

## Reflective Supervision 2.0

### Frequently Asked Questions

#### Why is the learning community so long (21 months)? Didn't it used to be a year?

This is our third cohort of the Reflective Supervision learning community and we're learning more each time about how to make this the best experience for participants. One of the things that we heard loud and clear from both of our previous cohorts is that they wanted more time with each other and our trainers/mentors as they continued to integrate reflective supervision into their day-to-day work. The first year builds a strong foundation of infant mental health principles and reflective skills. Adding a second year allows supervisors to receive ongoing support and feedback as they work to master these new skills. We've learned that reflective supervision is more than just a training – it's a shift in approach and one year is just not long enough to fully support this shift. Supervisors love this experience and most would like to continue even longer!

#### Why do you want so many people to come to the September 26<sup>th</sup> date? (The Supervisor, his/her supervisor, and his/her supervisees.) Is this training designed to accommodate this large a group?

The intention for the first day is to set the stage for the entire team about what to expect from this training process. After our first round of this learning community, we discovered that Supervisors went back from the face-to-face training fired up but their programs weren't always prepared for the new strategies and techniques being used. Having staff from multiple layers of the organization attend this introduction/orientation day will set the Supervisors up for success in putting their new knowledge into action!

- We're anticipating that each Supervisor will bring 8 to 10 people on September 26<sup>th</sup>. If your site has significantly more than that, please just note that on the application.
- September 26<sup>th</sup> is the **only** day that all staff will be asked to attend. The rest of the face-to-face meetings and phone calls will be specifically for the participating supervisors.

#### Would each attendee in addition to the supervisor (supervisees, supervisor's supervisor) need to pay the \$200 fee for the training on September 26<sup>th</sup>?

No! The training fee is for the Supervisor only and will cover the entire length of the training (not including travel, hotel, etc.). If it works better for your program, the fee can also be split into two equal payments (one paid upon registration and one paid at the start of the second year).

#### It might be too expensive or time-consuming to get all of our staff there for the September 26<sup>th</sup> kick-off. Is attendance *really* required?

It's important that Supervisors are supported as they take on this intensive training commitment. One way for agencies to offer that support is to bring other people who will be impacted by the training to the first day for an overview of what to expect from the process. This is reflective supervision in a more intense and intentional way than most programs have experience with. However, we don't want Supervisors to miss out on this opportunity just because they can't get their whole team there for the kick-off. If this presents a challenge, please note it on the

application and we'll be in touch to see if there's anything we can do to make it work for your team to come or to make sure that the Supervisor has buy-in and support for the process even if the whole team can't attend.

- September 26<sup>th</sup> will be an abbreviated day, starting at 10:00. This shorter day will make it easier for staff to drive in and out on the same day, saving the expense of staying overnight.

### **Are the other training dates available?**

The dates for the other face-to-face trainings have not been set yet but they will be finalized before the September meeting.

### **Where will the rest of the training events occur?**

The training locations have not been decided and will depend on where accepted applicants are coming from. In the past, trainings have alternated between Charlottesville and Richmond. We will do our best to make sure the location is as convenient as possible for participants in order to minimize travel time and expense.

### **Are there any prerequisite qualifications to apply?**

The only requirements are that the participant is supervising home visiting staff in one of the Early Impact Virginia [member programs](#) and be able to commit to participating for the full length of the learning community.

### **How will this training align with our home visiting models?**

The training is not model-specific and approaches reflective supervision from an infant mental health perspective. Having supervisors from a variety of models and backgrounds brings a wonderful richness and perspective to the sessions!

### **Is there a plan for ongoing support beyond the training?**

That is ever evolving and will depend partially on the needs/wants of the participants at the end of the learning community. We intend for there to be some sort of ongoing support for participants, but what form that will take remains to be seen. It might be less formal regional meetings or annual "booster shots", where participants can refresh and refine their skills. Part of the focus of this training initiative is to build reflective supervision capacity throughout Virginia's home visiting community, so we definitely want to make sure that supervisors are supported in continuing to learn and enhance their reflective supervision skills.