

Essentials for Supervisors: Knowledge and Skills Needed for Reflective Supervision

(adapted from Heffron & Murch, 2010)

In this module, we referred to reflective supervision and its importance to teacher growth and development. As leaders, it is critical to reflect on your own knowledge and skills as they relate to implementing reflective supervision.

Which of the following skills are most comfortable for you? Which ones would you like to target for future development? Who might help you do this, and what resources would you need?

1. Knowledge about relationship-based work
2. Knowledge about child development
3. Creating a shared framework and expectations for supervision
4. Use of media (video, audio)
5. How to access data and specialized resources for staff members
6. Structuring learning and training activities for adults
7. Empathizing with the feelings and experiences of others
8. Promoting sociocultural awareness
9. Strong listening and attention skills
10. Tolerating conflict and strong affect
11. Curious and open-minded
12. Avoid the “quick fix” for a problem (give it adequate thought)
13. Communicate confidence, high expectations, and belief in the supervisee
14. Collaborative problem solving

Add any other skills or knowledge you believe a reflective supervisor should demonstrate.