Reviewers of the data should look for examples of accountability and vision.]

Principle of Practice #4: Decision making is guided by the voice of children, young adults, and their families.

Concise Definition: Partnering with families in planning is vital.

Based on your experience working with the supervisor before and after their completion of the supervisor training program, the supervisor showed growth in Principle of Practice #4.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on your experience mentoring the supervisor, explain what you have seen the supervisor change in their supervision to make decisions that are guided by the voice of children, young adults, and their families.

[Reviewers of the data should look for examples of empowerment and integrity/honesty.]

Principle of Practice #5: Everyone who supports children and families is treated as an important partner.

Concise Definition: It is a community responsibility to keep children and youth safe and to support the needs of families. Community partnerships with all stakeholders are essential.

Based on your experience working with the supervisor before and after their completion of the supervisor training program, the supervisor showed growth in Principle of Practice #5.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on your experience mentoring the supervisor, explain what you have seen the supervisor change in their supervision to treat everyone who supports children and families as an important partner.

[Reviewers of the data should look for examples of partnering and interpersonal relations.]

Principle of Practice #6: The knowledge and well-being of our staff and partners is valued.

Concise Definition: Staff development is supported through relevant trainings, tools, and supervision. Attention is given to address the impact of primary and secondary trauma on staff.

Based on your experience working with the supervisor before and after their completion of the supervisor training program, the supervisor showed growth in Principle of Practice #6.

1. Strongly disagree
2. Disagree
3. Neutral

4. Agree
5. Strongly agree

Based on your experience mentoring the supervisor, explain what you have seen the supervisor change in their supervision to demonstrate how they value the knowledge and well-being of staff and partners.

[Reviewers of the data should look for examples of developing others and continuous learning.]

Supervisor Evaluation

The purpose of this evaluation is to determine how you are applying knowledge and skills learned in the supervisor training program.

This evaluation contains twelve questions. For each question, please read the Principle of Practice information and then answer the associated question.

The evaluation also includes three questions related to your personal learning and development plan.

Principle of Practice #1: Practice focuses on the physical safety and emotional well-being of children.

Concise Definition: It is vital to address the needs of whole children and youth charged in our care by ensuring their physical safety and emotional well-being.

Based on what you learned during the supervisor training program, you believe you grew in Principle of Practice #1.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on what you learned during the supervisor training program, explain how you have changed your supervision to further show evidence of focus on the physical safety and emotional well-being of children.

[Reviewers of the data should look for examples of strategic thinking and service orientation in the written responses.]

Principle of Practice #2: Families are strengthened to care for their children, in their homes whenever possible.

Concise Definition: Children and youth do best with their own families. Whenever possible, we will seek to ensure this by providing resources, tools, and other supports.

Based on what you learned during the supervisor training program, you believe you grew in Principle of Practice #2.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on what you learned during the supervisor training program, explain how you have changed your supervision to further support strengthening families so that, when possible, children can be cared for in their homes.

[Reviewers of the data should look for examples of capacity building and creativity and innovation in the written responses.]

Principle of Practice #3: A permanent family is vital to a child's well-being.

Concise Definition: We will exhaust all efforts, resources, and family finding approaches to ensure children and youth achieve permanency.

Based on what you learned during the supervisor training program, you believe you grew in Principle of Practice #3.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on what you learned during the supervisor training program, explain how you have changed your supervision to further supervise for permanency.

[Reviewers of the data should look for examples of accountability and vision.]

Principle of Practice #4: Decision making is guided by the voice of children, young adults, and their families.

Concise Definition: Partnering with families in planning is vital.

Based on what you learned during the supervisor training program, you believe you grew in Principle of Practice #4.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on what you learned during the supervisor training program, explain how you have changed your supervision to further make decisions that are guided by the voice of children, young adults, and their families.

[Reviewers of the data should look for examples of empowerment and integrity/honesty.]

Principle of Practice #5: Everyone who supports children and families is treated as an important partner.

Concise Definition: It is a community responsibility to keep children and youth safe and to support the needs of families. Community partnerships with all stakeholders are essential.

Based on what you learned during the supervisor training program, you believe you grew in Principle of Practice #5.

1. Strongly disagree

2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on what you learned during the supervisor training program, explain how you have changed your supervision to further treat everyone who supports children and families as an important partner.

[Reviewers of the data should look for examples of partnering and interpersonal relations.]

Principle of Practice #6: The knowledge and well-being of our staff and partners is valued.

Concise Definition: Staff development is supported through relevant trainings, tools, and supervision. Attention is given to address the impact of primary and secondary trauma on staff.

Based on what you learned during the supervisor training program, you believe you grew in Principle of Practice #6.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on what you learned during the supervisor training program, explain how you have changed your supervision to further demonstrate your value for the knowledge and well-being of staff and partners.

[Reviewers of the data should look for examples of developing others and continuous learning.]

The following questions relate to your personal learning and development plan. Review the competencies included on your PLDP and answer the following questions.

1. Which competencies did you use in the personal learning and development plan?
2. Which competency was the hardest to achieve? Why?
3. Which competency was the easiest to achieve? Why?

Manager Evaluation of Supervisor

The purpose of this evaluation is to determine the growth and change you have seen in the supervisor after their completion of the supervisor training program.

This evaluation contains twelve questions. For each question, please read the Principle of Practice information and then answer the associated question.

Principle of Practice #1: Practice focuses on the physical safety and emotional well-being of children.

Concise Definition: It is vital to address the needs of whole children and youth charged in our care by ensuring their physical safety and emotional well-being.

Based on your experience working with the supervisor before and after their completion of the supervisor training program, the supervisor showed growth in Principle of Practice #1.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on your experience working with the supervisor before and after their completion of the supervisor training program, explain what you have witnessed the supervisor change in their supervision to focus on the physical safety and emotional well-being of children.

[Reviewers of the data should look for examples of strategic thinking and service orientation in the written responses.]

Principle of Practice #2: Families are strengthened to care for their children, in their homes whenever possible.

Concise Definition: Children and youth do best with their own families. Whenever possible, we will seek to ensure this by providing resources, tools, and other supports

Based on your experience working with the supervisor before and after their completion of the supervisor training program, the supervisor showed growth in Principle of Practice #2.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on your experience working with the supervisor before and after their completion of the supervisor training program, explain what you have seen the supervisor change in their supervision to support strengthening families so that, when possible, children can be cared for in their homes.

[Reviewers of the data should look for examples of capacity building and creativity and innovation in the written responses.]

Principle of Practice #3: A permanent family is vital to a child's well-being.

Concise Definition: We will exhaust all efforts, resources, and family finding approaches to ensure children and youth achieve permanency.

Based on your experience working with the supervisor before and after their completion of the supervisor training program, the supervisor showed growth in Principle of Practice #3.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on your experience working with the supervisor before and after their completion of the supervisor training program, explain what you have seen the supervisor change in their supervision to supervise for permanency.

[Reviewers of the data should look for examples of accountability and vision.]

Principle of Practice #4: Decision making is guided by the voice of children, young adults, and their families.

Concise Definition: Partnering with families in planning is vital.

Based on your experience working with the supervisor before and after their completion of the supervisor training program, the supervisor showed growth in Principle of Practice #4.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on your experience working with the supervisor before and after their completion of the supervisor training program, explain what you have seen the supervisor change in their supervision to make decisions that are guided by the voice of children, young adults, and their families.

[Reviewers of the data should look for examples of empowerment and integrity/honesty.]

Principle of Practice #5: Everyone who supports children and families is treated as an important partner.

Concise Definition: It is a community responsibility to keep children and youth safe and to support the needs of families. Community partnerships with all stakeholders are essential.

Based on your experience working with the supervisor before and after their completion of the supervisor training program, the supervisor showed growth in Principle of Practice #5.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on your experience working with the supervisor before and after their completion of the supervisor training program, explain what you have seen the supervisor change in their supervision to treat everyone who supports children and families as an important partner.

[Reviewers of the data should look for examples of partnering and interpersonal relations.]

Principle of Practice #6: The knowledge and well-being of our staff and partners is valued.

Concise Definition: Staff development is supported through relevant trainings, tools, and supervision. Attention is given to address the impact of primary and secondary trauma on staff.

Based on your experience working with the supervisor before and after their completion of the supervisor training program, the supervisor showed growth in Principle of Practice #6.

1. Strongly disagree
2. Disagree
3. Neutral

4. Agree
5. Strongly agree

Based on your experience working with the supervisor before and after their completion of the supervisor training program, explain what you have seen the supervisor change in their supervision to demonstrate how they value the knowledge and well-being of staff and partners.

[Reviewers of the data should look for examples of developing others and continuous learning.]

Staff Evaluation of Supervisor

The purpose of this evaluation is to determine the growth and change you have seen in your supervisor during and after their completion of the supervisor training program.

This evaluation contains twelve questions. For each question, please read the Principle of Practice information and then answer the associated question.

Principle of Practice #1: Practice focuses on the physical safety and emotional well-being of children.

Concise Definition: It is vital to address the needs of whole children and youth charged in our care by ensuring their physical safety and emotional well-being.

Based on your experience working with your supervisor before and after their completion of the supervisor training program, your supervisor showed growth in Principle of Practice #1.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on your experience working with your supervisor, explain what you have witnessed your supervisor change in their supervision to focus on the physical safety and emotional well-being of children.

[Reviewers of the data should look for examples of strategic thinking and service orientation in the written responses.]

Principle of Practice #2: Families are strengthened to care for their children, in their homes whenever possible.

Concise Definition: Children and youth do best with their own families. Whenever possible, we will seek to ensure this by providing resources, tools, and other supports.

Based on your experience working with your supervisor before and after their completion of the supervisor training program, your supervisor showed growth in Principle of Practice #2.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on your experience working with your supervisor, explain what you have seen your supervisor change in their supervision to support strengthening families so that, when possible, children can be cared for in their homes.

[Reviewers of the data should look for examples of capacity building and creativity and innovation in the written responses.]

Principle of Practice #3: A permanent family is vital to a child's well-being.

Concise Definition: We will exhaust all efforts, resources, and family finding approaches to ensure children and youth achieve permanency.

Based on your experience working with your supervisor before and after their completion of the supervisor training program, your supervisor showed growth in Principle of Practice #3.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on your experience working with your supervisor, explain what you have seen your supervisor change in their supervision to supervise for permanency.

Reviewers of the data should look for examples of accountability and vision.]

Principle of Practice #4: Decision making is guided by the voice of children, young adults, and their families.

Concise Definition: Partnering with families in planning is vital.

Based on your experience working with your supervisor before and after their completion of the supervisor training program, your supervisor showed growth in Principle of Practice #4.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on your experience working with your supervisor, explain what you have seen your supervisor change in their supervision to make decisions that are guided by the voice of children, young adults, and their families.

[Reviewers of the data should look for examples of empowerment and integrity/honesty.]

Principle of Practice #5: Everyone who supports children and families is treated as an important partner.

Concise Definition: It is a community responsibility to keep children and youth safe and to support the needs of families. Community partnerships with all stakeholders are essential.

Based on your experience working with your supervisor before and after their completion of the supervisor training program, your supervisor showed growth in Principle of Practice #5.

1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree

Based on your experience working with your supervisor, explain what you have seen your supervisor change in their supervision to treat everyone who supports children and families as an important partner.

[Reviewers of the data should look for examples of partnering and interpersonal relations.]

Principle of Practice #6: The knowledge and well-being of our staff and partners is valued.

Concise Definition: Staff development is supported through relevant trainings, tools, and supervision. Attention is given to address the impact of primary and secondary trauma on staff.

Based on your experience working with your supervisor before and after their completion of the supervisor training program, your supervisor showed growth in Principle of Practice #6.

1. Strongly disagree
2. Disagree
3. Neutral

4. Agree
5. Strongly agree

Based on your experience working with your supervisor, explain what you have you're your supervisor change in their supervision to demonstrate how they value the knowledge and well-being of staff and partners.

[Reviewers of the data should look for examples of developing others and continuous learning.]