



[NEW Training Opportunity](#): Reflective Supervision for the Whole Job



[Who Should Attend](#): Individuals *currently* providing reflective supervision who are looking to deepen their practice



[Dates](#): Starts in January 2023 and ends September 2023 (exact dates and times TBD)



[The Training Consists of:](#)

- 8 monthly virtual live sessions (4 hours each)
- 7 small group live mentoring circle sessions (1.5 hours each)
- Approximately 14 hours of individual activities to be done between sessions

## What is the Reflective Supervision Collaborative (RSC)?

A collective endeavor focused on supporting the growth of reflective supervisors, change agents, leaders, mentors, and trainers prepared to sustain meaningful levels of reflective supervision, reflective practice, and leadership in their institutions. The RSC also focuses on the implementation of reflective supervision within organizations and agencies. The work of the RSC is guided by a set of core perspectives and processes which include the following perspectives: Developmental, Trauma Informed, Ecological and Systems and Diversity, Equity, and Inclusion. And include the following processes: Professional Use of Self, Critical Self-Reflection, Reflective Functioning, Self- and Other-Awareness, Multiple Perspectives, Relationships, Parallel Processes, Mindfulness, Self-Compassion, and Regulation.

## Who are the RSC members?

A diverse group of highly experienced infant and early childhood professionals with a special focus on reflective supervision in the multiple systems servicing infants, young children, and families.

The group has focused on:

- Creating a unified voice on the core processes and practices of reflective supervision

- Providing long-term training intensives on reflective supervision and leadership
- Developing a think tank focused on the application and integration of reflective supervision in multiple settings, across multiple disciplines and with diverse populations
- Convening professionals interested in strengthening reflective supervision practices.

## What is different about this Reflective Supervision training?

This initial RSC intensive training series was created to support individuals, programs, and systems in creating a robust reflective stance that supports and sustains the leadership and supervisory activities necessary for strong, effective, equitable, diverse, and inclusive programs. There are several unique and revolutionary features of this training intensive series, it:

- Focuses on all aspects of reflective supervision using a “whole job” approach, which encompasses the clinical and administrative aspects of a position as well as taking into consideration the ecological context of the work.
- Supports the infusion of transformational reflective supervision practices and leadership approaches that incorporate principles of diversity, equity, inclusion, social justice, and a trauma-informed lens in a robust evidence- informed learning approach.
- Includes materials and a learning design that have been conceptualized and built over the last three years by a collaborative of national expert reflective supervision leaders involved in the teaching, training, research about, and promotion of reflective supervision.
- Works closely with the local sponsors to consider and plan for the unique needs of each group or region
- Includes delivery through the incorporation of virtual technology including best practice approaches to on-line and in person learning. Learning materials and approaches are highly interactive and include both synchronous and asynchronous approaches.
- Involves curriculum modules intermingled with small group mentoring circles and individual mentoring opportunities throughout the training to allow for participants to integrate the concepts and practices into their daily work between different learning modules.

## What is the RSC's Training Series?

This intensive on-line training uses an engaging learning platform allowing the RSC to share a variety of resources and tools that participants can access easily and later infuse into their practice at the local level. The training materials and interactive activities were created to provide learners with opportunities to explore, apply and integrate the reflective supervision processes and perspectives over time. While some learning activities will highlight specific perspectives or processes, our goal is to incorporate and intertwine these ideas throughout the learning intensive with opportunities to find coherent and attuned ways of meeting the complex needs of supervisees - in all aspects of their job - while at the same time providing the best possible services for children and families.

- There are 8 half-day live Zoom sessions for Track I. All participants in each track will need to commit approximately 14 hours for off-line work consisting of reading, viewing video clips, and audio or written journaling.
- Additionally, for each track there are 5 to 7 small group live Zoom 1.5-hour Mentoring Circles to support application of the content and processes for participants' work. Each mentoring circle will have no more than 8 participants.

## What RSC track is available in your area?

*Reflective Supervision for the Whole Job* (Track I) is a 9-month intensive training based on an integrated framework developed by the RSC. This training supports reflective supervisors to be consistent, intentional, responsive, collaborative, and reflective, regardless of the content of the supervisory session or team meeting. Learning activities highlight reflective processes and collaborative problem-solving strategies (e.g., Reflective Interaction Observation Scale (RIOS), Diversity Informed Tenets, SAMHSA's trauma informed care principles, and The Fussy Baby Network's FAN) with the goal of infusing these ideas throughout the materials. Large and small group activities support participants in infusing into practice coherent and attuned ways to meet the complex needs of their supervisees. This training is for reflective supervisors who have had introductory training in reflective supervision, along with some supervisory experience, and would like to deepen their supervisory practice.

Deadline to submit the application is November 15, 2022. Applications will be available through Right Start for Colorado in late September 2022.



Any questions, please contact: [RightStartforColorado@wellpower.org](mailto:RightStartforColorado@wellpower.org)