

Supervision is Super Vision

Supervision helps employees perform by:

- Fostering professionalism
- Building forthright, caring, and respectful relationships
- Creating communities of problem solvers
- Invites and requires conscientious, creative, and dedicated performance

Supervisory Components of Social Emotional Intelligence in Leadership:

1. Know what inspires and motivates your employees
2. Know your staff's strengths, blind spots, and developmental needs
3. Invite your employees to take responsibility for their own actions, attitudes, and relationships
4. Know you are a courageous nurturer; supervisors take a stand for quality. Acting quickly to discipline a nonperforming staff member requires courage.
5. Insight and empathy are just as useful to a supervisor as courage. Accurately read your staff. See the talent, strengths. However, working thru their weaknesses, requires all three virtues: courage, insight, and empathy
6. The type of supervision a director chooses depends in large part on the maturity level of the employee. Less mature staff members are likely to need to be "told" what is expected. More seasoned employees can be "asked" to take charge of a new a venture. However, it is important to note: age is not the determinant of an adult's developmental stage.
7. Respect the person, address the behavior
8. Stay calm, focused, and create vision. To take it further, allow your employees to create and take ownership of a vision statement, which describes the quality of care they provide in the classroom.

Adapted from Bruno, H.E. 2012. What You Need To Lead an Early Childhood Program. Supervision and Staff Development: Social EQ in Action (1) 149-151. NAEYC