

Reflective Practice as a Support for Early Childhood Professionals

2022 CYFS Summit on Research in
Early Childhood
April 2022

UNIVERSITY OF
Nebraska
Lincoln®



CENTER ON CHILDREN, FAMILIES, AND THE LAW



NEBRASKA
RESOURCE PROJECT
FOR VULNERABLE
YOUNG CHILDREN



Nebraska Center on
Reflective Practice



What is Reflective Practice?



Supporting Relationship based work . . .

“...it is not possible to work on behalf of human beings, to try to help them, without having powerful feelings aroused in yourself.”

Jeree Pawl, PhD



REFLECTIVE PRACTICE



REFLECTIVE CONSULTATION



REFLECTIVE PRACTICE



REFLECTIVE SUPERVISION



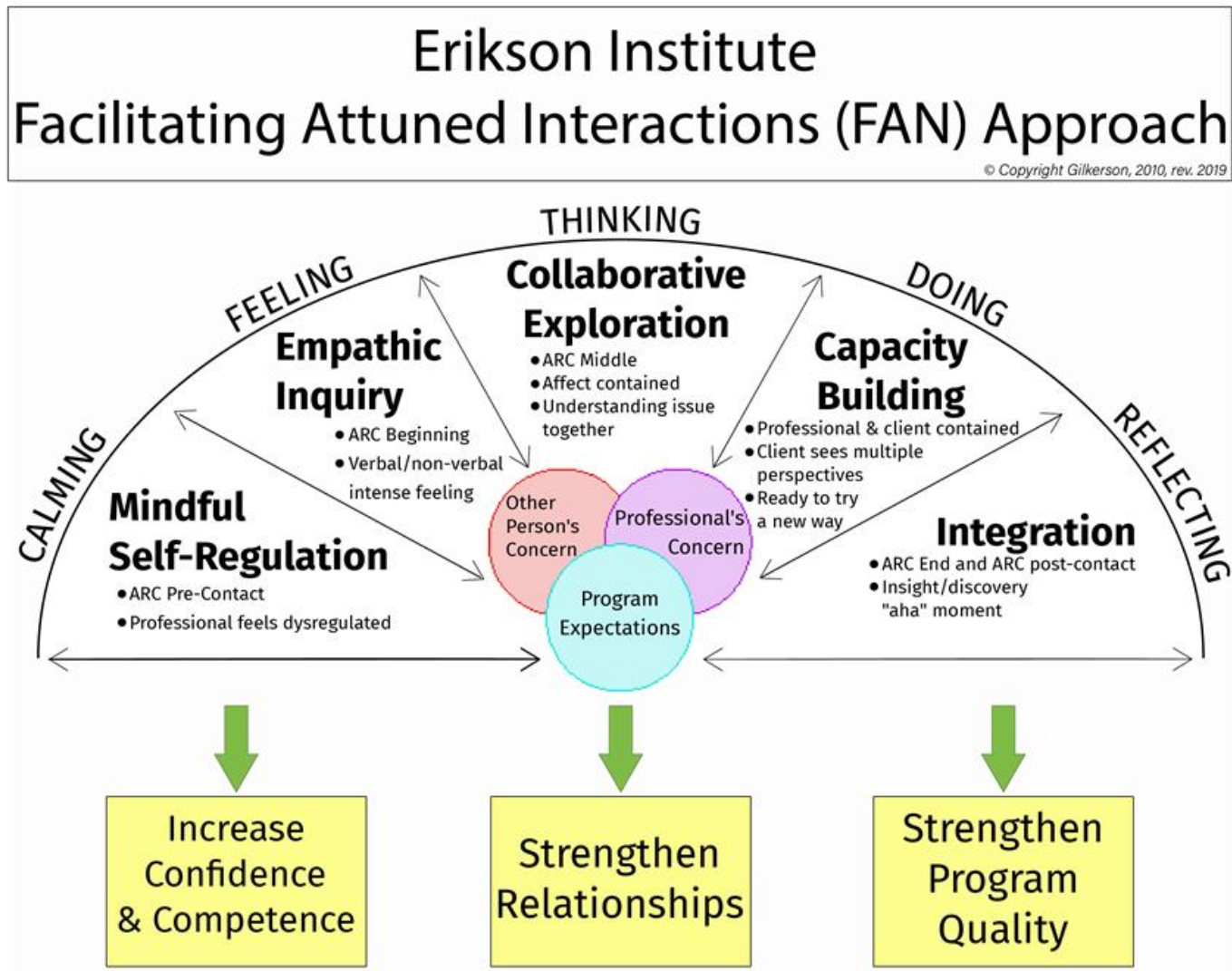
Mikaela Jennings, M. Ed. –
Master Teacher
Educare Omaha at Kellom

“We had been down a supervisor and I was running into the challenge of supporting and reflecting with my own staff but not having someone to reflect with or step in as my role model...Those sessions allowed me to reflect on my own work as well as gain strategies on how to be a better listener, role model, learner, educator and Master Teacher for my staff.”

FAN Facilitation Attuned Interactions

Dr. Linda Gilkerson

Erikson
Institute





Supporting Nebraska's Reflective Capacity using the FAN Model



Institute of Agriculture and Natural Resources
NEBRASKA EXTENSION



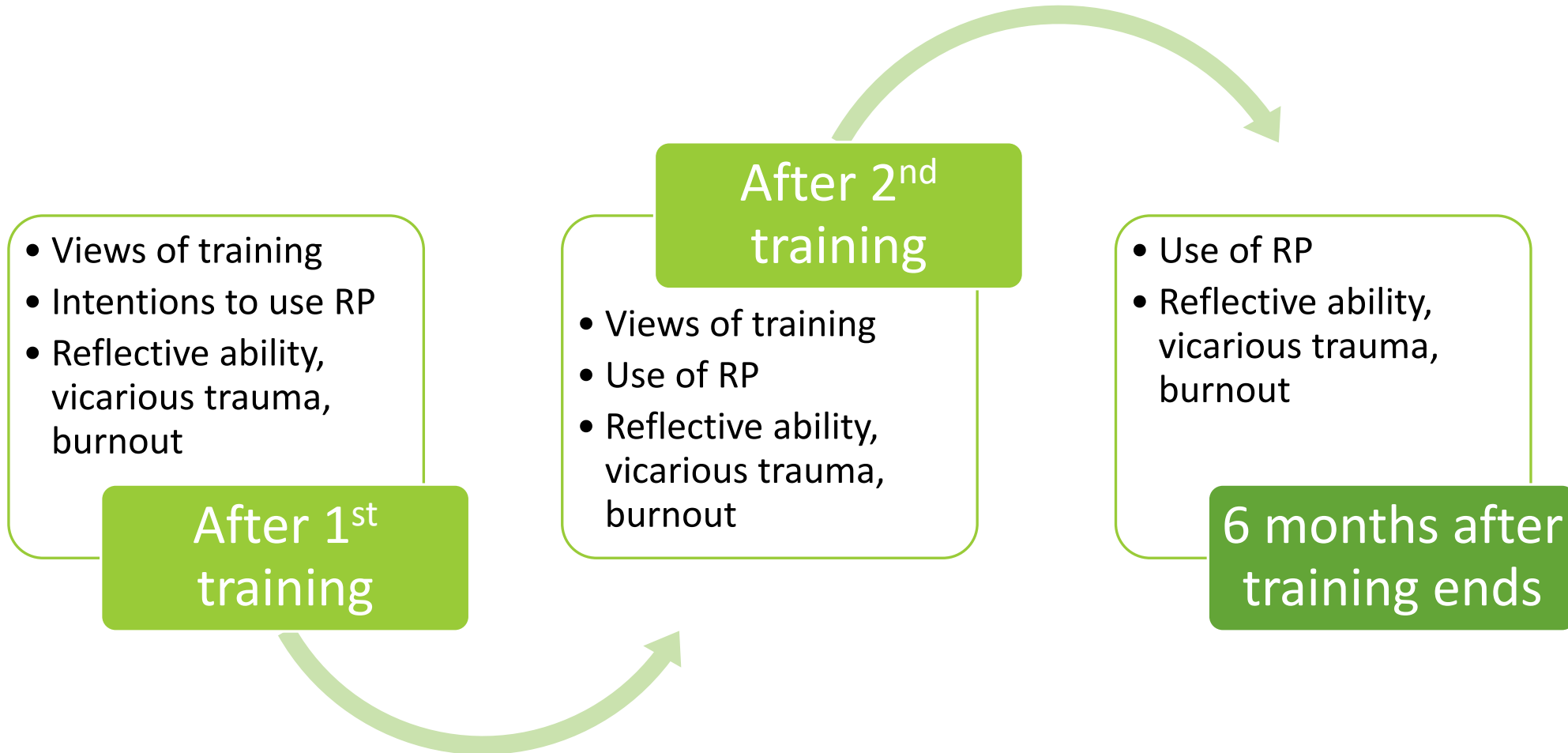
nebraskachildren
AND FAMILIES FOUNDATION



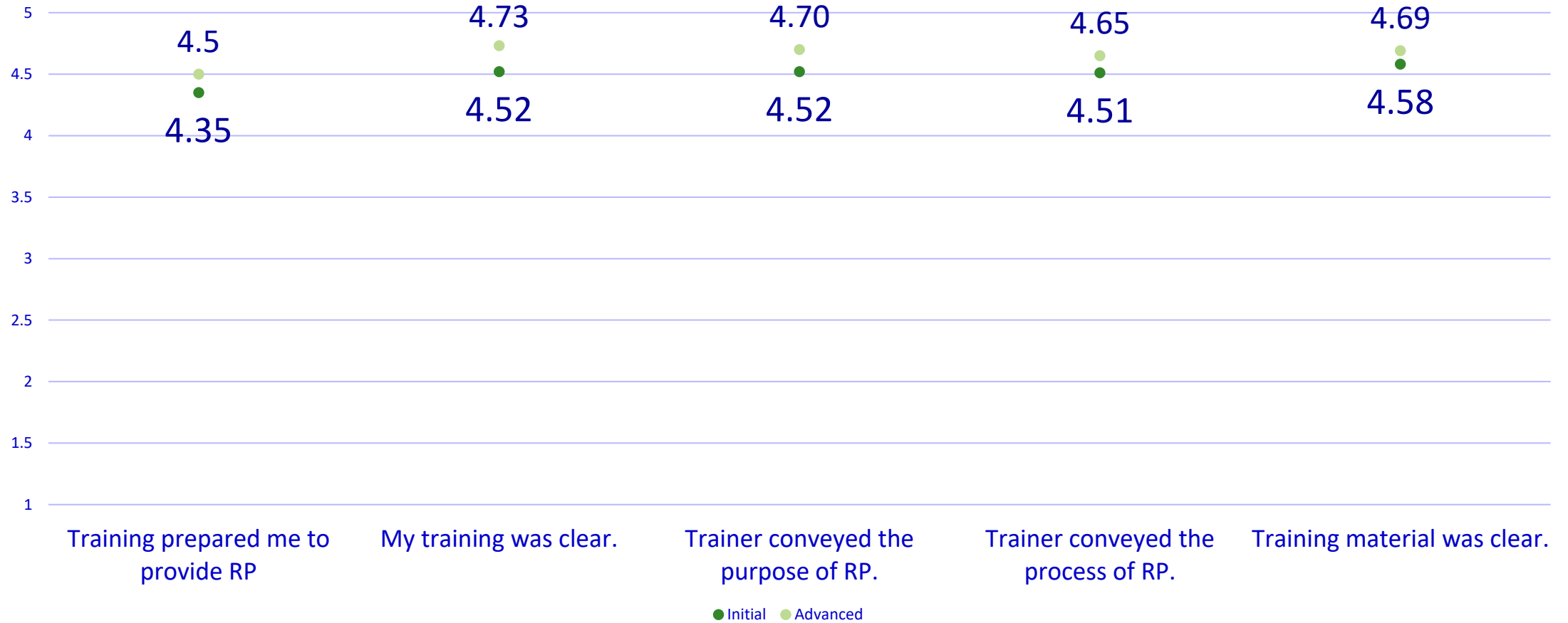
UNMCSM
**Nebraska
Medicine**

This project is made possible by funding received through Grant Number 90TP0079-01, of the USDHHS-Administration for Children and Families, Office of Early Childhood; Nebraska Department of Health and Human Services; Nebraska Department of Education; and Nebraska Children and Families Foundation, following grant requirements of 70% federal funding with 30% match from state and private resources.

To date, NCRP has trained 275 early childhood professionals in the FAN model.




Satisfaction with Training





Implementing the FAN

- After initial training, 48% are using it and another 50% intend to start.
 - After advanced training, 80% are using the FAN at least monthly.
- 

Training participants feel confident in their ability to implement reflective practice.



55% with educators



84% 2X month

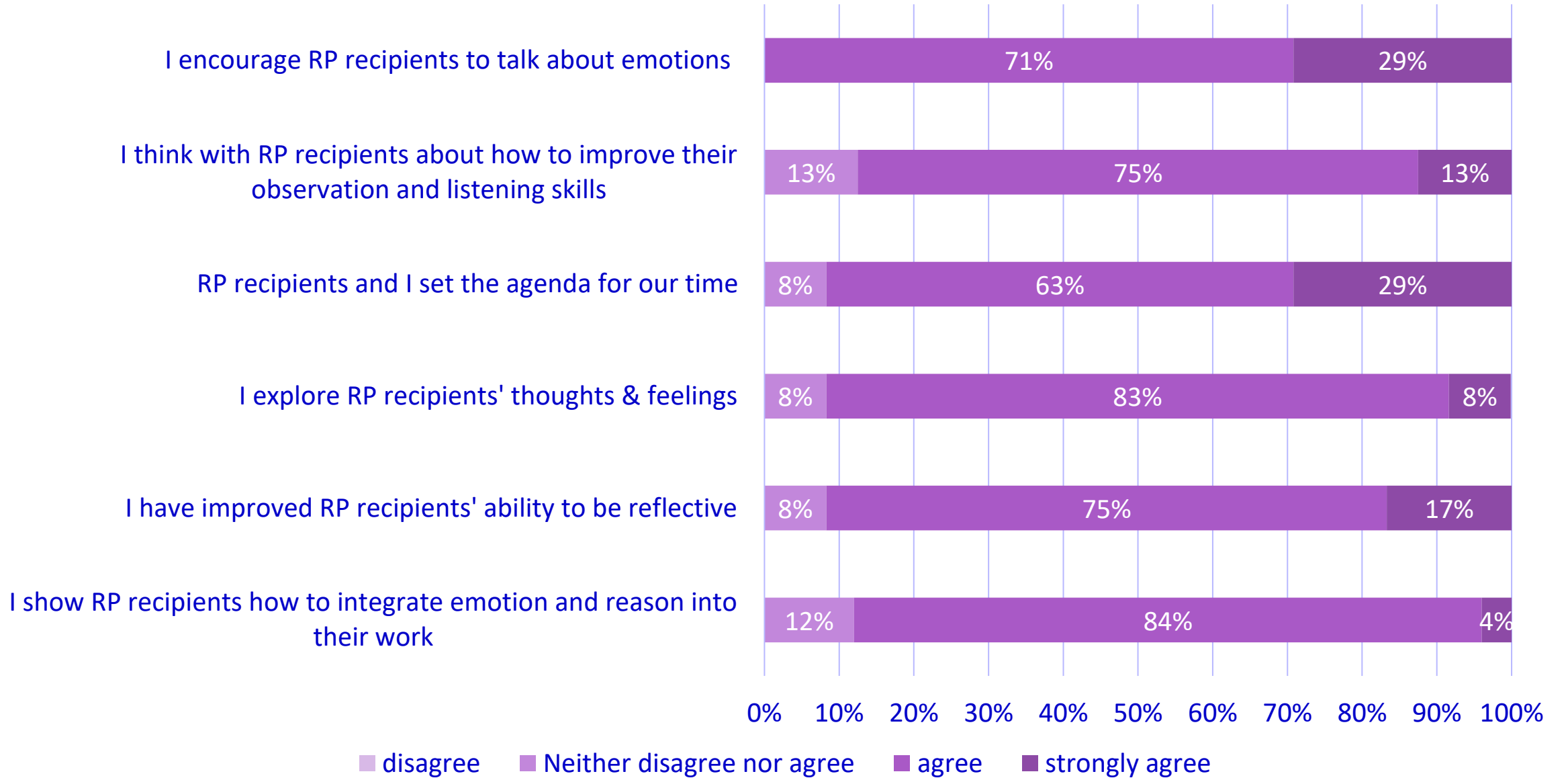
56% group



41% individually



Reflective Processes & Skills



Favorite Parts of Reflective Practice



Framework & Structure


"I LOVE THE ARC OF ENGAGEMENT THAT PROVIDES SOME STRUCTURE TO THE COACHING CONVERSATION. I APPRECIATE THAT THE WEDGES ARE NOT LINEAR AND THAT CONVERSATIONS CAN GO IN AND OUT OF EMPATHIC INQUIRY, COLLABORATIVE EXPLORATION, ETC."

"IT GIVES ME A FRAMEWORK IN WHICH TO WORK WITH THAT PROVIDES DIRECTION TO CONVERSATIONS"

"IT PROVIDES STRUCTURE FOR CONVERSATIONS WITH REFLECTION ON THE PROCESS FOR CHANGE"



Empowering Conversations

- *“It’s not about fixing the problems, but empowering the recipient to find solutions that work best for them”*
 - *“The ability to de-escalate emotions, prompt supervisees to reflect and brainstorm possible solutions”*
- 

Successes with the FAN



Elements of Burnout



HIGH EMOTIONAL
EXHAUSTION

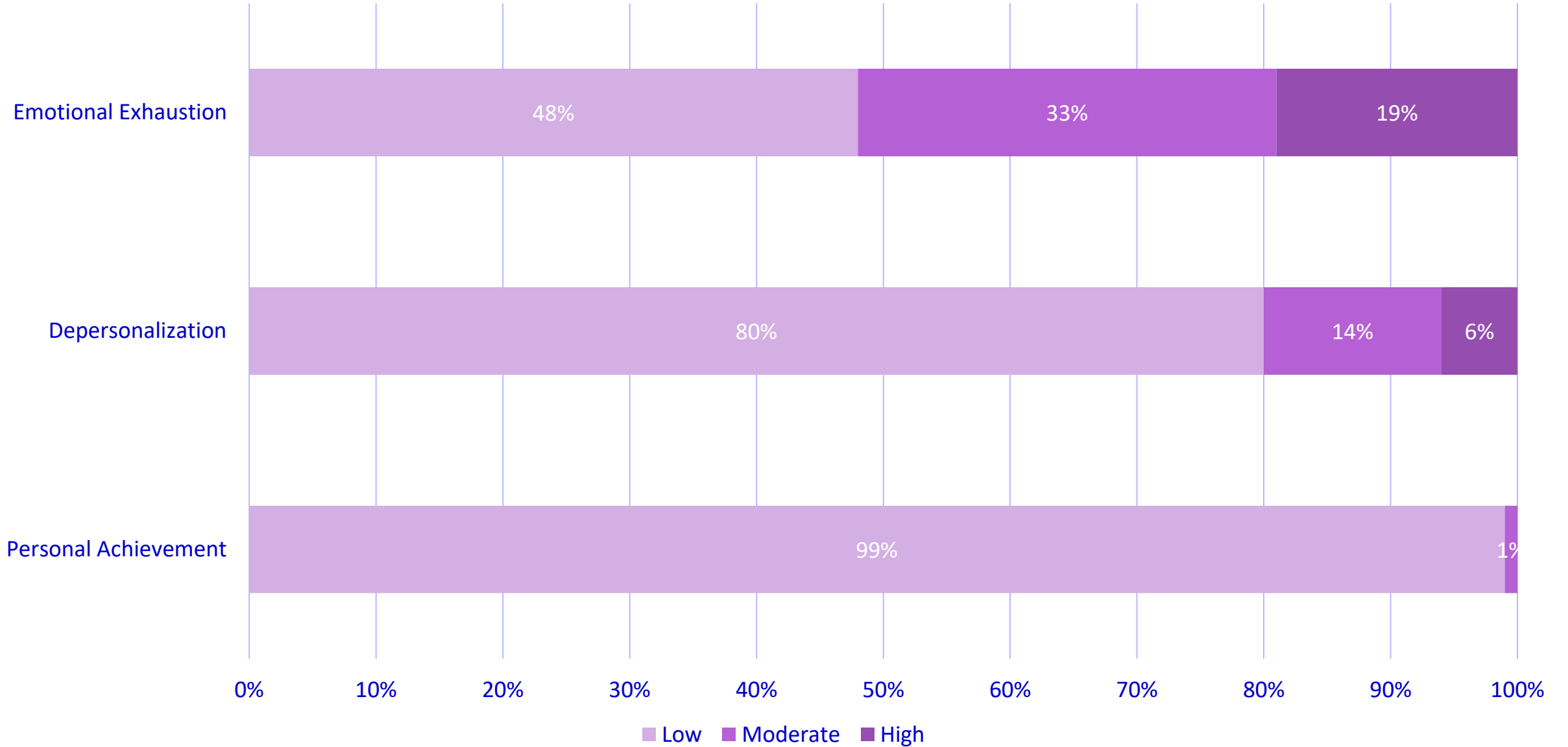


LOW PERSONAL
ACHIEVEMENT

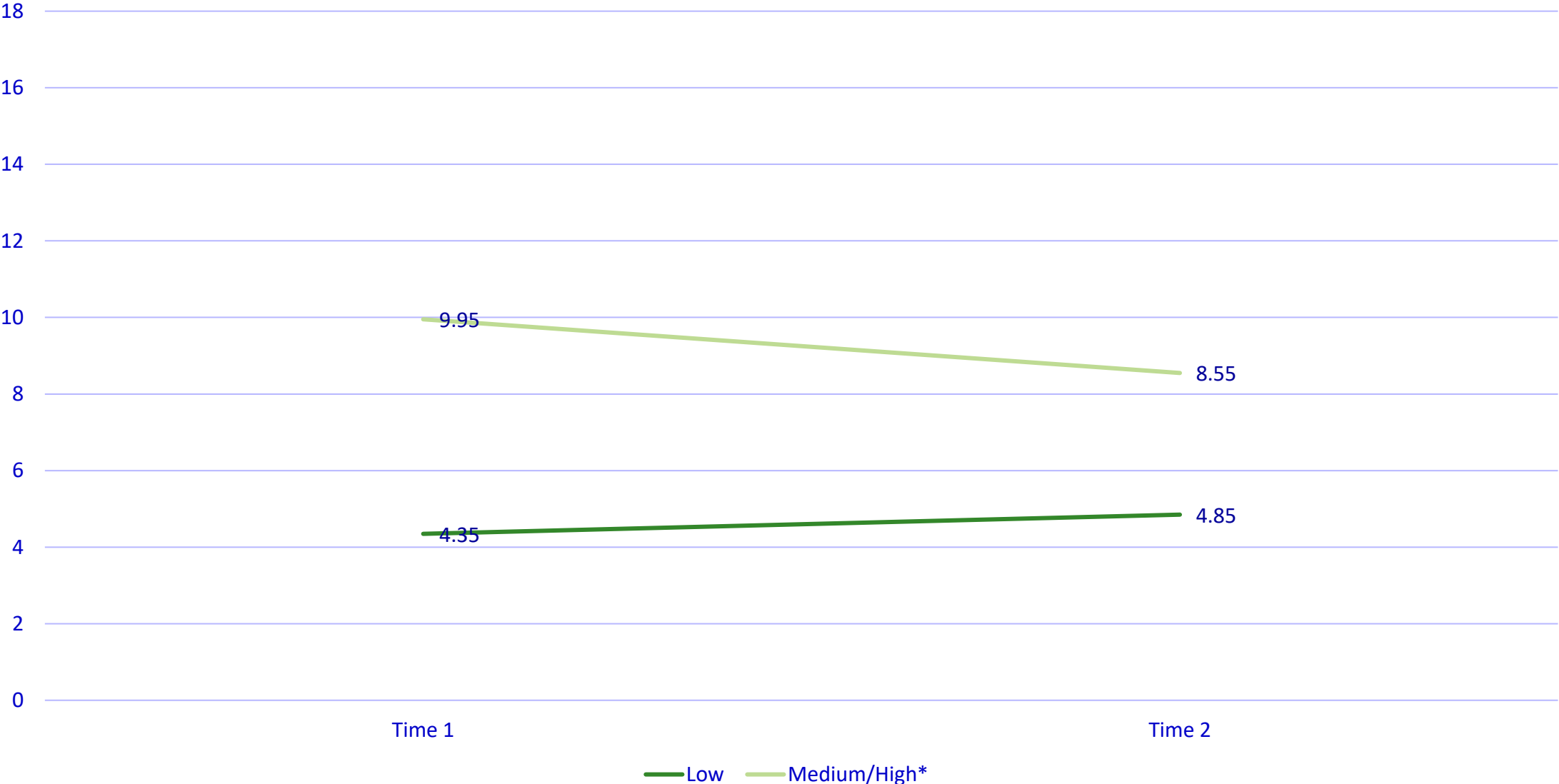


HIGH
DEPERSONALIZATION

Burnout Signs Among Participants When Training Starts



Decreases in Emotional Exhaustion Among Those With Medium/High Initial Levels





Take Away Points

FAN = tool for strengthening workplace relationships.

Training & mentoring receives high ratings.

Early indications that utilizing the FAN can decrease feelings of emotional exhaustion.



Implications for Practice & Policy

Making reflective
practice training
available can
strengthen the early
childhood workforce.

Reflective practice
consultation groups
provide opportunities
for connection



Additional Research

Long-term impact
on workplace
stress, morale, and
turnover.

Impact on
“recipients”

Using the FAN with
children?

Thank you for
your time!

If you'd like more information
about our work, please visit
nebraskababies.com



[About Us](#) [Reflective Practice](#) [Early Childhood Mental Health](#) [Court Infusion](#) [Events](#) [Resources](#) [Contact Us](#) [Log In](#) 



We provide **support, training, and resources** to improve
the well-being of maltreated young children