

Mindfulness Association Mindfulness Teacher Supervision Policy

It is the responsibility of each mindfulness teacher to organise their own supervision, in the way that is appropriate and beneficial in developing their teaching practice. The guidelines below will help teachers to choose the right supervision for them. The supervisor will give a Working Agreement document to the supervisee, which will be filled in in order to determine and agree the terms of the supervision. This document will serve as a statement of Intention and Motivation for the shared supervision process.

The use of the word supervision in this context is intended to convey a collaborative partnership. The intention is to create an alliance within the supervisory relationship which enables open and creative exploration both of personal practice and of how this interweaves with teaching practice and the integration of mindfulness in work.

The MA does not consider the MA supervisors to be in authority over the teaching practice of the supervised teacher.

The UK Network for Mindfulness Teachers guidelines have the following requirements for supervision:

Engagement in processes which continue to develop mindfulness-based teaching practice:

- ongoing contacts with other mindfulness practitioners and teachers, built and maintained as a means to share experiences and learn collaboratively; and
- regular supervision with an experienced mindfulness-based teacher including:
 - i. opportunity to reflect on/inquire into personal process in relation to personal mindfulness practice and mindfulness-based teaching practice; and
 - ii. receiving periodic feedback on teaching through video recordings, supervisor sitting in on teaching sessions or co-teaching with reciprocal feedback.

<http://www.mindfulnessteachersuk.org.uk/pdf/UK%20MB%20teacher%20GPG%202015%20final%2002.pdf>

We expect teachers delivering MA courses, including the MBLC, to meet these guidelines.

<http://mindfulnessteachersuk.org.uk/index.html>

What to expect

1. A supervision session is a mindful conversation around the personal practice and teaching practice of the supervisee. Issues/experiences/ideas are explored mindfully, without judgement and without a need to fix. The supervisor may offer some advice as well as facilitating mindful inquiry, depending on the needs of the supervisee. This mindful conversation is based on the principles of mindful dialogue, including regular pauses and trusting emergence.
2. The content of the sessions will be usually determined by what each supervisee brings. The supervisee will, therefore, be responsible for choosing what material to bring and will also be responsible for what learning they take from the supervision and how that learning is applied. The supervisor will be responsible for offering facilitation, guidance and support and will periodically refer to the requirements in the UK Guidelines for Mindfulness Teachers (for example asking the supervisee about CPD and any retreats they may have planned).

3. Supervisors will provide supervisees with an opportunity at regular intervals (usually over email) to give feedback on the supervision as they experience it.
4. These mentoring sessions are not clinical supervision, personal counselling or therapy.

One to one Supervision

One to one supervision can be arranged according to the supervisee's needs. A standard agreement might be 30 minutes monthly, however the supervisee may need more frequent supervision if they are new to teaching, especially when delivering their first MBLC course. They may also wish to have longer sessions if they teach mindfulness frequently. The supervisee will phone the supervisor or use a free Skype call.

Pricing structure:

30 minutes - £30

1 hour - £50

Plus one-off fee for teaching feedback as detailed below

MA Group Supervision Scheme

1. Teachers who want to take part in group supervision will be placed into or can find their own groups of 3, and proceed with supervision under the guidance of an MA supervisor
2. If possible a regular monthly time and date (eg. 3rd Thursday each month at 7pm) will be agreed for a 1 hour supervision session by group Skype (or by group phone call if the supervisor has access to a phone that can support this). Each supervisee will take approximately 20 minutes of this time. Alternate mentoring sessions will be facilitated by the MA supervisor and for the other sessions the supervisees will take it in turns to 'hold' the sessions. Therefore, over the course of a year teachers will take part in 6 peer supervision sessions and 6 group supervision sessions facilitated by an MA supervisor.
3. Supervisees will make an upfront payment of £120 to the MA supervisor for a year of group supervision. It is then the supervisees' responsibility to attend the sessions, as no refund will be made (except in exceptional circumstances).
4. At the end of each year, supervisees have the option to move to different supervision groups with a different supervisor, with the aim of learning more from other teachers, if they so wish.

Cost: £120 per person per annum

Plus one-off fee for teaching feedback as detailed below.

Teaching Feedback

Once a year supervisor's will arrange with their supervisees (both one to one and group supervisees), an opportunity for co-teaching and supervisor feedback or use of a video for feedback.

Option 1 - to attend a session of an MA course weekend on which the MA supervisor is teaching. Opportunities to do this will be given at the supervisor's discretion and will depend on the existing staffing of the weekend. During the weekend the supervisee will lead a practice and an enquiry observed by the MA supervisor. The supervisee will meet any travel and accommodation expense costs for attending the

weekend, but will not be charged a course fee by the MA. They can sit in and observe other sessions of the weekend course, including or excluding tutorial groups dependent on the view of the supervisor and or the group they are working with. They can be part of the team delivering the weekend, although they will sit in the 'audience' (apart from when they teach). They can be introduced to the group as present at the weekend for training purposes. Feedback can occur after the supervisee's teaching session or by phone/Skype sometime in the week following.

Cost: £60

Option 2 – to attend a session taught by the supervisor which is part of their private work (i.e., their non-MA teaching practice) and teach a section of the session including guiding a practice and inquiry and receive feedback as above.

Cost: £60

Option 3 – to ask the supervisor to attend a session taught by the supervisee and then give feedback as above.

Cost: Hourly rate of £60 (for attending the session) + travel + £30 (for feedback)

Option 4 – to record a teaching session for the supervisor to watch (with the camera facing the supervisee not the group) of approximately 1 hour's duration and receive feedback as above.

The supervisee should use the Videoing Consent Form (provided by the MA) to gain consent from their group for this and should ensure that they are doing this in line with any existing policies provided by the organisation in which they are working. The MA cannot accept any liability in respect to any such recordings.

Cost: Hourly rate of £60 (for watching video, which will usually be about an hour long) + £30 for feedback.

Confidentiality

Discussions in the sessions will normally be held in complete confidence, however, supervisors may take aspects of the supervision experience to their own supervision and if they do, will make every effort to maintain the anonymity of their supervisee

Confidentiality may be broken if your supervisor is sufficiently concerned about a matter with serious ethical, medico-legal or criminal implications told to him/her (including concerns about fitness to practice). The supervisor reserves the right to break confidentiality by discussing this with another responsible person. This could be Fay Adams or Ian Rigg at the email addresses listed below. Every effort will be made to inform the supervisee of the need to talk to a third party if needed, however, this will be waived if this disclosure may affect the safety of another.

Complaints

If the supervisee has any concerns about their supervision which they would prefer to speak to a third party about they can contact: Fay Adams adamsfay@gmail.com or Ian Rigg rigg@if@hotmail.co.uk. These complaints will then be discussed with members of the MA Board if further advice and action is needed.