



SECTION 6

EVALUATING PERFORMANCE AND SUPPORTING LEARNING

Overview: Section 6

- Check-in
- Learning Objectives
 - Identifying Personal Strengths & Weaknesses
 - Daily Debriefings
 - FSI-R Interventionist Certification

Identifying Personal Strengths and Weaknesses



Purpose



- **Assess FSI-R trainees' strengths & growth areas before implementation.**
- **Develop individualized performance plans for targeted improvement.**
- **Encourage peer collaboration by identifying complementary skills.**

05 Why Performance Evaluation Matters

- The FSI-R training allows trainers to:
- **Identify strengths & areas for growth** in trainees.
 - **Provide targeted support** before they become FSI-R interventionists.
 - Foster **peer learning by leveraging complementary skills & personalities.**



06 Developing Individual Performance Plans

- Each trainee receives a personalized development plan based on their performance.
- Plans should include:
 - Clear deliverables & timelines for accountability.
 - Actionable steps to track progress.
- Follow-up: Interventionists are encouraged to review their plan with their clinical supervisor.

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Performance Development for Seed Team Trainers

- After **Seed Team training**, trainers will also develop their own performance plan.
- **Master RPCA trainers** will provide guidance on skill-building & professional growth.

 *See the Seed Team Supplemental Materials for an Individual Performance Development Plan template & example.*



How to Give Constructive Feedback to FSI-R Trainees

1. Model Specific & Clear Feedback

- Focus on specific behaviors & impact (e.g., “Summarizing family concerns helps ensure they feel heard.”).

2. Balance Strengths & Growth Areas

- Start with strengths → Follow with constructive suggestions framed as opportunities.

3. Make Feedback Practical & Actionable

- Provide clear steps for improvement in a private & professional setting.

4. Foster Two-Way Communication

- Encourage dialogue & collaboration during feedback sessions.

*** By modeling these feedback strategies, trainers help trainees apply them in their work with families.*



Daily Debriefings

Purpose



- **Reflect on performance & identify areas for improvement.**
- **Provide actionable feedback in a supportive setting.**
- **Address challenges & develop problem-solving strategies.**
- **Plan for better performance in upcoming training sessions.**

11 Structure of a Daily Debriefing

1. Opening Reflection

- Trainers answer **open-ended questions** (e.g., “What went well today?”).

2. Master RPCA Trainer Feedback

- Trainers receive **balanced feedback** on strengths & areas for growth.

3. Group Discussion

- Trainers **collaborate & support** each other with insights & suggestions.

4. Goal-Setting for the Next Day

- Trainers set **1–2 specific, achievable goals** for improvement.



FSI-R Interventionist Certification



13 FSI-R Interventionist Certification

- Ensure FSI-R trainees meet competency standards before certification.
- Trainers use the Fidelity & Competency Rating Checklists (see Supplemental Materials).
- If a trainee needs additional training, Seed Team trainers should consult the clinical supervisor.

*** Certification ensures that trainees are fully prepared to deliver the intervention in their communities.*



Key Takeaways for Trainers



Build trust & cultural sensitivity with families.



Use clear communication & active listening.



Guide families through problem-solving & emotional challenges.



Know when to refer cases or escalate safety concerns.



Take care of yourself to sustain effective work.