

Reflective Supervision(RS): “A collaborative relationship for professional growth that improves program quality and strengthens practice. RS builds the capacity of individuals, relationships, and organizations by cherishing strengths and partnering around vulnerabilities.” (Shahmoon-Shanok, 1991)

Reflective Practice(RP): “A meaningful and effective professional development strategy. A way of thinking that: fosters personal learning, behavioral change, and improved performance. Through systematic inquiry and analysis, it is a way for individuals to create meaningful and enduring change by changing themselves” (Osterman & Kottkamp, 2015, p.1)

Reflective Supervision Consultation(RSC)/ Reflective Consultation(RC): Regular, predictable time for staff to reflect with a supervisor/ RSC about their work stressors 1:1 or in groups. Safe/Trusting space to share what’s on one’s mind, be seen and heard, and consider the perspectives of others and themselves. It allows a person time to feel support and at times create new ideas when moving forward.

Benefits of RS-Research on Impacts of RS: Watson & Gatti, 2012: Galen 20:13

- Discovered new ideas and developed new strategies
- Increased specific language skills in conversations with families, increased positive relationships with families and co-workers
- Increased perspective taking and thoughtfulness/awareness of experiences of others. Noticed improved service delivery, support and stress reduction.
- Increased confidence when faced with challenges with colleagues, children and families.
- Decreased stress, identified need for this structured time to attend to important issues, feelings, develop strategies.
- Consider multiple complexities of systems, paper work and family challenges
- Identified this process more important than participating in various training workshops

Effects of Online Face-to-Face RP in Community of Practice Groups by Dr Gina Veloni 2017

Online face-to-face Reflective Supervision/Practice groups were found to be a supportive, safe, and growth-fostering environment for participants in Veloni’s online group research in 2017. Both cohorts reported appreciation of the experience and the benefit of experiencing the face-to-face interactions between participants and with the modeling of reflective facilitators. All of the participants found it to be a helpful and supportive experience in this online forum.

Holding, Observing, Listening and Discovery (HOLD) were four themes found in this interactive web conferring RS practice groups. HOLD, along with growth and relief, were all identified in the context of the relationships in the safe and reflective space. Within the reflective process of interacting and experiencing RS, there was an increase in understanding, felt support, strategies created, increasing growth, discovery, and relief.

We would like to take the experience and research practices found in the field of the Infant and early childhood field and online RC space and integrate it into the OPD as a pilot. We hope to offer individual and group opportunities for Reflection from Feb 2024 through June 2024 as a pilot.

We have three Reflective Consultants with calendar times ready to support this potential. Dr. Gina Veloni will be the primary contact, collaborating with the leads and Micheal on this project Pilot. We look forward to the collaborative partnership of piloting this experience.