



## **Community of Practice** **Supervision in Education by Educators**

### **Rationale**

There is growing recognition that education professionals, like those in other helping professions, should have access to high quality supervision so that they are supported to do their work. Educators who have gained the appropriate skills in supervision are uniquely placed to provide this. Our community of practice is a supportive environment for educators who provide or support supervision in education where:

- Current best practice, resources and research are shared
- new knowledge is created,
- the provision of supervision in education by educators is advanced

### **Definition of Supervision-**

There are different types of supervision and multiple definitions. Our approach is informed by reflective or professional supervision, and our working definition (derived from Hawkins and Shoher's definition) is:

Supervision in education is a non-judgemental, collaborative process where education practitioners are supported to reflect on their values, practice, relationships, the emotional demands of their work and the impact of these and the wider education system on their psychological wellbeing. It can contribute to best practice, effective relationships, enhanced wellbeing, and professional and personal development.

### **Vision**

High quality supervision in education by educators

### **Values**

The core values that underpin our Community of Practice are:

- Self-awareness: continuous awareness of self and the CoP's strengths, development and impact
- Openness: being courageous in giving and receiving support and challenge
- Respect: acknowledge and respect other's experience, views, rights and beliefs, including our own.
- Partnership and collaboration: working together with trust honesty and transparency

### **Mission**

- To advocate for high quality supervision in education
- To support and develop the best practice of supervision through research, resources and collaboration
- To uphold a guiding framework of ethics and competencies that facilitates high quality supervision in education by educators
- To give a voice to supervisors with an education background so that members of the education community know there are options around who supervises them
- To support all education professionals to thrive so that they can promote quality education for children and young people in our education settings through high quality supervision.