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Stop and Reflect

What qualities did your most effective supervisor possess?

4

Stop and Reflect

What qualities did your least effective supervisor possess?



5

Stop and Reflect



How did it impact your feelings about your position?

6

The Case for Evidence Based Supervision

- Working conditions play a major role in teacher attrition.
- "Teacher's feelings about administrative support and input into decision making greatly influence their decision to stay."



Ornstein et al., p.112

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The Case for Evidence Based Supervision



- It is the only proven way to effectively impact staff work performance.
- "It results in the desired impact on staff work behavior. This results in fewer future areas of poor staff performance requiring supervisory attention."

(Reid 2012 p.12)

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Evidence Based Supervision and Attrition



Many administrators exploit teachers by unfair treatment, and by giving staff additional duties that they struggle to manage.

Farmer 2020

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Evidence Based Supervision and Attrition

Teachers who report positive working conditions also report greater satisfaction with, while those that report less satisfaction report less desirable conditions

Farmer 2020

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Evidence Based Supervision and Attrition

Supportive administration can alleviate the stress their teachers feel.



Farmer 2020

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Evidence Based Supervision and Attrition

A lack of administrative support plays a huge role in teacher attrition.

Farmer 2020

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Evidence Based Supervision and Attrition

51%

Indicated that poor administrative support was the reason for their dissatisfaction.

Farmer 2020 p.41

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Evidence Based Supervision and Attrition

Indicated that it is a factor in their dissatisfaction.

32%

Farmer 2020 p.41

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What Does Staff Acceptability Mean?

Staff acceptability refers to the extent to which staff members—such as teachers, or Center Directors—find a policy, procedure, or “rule”, acceptable, practical, and feasible to implement in their daily routines.

When it is acceptable to the staff, they’re more likely to be consistent, thorough, and effective in carrying it out.

Farmer 2020 p.41

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Staff Acceptability

- Builds a strong relationship between the supervisor and staff.
- Staff has trust in their supervisor
- Reduces confusion and anxiety.
- Supervisors must involve staff in the process of supervision.
- Participative supervision relies on staff having input into decisions that affect their job.

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The Supervision Protocol



1. Identify desired consumer outcomes.
2. Specify what staff must do to assist consumers in attaining desired outcomes.

Reid 2012 p.14

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The Supervision Protocol

3. Train staff in the performance skills needed.
4. Monitor staff performance.



Reid 2012 p.14

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The Supervision Protocol



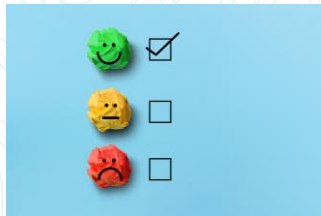
- 5. Support proficient staff performance.
- 6. Correct non-proficient staff performance.

Reid 2012 p.14

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The Supervision Protocol

7. Continuously evaluate staff performance and consumer outcome attainment.



Reid 2012 p.14

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Consequences



- Diminished performance.
- Strained employee & employer relationships.

Reid 2012 p.40

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Consequences

- Poor learning outcomes.
- High rates of attrition.
- Allocation of funds to recruitment versus student resources.



Reid 2012 p.40

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Next Steps

- Follow the Evidence Based approach to supervision if you find yourself in a supervisory role.
- Advocate for your needs.
- Schedule check-ins with your supervisor **BEFORE** you feel burned out.
- **Be a Beacon of Knowledge:** Encourage others to research Evidence Based Approaches to supervision.

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Thank You!

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