

Reflective Supervision in Education: *Professional Learning for Facilitators*

Sydney School of Education and Social Work



Australian schools are currently facing a Principal recruitment and retention crisis (Heffernan & Pierpoint, 2022), and the role of the school Principal in fostering educational achievement is critical. Principals/school leaders experience complex, frequent demands on their time, energy and wisdom, and recent studies report that school leaders are facing unprecedented pressure on their mental health and wellbeing (DeMatthews and colleagues, 2021).

Reflective Supervision provides one-on-one professional and confidential conversations (peer and group reflective supervision also exist) over several sessions to support leaders as they navigate their professional roles. The sessions encourage supervisees to understand and respond reflectively to challenges and opportunities for their leadership practice.

Reflective Supervision (based on the principals of Professional Supervision), with a clear and consistent emphasis of reflecting on practice, has a rich heritage in the helping professions in work with psychologists, social workers and therapists where supportive, formative and normative dimensions are the main focus of the practice.

Course outline:

- Establishing and managing the supervision relationship
- Providing Reflective Supervision
- Facilitating structured reflection on professional practice
- Providing industry (workplace) specific (schools) supervision (also: consultancy, coaching, mentoring)
- Facilitating ethical and wellbeing conversations for educational leaders
- Leading professional learning / professional development for self and other school leaders
- Implementing an education focused reflective supervision pedagogy.

Presenter biographies

Geoff Broughton, PhD is the Associate Professor in Practical Theology at Charles Sturt University and currently Vice-President of the Australasian Association of Supervision. Geoff has been a pioneer in the professional / pastoral supervision sector, training hundreds of supervisors over the past decade, consulting, and supervising across a range of schools, churches and the armed services. Geoff's leadership in supervision has been recognised by the UK's Institute for Pastoral Supervision and Reflective Practice where he is the only non-European associate. Geoff founded the Professional/Pastoral Supervision Network, is Principal of Pastoral Supervision Australia, and has authored several books and articles on supervision in Australia.

Mary Ann Hunter, PhD is Associate Professor in Education at the University of Tasmania and a leading professional supervisor with principals, educators, and artists. Originally a secondary teacher, Mary Ann has held educational positions internationally, including at the National Institute of Education Singapore, University of Queensland, and Australian Centre for Peace and Conflict Studies. She was a coordinator of IMPACT's global learning exchanges on creative approaches to conflict transformation and continues to work closely with schools as a Practice Leader with 4C Transformative Learning and coordinator of UTAS' Master of Teaching. Mary Ann is a recipient of numerous awards, including an Australian Council for Educational Leaders award.

2025 dates for face-to-face intensive sessions:

Thursdays & Fridays 9am-4pm	Cohort 1 February-June 2025
Sessions 1 & 2	13 & 14 February
Sessions 3 & 4	10 & 11 April
Sessions 5 & 6	15 & 16 May
Sessions 7 & 8	19 & 20 June

Participants in the Reflective Supervision program already have significant experience in education. The program recognises this experience and the program involves significant self-directed learning through readings, intensive practical sessions, being supervised and supervising and reflective assessment tasks.

Participant's commitment

There are compulsory individual requirements for participation in, and successful completion of, the Reflective Practice in Education course as both supervisor and supervisee. This includes 10 hours of practice in the role of 'supervisor' and 8 hours in the role of 'supervisee'.

Supervisee sessions are to be arranged and paid for individually by participants and a list of recommended providers will be supplied.

Additional training is delivered through online course content, including readings. A reflective learning journal must be maintained by course participants.

Assessment requirements

- Participant reflection on the supervision contract development process (1000 words)
- 2 x 10 min videos of supervision given plus a 500-word critical reflection for each
- Comparative research essay (2000 words)
- One-hour video demonstration of supervision given (and 2000-word critical reflection)
- Reflective learning journal: critical reflection on development as a supervisor (2000 words)
- Ethics / wellbeing research essay (2000 words)
- Additional Supporting Documentation is required for AAOS membership

Fees and registration:

\$6600.00 (including GST) for course.

Please ensure that you are available to attend all of the face-to-face sessions in Camperdown, Sydney, prior to registration as full attendance is required for successful course completion.

Link to registration:

[Face-to-face sessions - February to June 2025](#)

Course Program

Intensive 1 - sessions 1-2:

- Course introduction
- Reflective Supervision (Clinical, Social Work and Pastoral heritage)
- Functional and cyclical models of Reflective Supervision
- What kind of learning in supervision?
- Reflective practice for educators
- Contracting for Reflective Supervision

Intensive 2 - Sessions 3-4:

- Recent developments for reflection on action
- The process model of Supervision
- Supervision of Supervision and Good Supervision Practice
- Legal and ethical issues in Supervision
- Reflexivity and Supervision

Intensive 3 - Sessions 5-6:

- Developmental approaches within Supervision
- Intercultural issues in Supervision
- Practising the process
- Power, Transference, Parallel Process; Supervision
- Leadership and Power

Intensive 4 - Sessions 7-8:

- Establishing and facilitating in group Supervision
- Fostering self-care and wellbeing through Supervision
- Dealing with burnout and endings.

Dates for Reflective Supervision 2025 - Cohort 1:

Four x 2-day compulsory intensive face-to-face sessions will run from February to June 2025 - see front page for exact dates.

Proposed venue for face-to-face sessions:

Room 612, 6th Floor
Education Building - A35, Manning Road
Camperdown Campus
The University of Sydney 2006

Registration enquiries please contact:

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