

Lessons in Leadership: Lead, Learn, and Pass It On
Part 4 – Reflective Supervision

[Music]

Leader 1: It's comprehensive. It's a 0 to 5. You can start this – you know, start your reactions to your children at age 0 when the baby starts crying. It's all in how you react to your child.

Leader 2: Utilizing reflective supervision in the last five years in our agency has shown tremendous results. One of the most important outcomes is that staff is engaged in making decisions. Staff is engaged in their professional development. Reflective supervision goes from where the leader has to make all the decisions until – to where it is a partnership.

Leader 3: We're always working at being reflective. Reflective practice is very important for all early childhood practitioners.

Leader 4: Good morning everybody! Welcome the Laguna Head Start program. Is everybody ready to have some fun?

Leader 3: We had a great health fair today and a great engagement with parents and families, but the thing that we're going to do tomorrow is probably get all the staff together and say, "Okay, what went well? What made it go well?" And then, "Is there something that we would change? Is there anything that didn't go well? Do we need to change that up?" And you want to do it on a timely basis. You don't want to wait for a month to say, okay – because you want everyone's input and you want it to be when it to be when it's – when they have really good thoughts and ideas going on with that.

Leader 5: Reflective supervision is something that as an agency we had been working on to get it right, and I think we're still working on it. I know I am. When I do meet with a staff person or assistant, it is talking about what is important to them. What I saw, how it can be improved, what they want to do about it, and also, here's your successes. Reflective supervision is just having input into what the solution is going to be for whatever the issue is. Reflection on: How did you do it? How do you want to do it? What do you want to do better?