

## Monica Kelly

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**From:** Lyn Freundlich <friendlybrit01@gmail.com>  
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**To:** Monica Kelly; Meher Shulman  
**Subject:** <EXTERNAL> Supervision 2 of 2

### SUPERVISION

Daily check ins - twice a day  
↳ admin supports supervisors

one on one supervision - policy  
↳ monthly  
new hires → weekly, then biweekly, then monthly  
flexible → do what the employee needs

- As needed → request from supervisor/ee

↳ mo + annual review  
↓  
initial or just annual → w/ self review/evaluation

probationary period? Start but you could return to it  
no surprises → action plan

encourage supervisors → ask people how they want to grow  
growth happens within supervision  
growth is different for everyone  
passion

# SUPERVISION

## Current

Weekly 1:1 check-ins w/ supervision

Supervisee runs their supervision  
+ written accountability manual

effective tool

PD

## Changes

Peer feedback

↳ what are the steps to get there

Consistent accountability  
tool for supervision  
\*flexible w/ freedom

Clarity in goals and  
how they are furthering the  
strategic plan.

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## SUPERVISION

ross org. shared learnings about

Cultural humility

collective ethics statement

accountability

namings  
power

manager training - how to . how not .  
providing feedback

conversational & coaching

Open door