

Guidance for Effective Supervision

This guidance is tailored towards helping staff enhance the effectiveness of their supervision, both with the RANMs at the community level, as well as for staff who may be supervising their supervisors.

Observe – Coach – Intervene/Plan:

- Wide range of observations – what is working or not, where are positive or negative interactions, how are problems being identified and solved, etc.
 - Community activities – playing games, home visits, facilitating discussions around gender and norms, family planning counseling / balanced counseling, and reaching men
 - Interactions with influential people, FCHVs, health center staff
 - Check with different stakeholders in the community – e.g. FCHVs, influentials, others – who oriented for what, and what they are doing?
 - Availability and use of materials and supplies
 - SDM promotion activities
- Direct coaching and support (follow coaching guide)
 - Feedback on observed activities
 - Discussion of self-identified strengths and challenges and how they correspond with supervisor observations (or not)
 - Specific technical capacity if possible – family planning counseling, administration of family planning methods, other pregnancy or nutrition services
 - SDM counseling and support – KIT content
- Review reporting and numbers / results with community people – what do the numbers tell us about what is actually going on? How well are monitoring data captured?
- Review work plans – what was accomplished or not? What is planned for the next month? What recommendations or actions need to be integrated in next month's plans?

For supervising community supervisors:

Need to work at two levels: the community level activities, AND the effectiveness of the Save the Children staff responsible for those activities. Therefore, more senior staff need to assure that the process of **Observe – Coach – Plan** has to occur both at the community level with community stakeholders and partners, as well as with the Save the Children staff.



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