

What is Reflective Practice?

"At its core, reflective practice involves an examination of feelings, exploration of issues, brainstorming solutions, and integrating these areas together to become more resilient. It is a framework for understanding our interactions with others, and why some were successful and others were not." ~Tana Fye, Attorney

The human service and early childhood workforce is engaged in work that is both rewarding and taxing. The emotionally intrusive nature of the work often leads to high rates of vicarious trauma, stress and burnout - all of which affect the quality of services provided by an organization. Reflective practice assists in mitigating these effects by helping individuals examine their current and past actions, emotions, experiences, and responses in order to evaluate their work performance and learn to improve in the future. Reflective practice promotes a workplace culture of collaboration and accountability.

The NCRP partners with the Erikson Institute in utilizing the Facilitating Attuned Interactions (FAN) model of reflective practice.

What are the Benefits?

"Reflective supervision is one of the greatest management tools I have come across in my 35 years in the field! It helps turn difficult conversation into structured, meaningful discussions. Using the reflective supervision structure helps dissipate the emotions of both the manager and employee. It helps change the focus from the employee's problematic behavior to building their capacity to be a more effective employee. I have found it useful not only in individual and group supervision, but also in my daily conversations with family and co-workers."
~ Colleen Roth, Project Harmony

Our Partners:

- Erikson Institute
- Nebraska Children and Families Foundation, Rooted in Relationships
- Nebraska Department of Education
- University of Nebraska Medical Center, Munroe Meyer Institute



Questions?

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Nebraska Center on
Reflective Practice

**Supporting those
who help others**

What We Provide

Training Program

We provide in-depth training programs that prepare professionals to provide reflective practice.

Who We Train

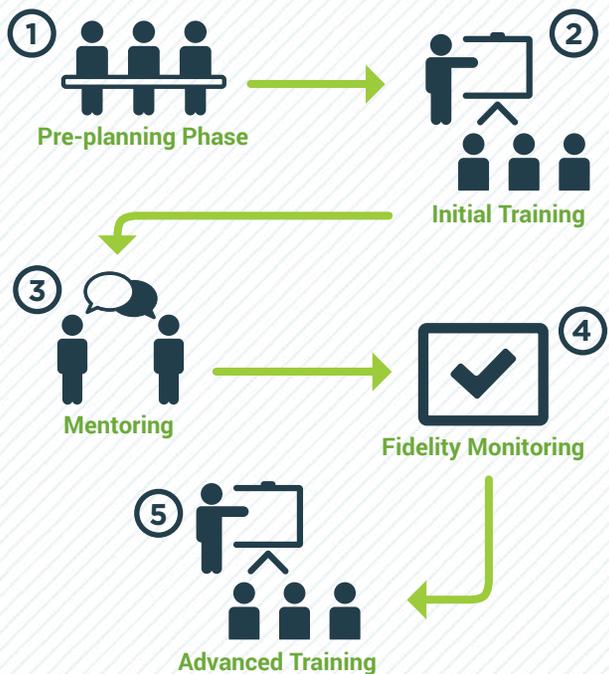
1 Supervisors & consultants



2 Practitioners working with families



Training Program Process



Consultation Services

The Nebraska Center on Reflective Practice partners with a network of consultants to offer reflective consultation to individuals or groups. Reflective practice consultation typically occurs twice monthly for at least one year. Groups can be composed of supervisor/employee teams or peer teams. Reflective consultation for groups aims to enhance team collaboration and cohesiveness by promoting an environment of mutual respect and shared understanding.

"Reflective practice training has been a huge asset to my daily work. It has helped me connect with my staff not only through their teaching practices but also through a personal level. Using the FAN I am able to meet the needs of my staff exactly where they are and relate to them in ways I haven't before. I was able to adapt the techniques I learned in the training to create a positive approach to reflective supervision." ~ Brittany Stansberry, Early Childhood Education Coordinator

"Staying connected to your FAN colleagues is one of the best ways to sustain your practice. The Community of Practice offers advanced training concepts as well as rich networking." ~ Dr. Linda Gilkerson, FAN Develop and Professor Director, Infant Studies, Erikson Institute

"Reflective practice gives me a solid template for problem solving that addresses the emotions involved in the work we do and moves through to collaborative solutions. As an admitted "fixer", reflective practice has provided me with some much needed insight into how limiting it is for a volunteer or staff person to have an issue or problem solved or fixed for them. Reflective practice is a great way to discuss an issue, hear input and brainstorm solutions." ~ Dawn Rocky, Lancaster County CASA

Community of Practice

For individuals who have completed the reflective practice training program requirements, the Community of Practice is a post-training supportive network managed by the NCRP that includes booster trainings, listserv access and connections to other reflective practitioners in Nebraska. The Community of Practice supports experienced reflective practitioners in continuing to develop and refine their reflective practice skills and developing relationships with other practitioners to support them in their daily work.

Nebraska Center on Reflective Practice

The Nebraska Center on Reflective Practice (NCRP) provides training, mentoring, consultation, and evaluation to individuals and organizations in need of reflective practice. The NCRP also provides support through:

- Annual Nebraska Reflective Practice Trainers Meeting
- Statewide Practitioner Registry
- Fidelity Monitoring
- Trainer Support and Consultation
- Nebraska Affiliation with Erikson Institute
- Online Library of Reflective Practice Research and Materials