

**Reflective Practice
for Leaders and
Supervisors:
Integrating Reflective
Practice into your
Vision and
Leadership**



September 24, 2021

Rosa Ana Lozada, LCSW, IFMHS, RFP II

Harmonium CEO

Christine Cole, LCSW, IECMH

Program Manager, Washington State Health Care Authority



1

Introductions

- ❖ Name

- ❖ As a result of this workshop, what would you like to gain as Leader/Supervisor?

2

Goals / Objectives

1. Identify application of core principles in a leadership role
1. Review skills for integrating reflective practices in with programs/agencies
1. Examine how reflective practice can improve professional interactions/interventions
1. Outline ways to build a network as a leader to effectively promote reflective practice within early childhood systems.

3

Objective #1

Core Principles & Essential Qualities

4

What is Reflective Practice?

Reflective Practice is an **effective interactive** process that can improve the quality of service within early childhood mental health. This best practice involves an **internal journey of exploring oneself, others, and the environment** to influence professional interactions/interventions.



5

Core Principles

- ❖ Parallel Process
- ❖ Sense of Safety
- ❖ Observation
- ❖ Focus on Process
- ❖ Use of Self
- ❖ Exploring Differences
- ❖ Trial in Action
- ❖ Being Held in Mind
- ❖ Regulation
- ❖ Rupture & Repair

6

Three Key Elements		
Reflection	Collaboration	Regularity
<ul style="list-style-type: none">❖ Pausing & zooming out to consider one's emotions, sensations, thoughts and reactions. This is also a time to slow down to consider another's perspectives.	<ul style="list-style-type: none">❖ Built on a reciprocal relationship built on trust, mutuality of endeavor and respect.	<ul style="list-style-type: none">❖ Together supervisor & supervisee set a consistent time, structure & approach to foster a sense of safety within the process.

7

Essential Qualities	
<ul style="list-style-type: none">❖ Safety	<ul style="list-style-type: none">❖ Elimination of reactive judgments
<ul style="list-style-type: none">❖ Open communication	<ul style="list-style-type: none">❖ Shared power and collaboration
<ul style="list-style-type: none">❖ Responsiveness	<ul style="list-style-type: none">❖ Curiosity or inquiry
<ul style="list-style-type: none">❖ Empathy	<ul style="list-style-type: none">❖ Flexibility
<ul style="list-style-type: none">❖ Acceptance of a wide variety of cultural values and childrearing practices	<ul style="list-style-type: none">❖ Self-awareness

8

Objective #2

Skill Integration

9

Leadership Roles

- ❖ Program policies & quality assurance
- ❖ Creating space for staff to explore the thoughts, emotions & meaning of their work
- ❖ Administrative tasks (ie. timecards, performance reviews, budgets)
- ❖ Other?

10

Group Discussion

What are the Leadership challenges and opportunities for integration?



11

Objective #3

Professional Interactions/Interventions

12



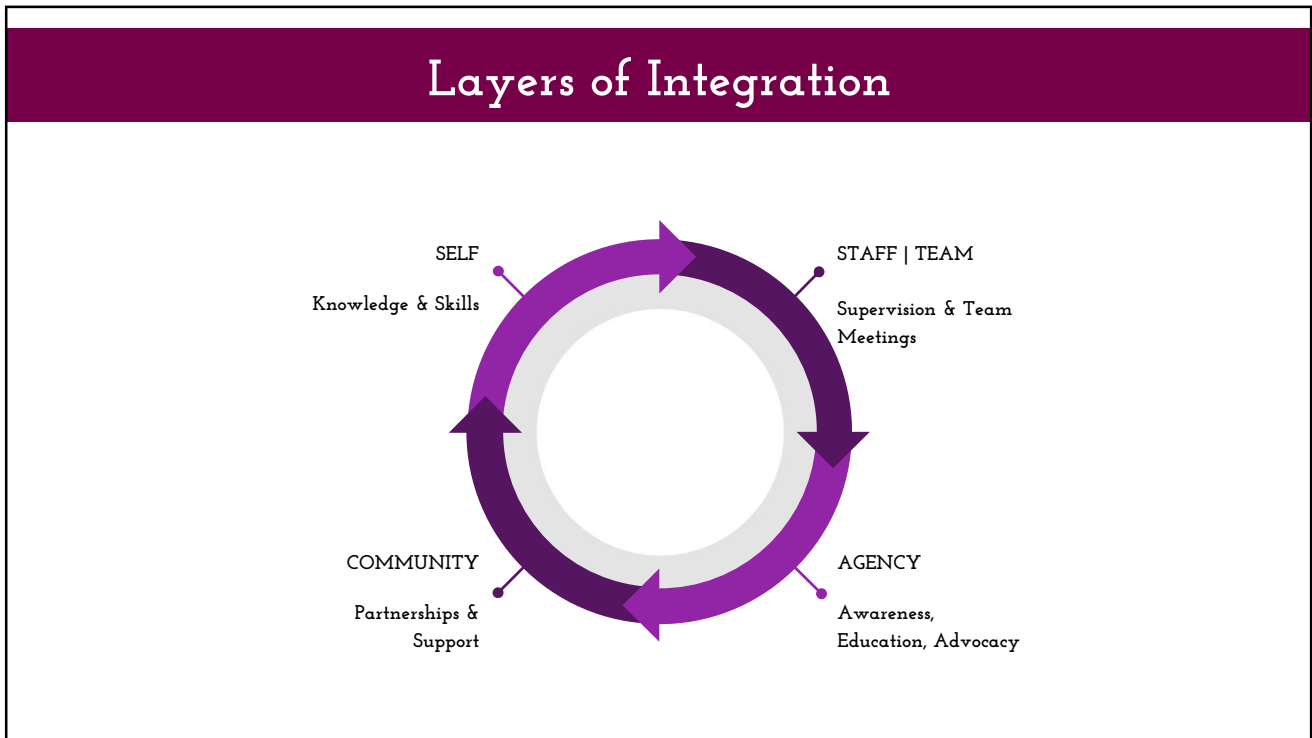
13

What strategies have worked?

"The essence of strategy is choosing what not to do."

-Michael E. Porter

14



15

Objective #4

Building a network as a leader to effectively promote reflective practice within early childhood systems.

.

16

Community & Network

“There is no power for change greater than a community discovering what it cares about.”

- Margaret J. Wheatley



17

Self-Care

“How you are is as important as what you do.”

- Jeree Pawl



18

Do Something Good For You



Sight (Vision)
Hearing (Auditory)
Smell (Olfactory)
Taste (Gustatory)
Touch (Tactile)
Vestibular (Movement)
Proprioception (Body Position)

YOU deserve it!

19

Resources

Flowers, K., LCSW, IF-ECMHS RPF-II, & Burgeson, M., MA CCC-DIR/SLP. (2015, December). San Diego: San Diego Early Childhood Mental Health Leaders Collaborative.

Heffron, M. C., & Murch, T. (2010). Reflective supervision and leadership in infant and early childhood programs. Washington, DC: Zero to Three.

Heller, S. S., & Gilkerson, L. (2009). A practical guide to reflective supervision. Washington, D.C.: Zero to Three.

Provence, S., Pawl, J., Fenichel, E., & Powers, S. (Eds.). (1980). Home. Retrieved August 25, 2020, from <https://www.zerotothree.org/>

20