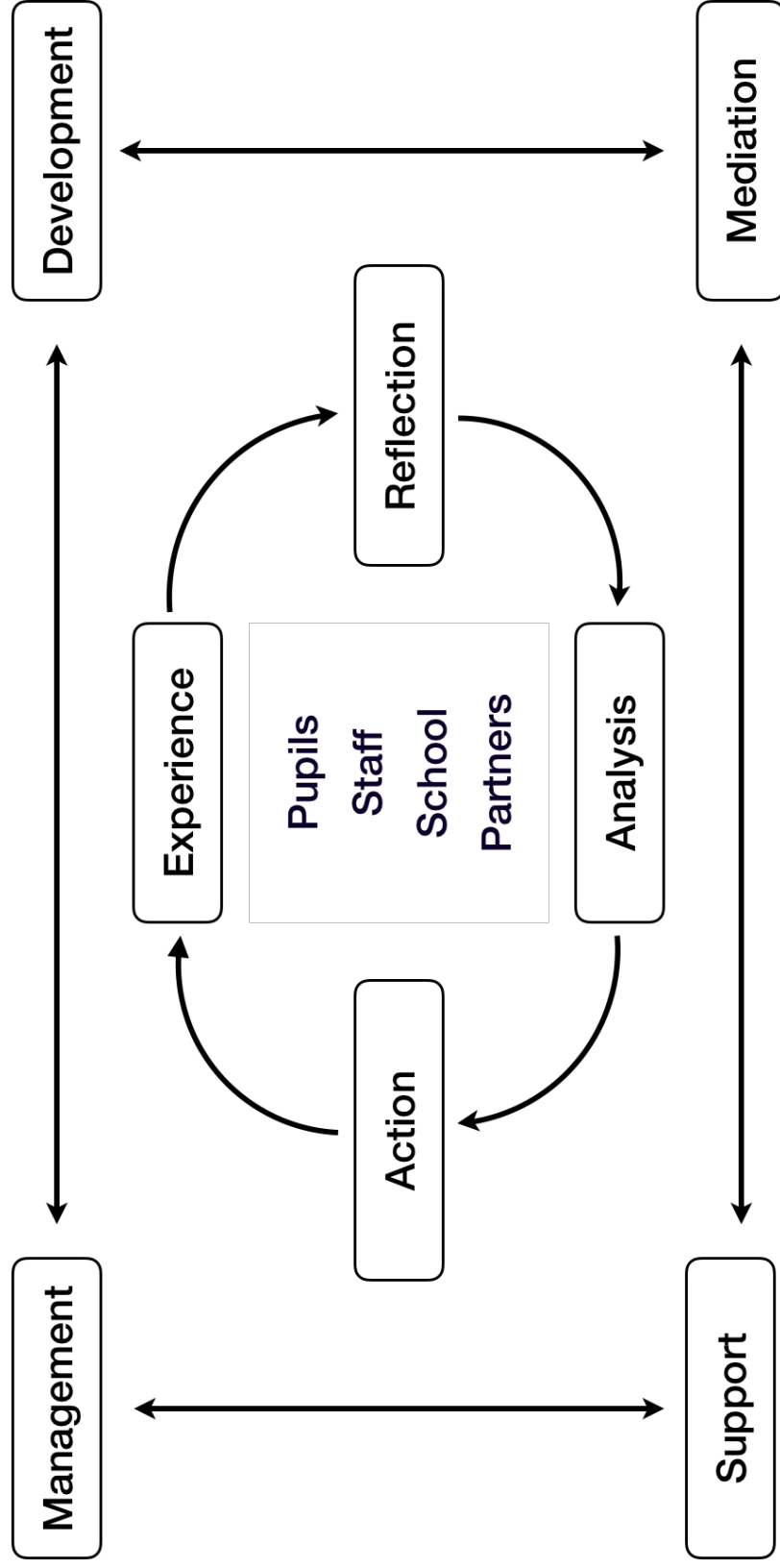




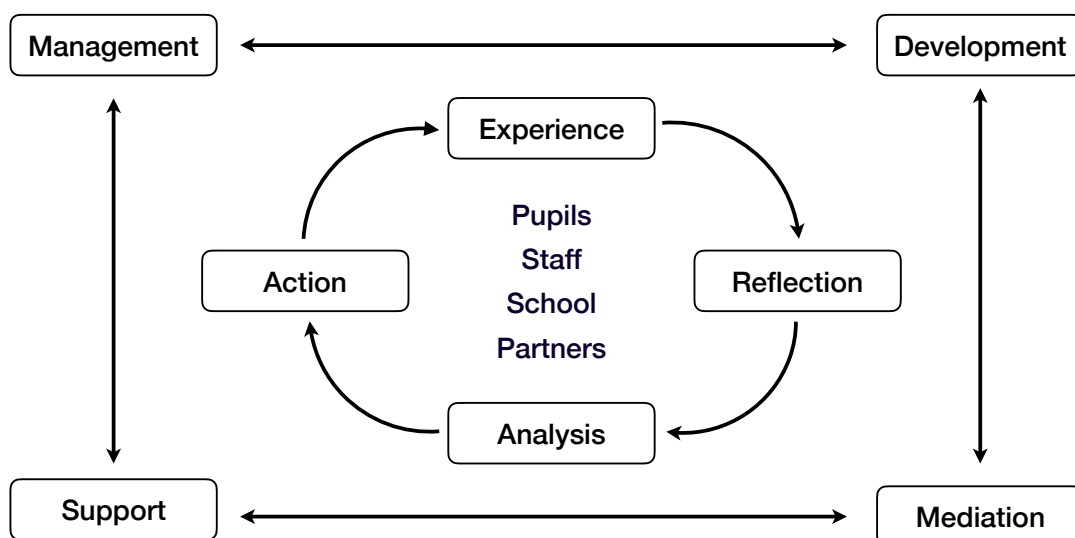
Andrew Hall

Developing a Culture of Supervision

Morrison's 4x4x4 Model of Supervision



Morrison's 4x4x4 Model of Supervision



Morrison	
Management	
Professional Development	
Mediation	
Emotional Support	

Kolb's Learning Cycle	
Experience	
Reflection	
Analysis	
Action	

Question Ideas for each area of supervision

Experience	Reflection
Analysis	Actions and Planning

Possible Agenda Starters

Welcome

How have things been?

What's on your mind?

What challenges have you had?

What's gone well since last time?

Which of these would you like to look at today?

Supervision Record (Pupil)

	Experience	Reflection	Analysis	Actions and Plans
Issues related to Management				
Issues related to Professional Development				
Issues related to Emotional Support				
Issues related to Mediation				

Supervision Record (Staff)

	Experience	Reflection	Analysis	Actions and Plans
Issues related to Management				
Issues related to Professional Development				
Issues related to Emotional Support				
Issues related to Mediation				

Points to think about in the Supervision Policy

- Possibly include the definition of supervision
- Why supervision is important
- Why supervision is used in this school
- Important to link this to safeguarding and Keeping Children Safe in Education
- How the supervision policy fits in with other policies
- What is the role of the supervisor
- What is the role of the supervisee
- What boundaries and clarity is there about the supervisee's personal issues
- How will disagreements be solved
- What support is there for the supervisor
- Where will supervision take place and how frequently
- What happens if issues emerge between sessions
- How will the supervision session be recorded
- How will any case management discussions be recorded
- Who will have access to the supervision records
- How will the balance be confidentiality and privacy be struck
- How will the policy be monitored and reviewed