

Reflective Supervision

One of the most joyous parts of working with young children and their families is watching growth; not just in children and families, but also the growth of the staff, supervisors, and the program. Reflective supervision is one of the main ways in which programs can focus on growth, agency, and retention of their staff.

What is Reflective Supervision?

Reflective supervision is a method in which an administrator supports and guides a staff member through challenges that arise in working with children and their families. It is based on a collaborative relationship between the administrator and staff member and the outcome is professional growth using reflection.

THE STAFF MEMBER AND SUPERVISOR MEET FACE TO FACE

THE MEETING IS FULLY CONFIDENTIAL

MEETINGS ARE SCHEDULED AND OCCUR ON A REGULAR BASIS TO ENCOURAGE REFLECTIVE PRACTICE, NOT JUST REACTING TO THE MOMENT OF CRISIS

Reflective Supervision Shows...

- The partnership between supervisors and staff are critical in achieving positive outcomes for children, families, and the program.
- The same respect that is shown to children and families is shown to staff.
- Experience, training, and education give staff expertise in the field that is acknowledged and respected.
- Staff's contributions are valuable and important.

A Reflective Supervisor...

- Reflects on staff's perspective
- Supports staff's competence
- Focuses on the family-staff relationship
- Values the staff's passion
- Makes time for their own reflection



Wonder

In our work with children, reflecting on the intense and challenging experiences faced in day-to-day interactions is an important part of self-care and growth of the educator. Wonder is a large part of reflection.

Awareness of our strengths, as well as our limits and vulnerabilities, allows individuals to make corrections in working with children that feel natural, unforced, and generated from within.

WHAT DO YOU WONDER ABOUT THE FAMILY?

WHAT DO YOU WONDER ABOUT PRECIPITATING FACTORS THE CHILD MAY HAVE FACED?

WHAT DO WE WONDER ABOUT OURSELVES?

How to Get Started

Reflective Supervision is a practice that we can all improve with practice. Each time you have an interaction with staff try the following:

Practice Active Listening

A. STOP WHAT YOU ARE DOING AND TURN TO FACE YOUR STAFF MEMBER TO SHOW THAT YOU ARE LISTENING

B. SEEK TO UNDERSTAND WHAT IS BEING SAID BY NOTICING THE WORDS, BODY LANGUAGE, AND TONE

Next Steps

CHECK OUT THESE SUPERB REFLECTIVE SUPERVISION RESOURCES:

<https://eclkc.ohs.acf.hhs.gov/video/reflective-supervision-action>

<https://www.zerotothree.org/resource/three-building-blocks-of-reflective-supervision/>

Respond with Reflection

A. REFLECT BACK YOUR UNDERSTANDING OF WHAT'S BEEN SAID.

B. RESPOND WITH A QUESTION AND INVITE YOUR STAFF PERSON TO IMAGINE THE POSSIBILITIES FOR SOLVING THEIR OWN PROBLEM. THIS IS A GREAT WAY TO LEARN WHAT THEY REALLY THINK AND EMPOWER THEM TO PARTICIPATE IN DECISION MAKING AT THEIR PLACE OF WORK.

