



COORDINATOR GUIDE

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Growing Together: Carla Mowell, National Training Director

One of your most powerful tools for supporting home visitors is constructive feedback. This is not just about pointing out areas for improvement—it's a way to reinforce strengths, promote professional growth, and ultimately improve outcomes for families. Research shows that employees who receive regular, well-structured feedback report higher engagement, job satisfaction, and performance. Effective feedback is timely, specific, and actionable. Use a supportive tone, focus on observable behaviors rather than personal traits, and make the conversation private and collaborative. Tools like the Home Visit Observation Form, and Home Visitor Evaluation Best Practices can help guide your feedback conversations, reflecting the parallel process within the reflective supervision context. **Invite home visitors to share reflections, ask questions, and their own solutions or next steps.**

LET'S TALK:

- When was the last time you received feedback that really helped you grow? What made it effective?
- How do you give parents constructive feedback?
- What would you like the rest of the team to know about giving you feedback?

Give each home visitor a copy of One Visit at a Time (digital or hard copy). Depending on how much time you want to spend on this topic you can keep it as simple as giving them the insert to read and asking them how they would like to apply the **Reflection Questions** (on the handout) this week. If you have 10-15 minutes you can use one or two of the **LET'S TALK** questions on the right, which would give your team an opportunity to connect. For a deeper dive into the topic, open with a question, add one or two of the **THREE MORE IDEAS**, and the **TRY THIS** activity below. Any materials needed for the **TRY THIS** activity are underlined.

TRY THIS: Two Stars and a Wish

Tip 10 on your handout says feedback should include specific observations using a supportive tone, offering actionable suggestions. Today you'll work in pairs to practice giving feedback. First one of you will describe a scenario, ex. a coworker reorganized the materials closet and you can't find anything, or your child left their soccer clothes outside and the bag got wet. Your partner will practice giving feedback using the formula: **two stars and a wish - or, two positives, and one area to grow**. Afterwards switch for the other person to describe a scenario and give you a chance to share feedback as two stars and a wish (10 minutes - ie. 5 minutes each). (Come back together and reflect). How did it feel as the person who gave feedback? How did it feel to get the feedback? Was anything difficult for you?

THREE MORE IDEAS of how to use today's insert with your team:

- **VIDEO:** This short video shares the idea of a "feedback sandwich". What did we learn about effective feedback from this?
- **COMPLIMENT CHAIN** - Give a specific, strengths-based compliment to the person on your right, and so on around the table/circle.
- **START SMALL** - Identify one feedback "micro-goal" you want to accomplish next week in your home visits. How will you track it? Let's check in next week and reflect on our goals.