



IMPORTANT – READ BEFORE BEGINNING

This self-assessment focuses on helping you identify your strengths and areas for growth in fidelity to quality, best practices in Early Intervention. The tool will help you identify areas to focus on for your own learning, and will help your program plan professional development activities.

- **REFLECTION and HONEST ANSWERS are essential to make the tool meaningful to you!**
- **“Families” means parents, foster parents, guardians, caregivers, childcare providers, etc.**
- **Answer each question thinking about ALL of your “families” over the past six months. For example, if you feel you do really well with a practice when working with families, but have considerable difficulty carrying that through in childcare, then rate yourself somewhere in the middle.**
- **You would NOT expect fidelity with all practices initially but want to see GROWTH over time.**

* Email address

* Your Staff ID Number in the Birth to Three Data System is Required (Check with Program Director if you don't know the number)

* How many years have you been working for Birth to Three

* On average, how many hours per week do you work in Birth to Three supporting families?

* What is your discipline (regardless of internship or CFY)?

* Are you only performing evaluations in Birth to Three, with no other family contact?



* What training have you completed?

- Online Modules - Initial 0-3 Certificate
- Natural Learning Environment
- Rush and Shelden - 2 Day Training
- 6 Month Follow-Up Technical Assistance to Rush and Shelden
- Master Coach Training and TA
- Reflective Supervision Training
- Early Interventionist Specialist Course/UCONN
- Service Coordination In-Person Training
- None

* Are you receiving regular reflective supervision from someone endorsed through the Infant Mental Health Association?

1. Involving Families

When answering, think of ALL the “families” you have supported over the past six months, including your interactions with parents, caregivers and childcare providers.

When supporting “families” do you...

1.1 Review the National Mission and Key Principles of Early Intervention with all families and relate it to supports to be provided?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

1.2 Integrate the mission and key principles of early intervention throughout your practice?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	



1.3 Thoroughly describe evaluation/assessment process to ensure families' understanding and comfort?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

1.4 Encourage and support families to actively participate in the evaluation/assessment?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

1.5 Explain why families' participation is critical throughout all aspects of early intervention?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

1.6 Encourage and support families to describe their child's abilities and challenges during everyday activities?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

1.7 Explore what families feel are their strengths and needs in addressing their concerns and priorities?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

1.8 Work with families to develop steps that will ensure smooth, successful transition to special education or community programs?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	



2. Natural Learning Environment Practices

When answering, think of ALL the “families” you have supported over the past six months, including your interactions with parents, caregivers and childcare providers.

When supporting “families” do you...

2.1 Explain to families how the child’s participation in everyday activities can help them achieve the family’s priorities and outcomes?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

2.2 Work with families in environments that are natural for that family, including community settings frequented by the family?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

2.3 Only use the family's items (i.e., no use of toy bags)?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

2.4 Work with families to select activities based on information obtained from the family about their everyday routines?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	



2.5 Regularly explain the critical connection between child interest and learning?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

2.6 Support the family's understanding and use of responsive strategies?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

2.7 Provide supports in a way that ensures the family is the one primarily interacting with the child during the visit?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

2.8 Provide opportunities for family members to practice new skills/strategies during the visit?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

2.9 Work with families to adapt environments to promote the child's access to and participation in learning experiences?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	



3. Coaching

When answering, think of ALL the “families” you have supported over the past six months, including your interactions with parents, caregivers and childcare providers.

When supporting “families” do you...

3.1 Coach families to develop a plan to address their priorities, needs, and concerns?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

3.2 Use reflective questions and discussions to elicit family-identified strengths and needs to address their outcomes?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

3.3 Ask open-ended questions to help families analyze what is occurring during or between visits?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

3.4 Use reflective questions and discussions with families to assist them in developing strategies based on what the child is doing during everyday activities?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

3.5 Ask open-ended questions to help families generalize strategies to a variety of daily activities, routines and situations, or to develop alternative strategies?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	



3.6 Provide appropriate feedback (Affirmative, Evaluative and Informative) as families implement strategies with their children?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

3.7 Use directive feedback only in situations of danger?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

3.8 Use the seven steps of intentional modeling, when appropriate, to assist families' understanding?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

3.9 Develop a two part joint plan with families which includes a "between visit plan" and "next visit plan"?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

3.10 Develop a two part joint plan that is activity focused rather than only focused on a particular skill or strategy?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	



4. Teaming

When answering, think of ALL the “families” you have supported and teams you have worked with over the last six months, including your interactions with parents, caregivers and childcare providers.

When supporting “families” do you...

4.1 Participate regularly in team meetings that include multiple disciplines and the family (or input from the family), in a manner consistent with coaching practices?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

4.2 Request information from other team members to support your knowledge and address any questions/concerns?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

4.3 Share discipline-specific expertise with team members in a way that is consistent with coaching practices?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

4.4 Request joint visits from other team members to support yourself and families during everyday activities when needed?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

4.5 Have conversations with families, prior to scheduling joint visits, regarding the issue requiring support and the specific family activity that will be the focus of the joint visit?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	



4.6 Use the Joint Visit Planning Tool prior to the visit?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

4.7 Utilize other team members during joint visits in a manner consistent with coaching and natural learning environment practices?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

4.8 Involve appropriate team members to modify environments and access assistive technology to promote the child's access to and participation in learning experiences?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	

4.9 Reflect on the outcome of the joint visit with families at the end of the visit or on next visit?

I do this so well I could mentor others.	I do this with consistently good results.
I work on this with variable results.	I have beginning competency in this area.
This is an area of completely new learning.	



5. Disposition, Knowledge and Values

Think about yourself over the last six months.

Have you . . .

5.1 Interacted with families in ways that are sensitive and responsive to the families' cultural, linguistic, and socioeconomic characteristics?

I consistently show expertise in this practice.	I do this often and well.
I do this but could improve.	I am inconsistent in addressing this practice.
I am not aware of this practice.	

5.2 Worked to build a respectful and collaborative relationship with families?

I consistently show expertise in this practice.	I do this often and well.
I do this but could improve.	I am inconsistent in addressing this practice.
I am not aware of this practice.	

5.3 Shared complete and clear information with families in a way that matches a family's level of understanding and style of learning?

I consistently show expertise in this practice.	I do this often and well.
I do this but could improve.	I am inconsistent in addressing this practice.
I am not aware of this practice.	

5.4 Acknowledged and managed personal biases that could be detrimental to supporting families and their children?

I consistently show expertise in this practice.	I do this often and well.
I do this but could improve.	I am inconsistent in addressing this practice.
I am not aware of this practice.	

5.5 Supported families by focusing on their values and the strengths they have to achieve their outcomes?

I consistently show expertise in this practice.	I do this often and well.
I do this but could improve.	I am inconsistent in addressing this practice.
I am not aware of this practice.	



5.6 Built the confidence and competence of families through your interactions, rather than fostering dependence?

I consistently show expertise in this practice.	I do this often and well.
I do this but could improve.	I am inconsistent in addressing this practice.
I am not aware of this practice.	

5.7 Linked families with comprehensive, community-based networks of supports and services?

I consistently show expertise in this practice.	I do this often and well.
I do this but could improve.	I am inconsistent in addressing this practice.
I am not aware of this practice.	

5.8 Expanded your knowledge in a variety of aspects and domains related to child development?

I consistently show expertise in this practice.	I do this often and well.
I do this but could improve.	I am inconsistent in addressing this practice.
I am not aware of this practice.	

5.9 Kept yourself current in best practices in your field of expertise?

I consistently show expertise in this practice.	I do this often and well.
I do this but could improve.	I am inconsistent in addressing this practice.
I am not aware of this practice.	



6. Supporting Your Learning

You MUST PRINT (and/or save) this reflection page for future use BEFORE clicking DONE. "CTRL + P" on PC computer; "Command + P" on Apple computer. Thanks!

6.1 In thinking about your responses on this self-assessment, what areas do you feel are your strengths?

6.2 What area(s) do you want to focus on to support your learning?

6.3 What steps will you take to support your learning?

6.4 What additional resources or supports might you need/want?