

The following learning outcomes were approved by the Standards for Accreditation Committee of the Office of Vocation on April 15, 2020.

Learning Outcomes for the Ministry of Supervision Training

Introduction

In the context of Supervised Ministry Education, the educational supervisor provides a disciplined opportunity for intentional reflection. The role of the educational supervisor is to assist the candidate in reflecting theologically on the present call and current practice of ministry. This intentional practice of reflection helps shape the candidate toward integrated faith and helps develop ministers who are aware of themselves and others, the social context, and the big questions of theology and spirit.

The educational supervisor must successfully complete a program designed to train for the ministry of supervision. The purpose of the program is to

- provide participants with a basic knowledge of and skill in the supervisory process
- enable participants to experience and identify their learning needs and prepare a Learning Covenant
- enable participants to practise supervision skills and receive feedback
- enable participants to claim and develop their skills in theological reflection
- help participants to discover their own patterns of supervision in ministry
- encourage participants to articulate a theology of ministry grounded in their experience of supervised learning

Participants in a ministry of supervision training acquire skills for the ministry of supervision, whether they are ministry personnel or lay people. It is expected that participants will be able to practise supervision skills and receive feedback, as well as receive a certificate of successful completion. The Office of Vocation's Credentialing Committee approves educational supervisors after they have completed the training.

It is the expectation that lay people applying to be credentialed as educational supervisors after successful completion of the ministry of supervision training will also have completed the mandatory training required for ministry personnel: Racial Justice Workshop and Personal and Professional Boundaries for Church Leaders (which are often available online through [United in Learning](#)).

By the end of the training, participants in the ministry of supervision will be able to:

Learning Outcomes: Teaching

- describe and use the action-reflection model
- understand and use the lenses of intercultural church and racial justice

- design, develop, and evaluate learning goals
- identify of the components of a Learning Covenant and be able to assist in its completion
- access and complete necessary forms
- understand and apply the Sexual Misconduct Prevention and Response, Workplace Violence and Harassment, and Racial Justice policies
- understand and articulate appropriate boundaries in supervision
- give timely and effective feedback so there are no surprises in written evaluations
- understand the appropriate roles of the supervisor, supervisee, and LST
- understand the power dynamics of supervision
- understand the basic theory of supervision
- understand and interpret the Candidacy Pathway of The United Church of Canada
- understand and be able to utilize various supervisory tools (verbatim, case studies, etc.)

Learning Outcomes: Mentoring

(In italics is how a supervisor would live out this learning outcome with a supervisee.)

- demonstrate familiarity with conflict strategies and effective approaches
 - *guide supervisees in their use*
- engage in theological reflection on day-to-day issues
 - *support supervisees in their own reflection*
- understand the importance of self-care (as outlined in the Standards of Practice for Ministry Personnel)
 - *encourage supervisees in their self-care*
- describe and use skills for coping with and responding to inappropriate behaviour
 - *coach supervisees in these skills*
- guide supervisees in identifying when to ask for help and developing strategies for seeking help
- demonstrate good self-awareness as a supervisor
- guide supervisees in integrating learnings into their practice of ministry and identity in ministry

Learning Outcomes: Supervisor's Vocation

- engage meaningfully with others who have different theologies, learning styles, personalities, or ethnic, racial, or social backgrounds
- demonstrate sensitivity to diversity in sexual orientation and gender identity, and openness to deeper learning
- show confidence and compassion when engaging in difficult conversations with supervisees
- understand the different streams of ministry in the United Church of Canada and how the needs of supervisees may differ
- recognize that different theological schools have different expectations of supervisors, identify those expectations, and adapt practice to suit

- adapt to both onsite and offsite supervision
- adapt to both face-to-face and online supervision
- articulate a theology of ministry grounded in the experience of supervised learning

Learning Outcomes: Administration

- access and complete necessary forms
- describe the process for applying to be recognized as an educational supervisor
- describe the process for communities of faith to identify themselves as a potential learning site