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- Learning Collaborative:
Come Explore Reflective Supervision with
Una and Blair: Centering Relationships in
Our Work with Young Children

*National Nurse-Led Care Consortium
and the Joseph J. Peters Institute*



Zoom Orientation

1

Captions

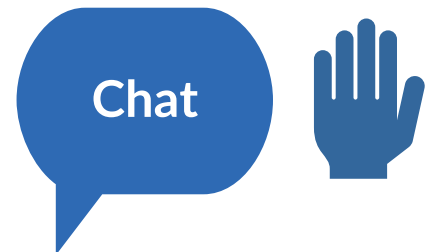
To adjust or remove captions, click the “Live Transcript” button at the bottom of your Zoom window and select “Hide Subtitle” or “Show Subtitle.”

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Live Transcript

2

Questions

We encourage your participation! Please add your questions for the speaker and comments for the group into the chat or raise your hand.



3

Technical Issues

Please message Zaharaa Davood in the chat.



●●● Accreditation Statement

Accreditation Statement: The National Nurse-Led Care Consortium is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation. This session, *Come Explore Reflective Supervision with Una and Blair: Centering Relationships in Our Work with Young Children*, has been approved for 1.0 NCPD contact hour.

Success Completion Requirements: To obtain the 1.0 contact hour of nursing continuing professional development, you must attend the entire activity and complete the evaluation.

Please rename yourself on Zoom with the name you used to register for the training!



The National Nurse-Led Care Consortium (NNCC) is a nonprofit public health organization working to strengthen community health through quality, compassionate, and collaborative nurse-led care. NNCC's mission is to advance nurse-led healthcare through policy, consultation, and programs to reduce health disparities and meet people's primary care and wellness needs.

Joseph J. Peters Institute (JJPI) is a non-profit mental health organization that provides outpatient, trauma-informed services to survivors of trauma as well as individuals with histories of violence and abuse. JJPI's mission is to restore hope with dignity, we do that by providing compassionate person-centered evidence-based practice interventions that provide healing and mental health wellness. JJPI is one of the few providers on a national level that provides comprehensive trauma treatment that encompasses the entire cycle of abuse.

The Philly Supporting Parenting Relationships through Outreach, Understanding, and Training (Philly SPROUT) will support children and their caregivers participating in NNCC's home visiting programs, Nurse-Family Partnership (NFP) and Mabel Morris Family Home Visit Program (MM), through mental health services provided by JJPI mental health clinicians. The program will also enhance the capacity of Philadelphia-based child and family service providers through infant and early childhood mental health (IECMH) training and learning collaboratives.

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Subject Matter Experts



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National Nurse-Led Care Consortium



PHILLY SPROUT

A PROJECT OF THE JOHN J. PETERS INSTITUTE
AND THE NATIONAL NURSE-LED CARE
CONSORTIUM

Learning Collaborative

Reflective Supervision: Centering
relationships in our work with young
children

Presented By:
Una Majmudar and Blair Lamb



01.

Introduction

- Meet Una and Blair
- Why is Reflective Supervision important to us?
- Overview of our time together





A moment for (self-) regulation

- Find a comfortable seat. Feel the spine lengthen as you reach the crown of your head upward. Focus your gaze softly a few feet in front of you.
- Tune into the sensation of your breathing. Notice how your breath feels as you inhale and exhale. Can you feel both stillness and movement as you breathe? Let your awareness linger here for a few more rounds of breath.



Opening with Reflection

WE WOULD LIKE TO LEARN ABOUT YOU. PLEASE SHARE YOUR NAME AND ORGANIZATION AND AN ANSWER TO ONE OF THESE QUESTIONS. FEEL FREE TO UNMUTE OR PUT YOUR RESPONSE IN THE CHAT.

- What is one reason why you do this work?
- What strengths do you bring to your role as a supervisor?
- What is one challenge you have as a supervisor?

04.

Reflective Supervision

Historical Context

From Social work field, adopted into Infant and Early Childhood Mental Health (IECMH) field in early 1990s

Practical Pillars

Regularity, Collaboration, Reflection

Relationship-Based

IECMH work is relationship-based work; relationships are at the center of what we do

Parallel Process

Offering providers a psychologically supportive environment with the intention of promoting deep learning. Providers, in turn, cultivate this space for the families they serve.



Infant and Early Childhood Mental Health

The foundation of all future development

Everyone who touches the life of a child can promote social and emotional well-being

Social and emotional development, or **infant and early childhood mental health**, is the developing capacity of a child from birth to 5 years old to...



Form close and secure
adult and peer
relationships...



Experience, manage
and express a **full**
range of emotions...



Explore the
environment
and learn...

...all in the context of family, community, and culture.



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*“Do unto others
as you would
have others do
unto others.”*

-Jeree Pawl, (1995) in *Reflective Supervision: A relationship for learning* (pg 43).



Parallel Process and the Practical Pillars

- **REGULARITY** - IN RS, THE SUPERVISOR IS TASKED WITH SETTING ASIDE REGULARLY PLANNED TIME TO PROVIDE RS. THE SUPERVISOR ALSO PROVIDES REGULARITY BY MAINTAINING A PREDICTABLE EMOTIONAL TONE AT EACH SESSION.
- **COLLABORATION** - IN RS, THE SUPERVISOR AND SUPERVISEE WORK TOGETHER TO HOLD A MUTUALLY SHARED VIEW OF A SITUATION. THIS INVOLVES LISTENING TO UNDERSTAND AND A WILLINGNESS TO MOVE FORWARD IN MUTUALLY AGREEABLE WAYS.
- **REFLECTION** - THE ABILITY TO REFLECT AND SELF-REFLECT REQUIRES VULNERABILITY AND HONESTY AS WELL AS A TRUSTING AND SAFE RELATIONSHIP.

HOW DO THESE SAME PILLARS SHOW UP BETWEEN PROVIDERS AND PARENTS OR PARENTS AND CHILDREN?

07.

What is Reflective Supervision?



YouTube Link: <https://youtu.be/xKPJkDiser8?feature=shared>

Why offer Reflective Supervision?

- Perspective taking and perspective holding
- Creating space for others
- Strengths-focused while promoting growth
- Mitigate compassion fatigue and vicarious trauma for providers
- Reduce staff turnover and personal bias
- Enhance trusting and supportive connections to families
- Attunement to Interactions

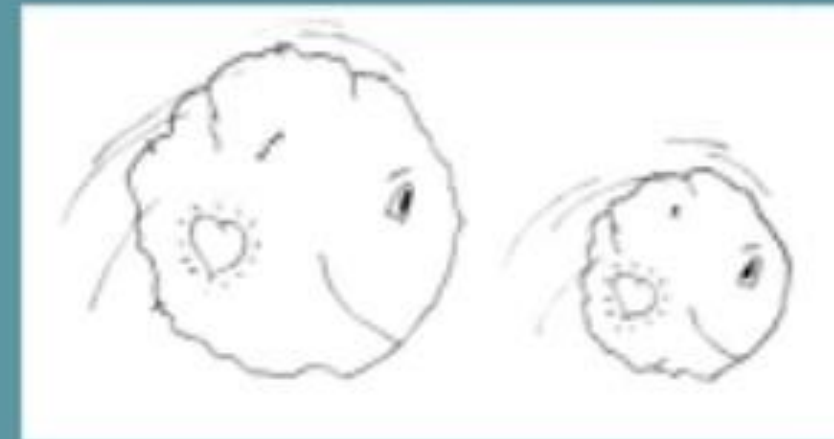


Connecting Process to Practice

The Story of the O's

by Chandra Ghosh Ippen, Ph.D.

Illustrations by Erich Ippen



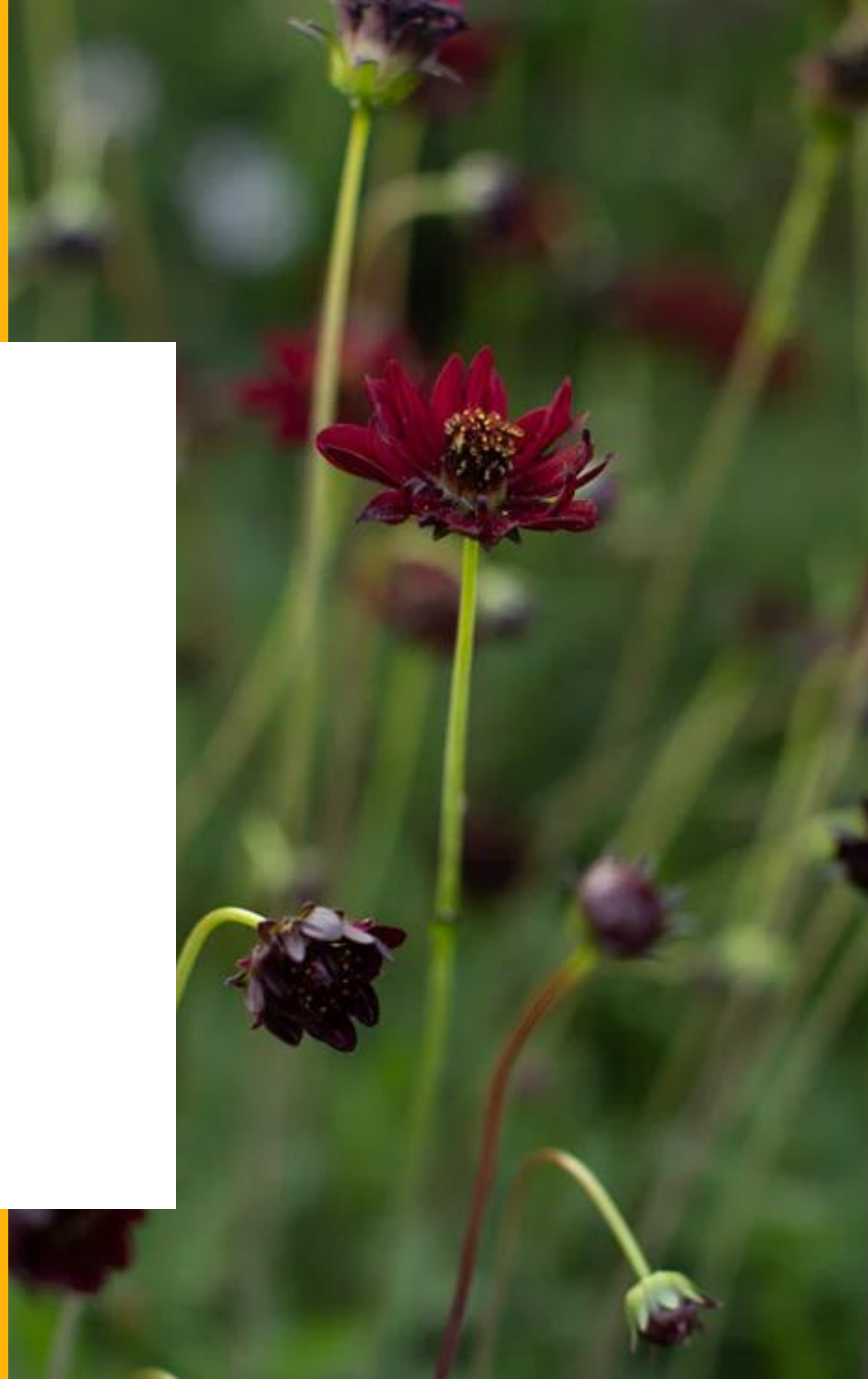
Free download available at Piploproductions.com

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10.

A (nother) chance for reflection

- How did you see the parallel process unfolding in the video?
- What components of reflective supervision did you notice?





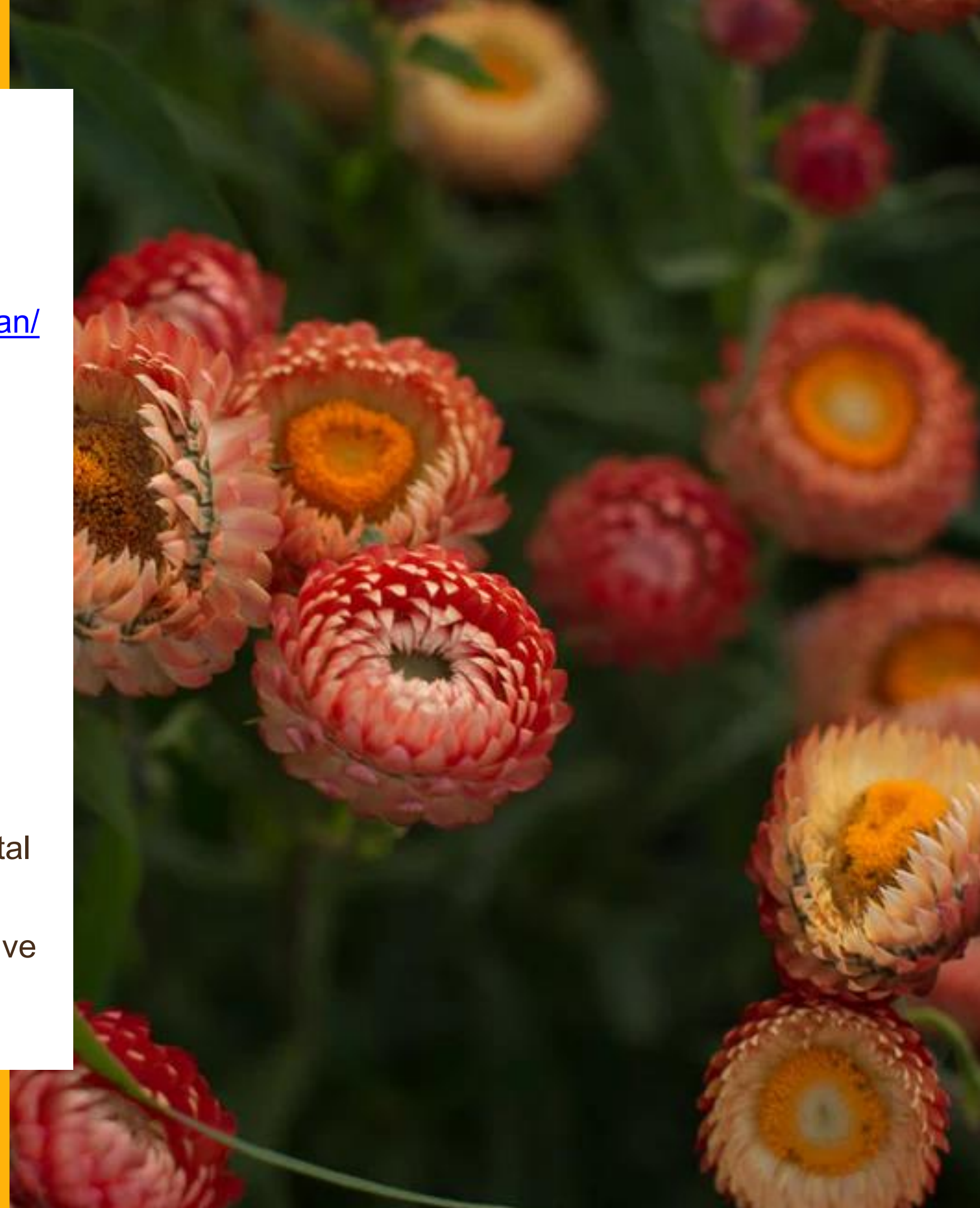
Time to collaborate

**WE WILL BE GOING INTO BREAKOUT ROOMS FOR 15 MINUTES.
CHOOSE A PERSON TO REPORT OUT ON A GENERAL THEME OR
TAKEAWAY FROM YOUR DISCUSSION.**

- Thinking about principles of reflective supervision - regulation, reflection, and collaboration - what do you still have questions about that you can bring to peers?
- Is there something that you have heard about reflective supervision that you could now add to your own supervisions?
- Have you seen or felt the parallel process in action?
- How does it feel for you to approach your supervisory practice as a relationship for learning? How might that intention shift the work of supervision?

Resources

- <https://www.zerotothree.org/resource/being-with-what-do-we-really-mean/>
- <https://www.zerotothree.org/?s=reflective%2Bsupervision>
- <https://www.allianceaimh.org>
- <https://ceed.umn.edu/content-areas/reflective-practice>
- <https://www.pa-aimh.org/>
- <https://nj-aimh.org/>
- <https://www.nysaimh.org/>
- Huffhines L, Herman R, Silver RB, Low CM, Newland R, Parade SH. Reflective supervision and consultation and its impact within early childhood-serving programs: A systematic review. *Infant Ment Health J.* 2023 Nov;44(6):803-836. doi: [10.1002/imhj.22079](https://doi.org/10.1002/imhj.22079). Epub 2023 Aug 3. PMID: 37537782; PMCID: PMC10837315.
- Selma Fraiberg books: *The Magic Years*, *Clinical Studies in Infant Mental Health*
- Heller, Sheryl and Gilkerson, Linda (2009) *A Practical Guide To Reflective Supervision*.





Thank You!

Facilitators:
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Blair Lamb
blamb@phmc.org

Please feel free to contact us! We would be happy to think through resources or RS questions with you.

Closing



Evaluation

- The evaluation link will be sent to attendees in a follow up email.
- If you are applying for the 1.0 NCPD contact hour, you must attest to attending to the entire session and complete the evaluation.
- The evaluation will close **EOD Tuesday, October 7, 2025.**



Trainings

October 15, 2025

12:00 - 1:30 PM | Mitigating Vicarious Trauma

Presented by Sarah Yanosy, LCSW-R, Director of Consulting and co-founder of *Creating PRESENCE*, Adjunct Professor of Fordham University Graduate School of Social Services, consultant, and therapist

Learning Collaboratives

More information coming soon!

The Philly SPROUT Project appreciates your continued engagement.

Continue learning with our upcoming trainings focused on IECMH. Scan the QR code for more details!



Upcoming Trainings & Learning Collaboratives



●●● Contact Information



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