

# What Is Supervision?

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# Topics of Discussion

- Working Definition of Supervision
- Historical Development of Supervision
- Describe a Conceptual Model of Supervision
- Identify supervisors in a school system, their tasks, their roles, and their qualifications

# Supervision Defined

- “Supervision of instruction is what school personnel do with adults and things to maintain or change the school operation in ways that directly influence the teaching process employed to promote pupil learning.” Harris

# Supervision Defined

- “Instructional Supervision is the process of working with teachers to improve classroom instruction.” Beach, Reinhartz

# Supervision Defined

- “Supervision is instructional leadership that relates perspectives to behavior, clarifies purposes, contributes to and supports organizational actions, coordinates interactions, provides for maintenance and improvement of the instructional program, and assesses goal achievements.” Krey & Burke

# Problems That Complicate the Supervisory Role

- Continuing Diversity of Conceptions of Supervision
- Differing Conceptions of Effective Teaching
- Mandates from the State (Conference) Level
- Tensions Between Teachers and Administrators/Supervisors

# Who Are The Supervisors?

- Full-time Administrators
- Administrators Who Supervise Part-time
- Supervisors Who Administer Part-time
- Full-time Supervisors

# Types of Supervisors

- State Supervisors
- Local Supervisors
- Conference Supervisors
- Academies



# Tasks of Supervision

- Developing Curriculum
- Organizing for Instruction
- Providing Staff
- Providing Facilities
- Providing Materials
- Arranging for In-service Education
- Orienting Staff Members
- Relating Special Pupil Services
- Developing Public Relations
- Evaluating Instruction

# Domains of Supervision

- Community Relations
- Staff Development
- Planning and Change
- Communication
- Curriculum
- Instructional Program
- Service to Teachers
- Observation and Conferencing
- Problem Solving and Decision Making
- Research and Program Evaluation
- Motivating and Organizing
- Personal Development

# Roles of the Supervisor

- Coordinator
- Consultant
- Group Leader
- Evaluator

