



HOPE-Informed Supervision Guide for Home Visiting Professionals

Promoting reflective, supportive, and strength-based supervision practices

Purpose of This Guide

This guide provides a framework for **HOPE-informed supervision**, an approach that helps home visiting professionals reflect, grow, and sustain their own well-being while recognizing and building upon the strengths of the families they serve. Supervision is both a reflective and restorative space where professional support meets hope, curiosity, and compassion.

The Importance of HOPEful Supervisions

HOPEful supervision reflects the **Four Building Blocks of HOPE (Healthy Outcomes from Positive Experiences)**:



Relationships

Builds trust and empathy between supervisor and staff.



Safe Environments

Creates space for open reflection and emotional safety.



Engagement

Encourages curiosity, learning, and collaboration rather than correction.



Growth

Nurtures confidence, purpose, and awareness of strengths.

When supervision is grounded in HOPE, home visitors feel seen, valued, and capable. That positivity extends to the families they support.



Sample Supervision Structure

1. **Check-In (5–10 min):** Begin with a personal and professional well-being check-in.
2. **Celebrations (5 min):** Highlight successes or positive moments from recent visits.
3. **Case Reflection (15 min):** Discuss challenges using a strength-based and solution-focused lens.
4. **Skill Building (10 min):** Share a short learning topic or strategy.
5. **Next Steps (5 min):** Identify follow-ups, resources, and supports.

Tip: End each meeting with a “pause for HOPE”: an intentional focus on one of the Building Blocks. This can be a reflection of how they show up personally or how a family has showcased one or more of them.

Sample Prompts for Reflection

- *What positive moments stood out during your visits this week?*
- *How have families shown resilience or strength?*
- *What experiences have renewed your sense of purpose?*
- *What supports have been most helpful to you recently?*
- *How can we build on what is already working for this family?*

Tips for Providers

For Supervisors:

- Lead with empathy: listen for strengths before challenges.
- Create a consistent, judgment-free space.
- Acknowledge and celebrate small wins.
- Model curiosity and hopefulness in problem-solving.

For Home Visitors:

- Bring both successes and struggles to supervision.
- Reflect on how positive experiences shape your work.
- Recognize your own professional growth.
- Communicate openly about what support you need.

***When supervision is HOPEful, practitioners feel supported;
when practitioners feel supported, families thrive.***