

Three Areas of Supervision

Administrative Supervision:

activities directed toward implementing the organizational objectives and ensuring that the quality and quantity of work meets the standards articulated or assumed for the agency. The administrative function involves planning, implementing, monitoring, and evaluating activities in order to get the work of the agency accomplished through others, the supervisees.

Educational Supervision:

activities which are directed primarily toward helping staff learn what they need to know to carry out their jobs. Some of the many activities may include orienting new workers to the agency, assessing the learning needs of staff, developing a learning plan, and conducting individual conferences.

Supportive Supervision:

activities which are directed toward providing staff with the kind of psychological and physical environment that enables them to use their energies in productive ways. Some of the activities may include motivating staff, offering emotional support, helping staff manage tension, instilling a sense of pride and handling conflict.