

Reflective Supervision

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Who's Here?

Name

Position/Title

County

What are our goals?

- To understand that supervision is a context for learning and professional development.
- To understand the three components of reflective supervision; reflection, collaboration and regularity.
- To understand relationship based best practices

What is Reflective Supervision?

A method of professional development which aims to support, develop, and ultimately evaluate the performance of employees through a process of inquiry that encourages their understanding and articulation of the rationale for their own practice.

Why Reflective Supervision?

When we provide supervision, we also have the opportunity to model effective strategies to build relationships with families. It is a parallel process. How we behave with staff models how we want staff to interact with families.

Strength Based Attitudes

- Staff deserve the support and respect we are asking them to give families.
- Staff are our partners with a critical role in achieving outcomes.
- Staff have expertise about their own fields of practice.
- Staff contributions are valuable and important.

Relationship Based Practices

- ✓ Reflect on staff perspective

Have ongoing dialogue with your staff that allows them to put input about the structure, content, process, timing and tone of supervision.

- ✓ Support staff's competence

Accentuate the positives among staff members and in the work that they do.

- ✓ Focus on the family-staff relationship

As you provide guidance to staff, you can work on new skills with them.

- ✓ Value the staff's passion

Try to listen to what the staff is experiencing without judging.

- ✓ Make time for your own reflection

This is emotional work, and self-care is essential for you and staff.

Three Building Blocks of Reflective Supervision

1. Reflection-this means stepping back from the immediate, intense experience of hands-on work and taking time to wonder what the experience really means.
2. Collaboration-emphasizes sharing the responsibility and control of power.
3. Regularity-Supervision should take place on a reliable schedule.

Wrap Up

- Questions
- Comments
- Follow Up
- Thank You!!