



# Tele-Supervision

Working remotely as part of an early intervention team poses unique challenges for supervisors. Below are tips and tricks for providing a culture of support and connectedness when physical presence is not possible.

1. Schedule regular tele-supervision meetings to talk with practitioners about their use of evidence-based practices instead of only administrative issues (i.e., caseload, referrals, documentation).
2. Use a coaching interaction style to promote practitioner reflection on the alignment of his/her practices with evidence-based standards. Use readily available tools to remind practitioners of the characteristics of the practices that are associated with positive outcomes.
3. Keep a positive tone to the meetings. Provide plenty of opportunities for reflecting on successes and practitioner self-attribution.
4. Make sure each meeting ends with a specific joint plan. Practitioners can outline how they will be more consistent with evidence-based practices. Supervisors can commit to how they can support the work of the practitioner.
5. Start each conversation by following up on the joint plans that were made at the end of the last conversation.

#### Roadmap Route Option 1:

1. Last time we talked you were working on... how has that been going?
2. Tell me more about what is working well?
3. What have you said or done to make that happen?
4. How can you continue to use or refine those strategies?
5. What other area of your practice can we talk about today?
6. Why do you think this is happening?
7. What have you done so far to adjust your practice?
8. How does that match research/our policies and procedures?
9. What other ideas do you have that might work? (brainstorm and provide informative feedback if needed).
10. What are your thoughts about those ideas? What are the advantages/disadvantages?
11. What is your plan?
12. What supports do you need/want?
13. When should we revisit this plan?

#### Roadmap Route Option 2:

1. Last time we talked you were working on... how has that been going?
2. Why do you think this is happening?
3. What have you done so far to adjust your practice?
4. How does that match research/our policies and procedures?
5. What other ideas do you have that might work? (brainstorm and provide informative feedback if needed).
6. What are your thoughts about those ideas? What are the advantages/disadvantages?
7. What is your plan?
8. What supports do you need/want?
9. When should we revisit this plan?