

Observation of supervision by an appropriately qualified Stage Two Practice Educator:

What is the purpose of the observation?

The observation is primarily an opportunity for the candidate to gain developmental feedback about professional practice and is an ideal learning opportunity to develop reflective practice with peers. The observation will also offer assessment evidence of the candidate's competence in practice education. PLEASE REFER THROUGHOUT TO THE DOMAINS AND VALUES CONTAINED WITHIN THE PEPS (2013)

What makes a suitable observation?

A suitable observation is a formal, planned supervision session which lasts for around one hour.

Who can be an observer?

The observer will be a registered social worker and have Stage Two Practice Educator Status.

You are advised to consult your manager and or training team to obtain an 'in house' observer. Some agencies will have existing protocols for arranging and allocating observers.

What is the process?

Observing practice typically has 4 stages:

- 1 the briefing between observer and candidate
- 2 the observation
- 3 the debriefing
- 4 the completion of the report (see attached)

The briefing:

- The pre-observation briefing should focus on planning and preparation. If a session plan/ supervision agenda is available it could be used to form the basis of the discussion. This briefing is also an opportunity for the candidate and observer to identify particular aspects of practice they would like to focus the feedback on.
- The candidate should outline the aims/outcomes for the session and provide relevant information and context that might affect the particular session.
- The candidate will have agreed the observation date with the social work student prior to the session.

- **The observation:**

The session should resemble normal practice as far as possible. Just be yourself and work in the way you would normally. The observation needs to be as close to your day to day practice as possible. Remember in all likelihood it will be more than 'good enough'.

The post observation debriefing:

The observation will be discussed in line with good practice on giving and receiving feedback and this should happen shortly after the observed supervision session. The suggested criteria in the report are a useful way to structure the feedback.

The observation report:

This is completed after the observation discussion; the observer will write up their notes on the observation pro forma and send this to the observed candidate.

Suggested criteria and areas on which you may provide/expect feedback:

The following points may be helpful when you are considering prompts for feedback

Planning

- Clear relationship between this and previous / future sessions
- Appropriate teaching / learning methods chosen
- Material at a suitable level for student
- Realistic aims / plan for the session
- Adequate resources available as required

Facilitation

- Aims / plan / agenda of the session made clear to students
- Session well organised, and all parties clear on their role and expectations
- Professional, positive and enthusiastic approach
- Evidence of understanding the principles of good practice in supervision
- Evidence of understanding the principles of teaching and learning
- Evidence addressing the student's professional development
- Evidence of links to the assessment of the student
- Effective use of any resources used
- Session drawn to satisfactory conclusion
- Time keeping

Student engagement and involvement

- Student with learner in practice
- Student's motivation, attention and engagement
- Student actively participating in session
- Student's contributions valued and empowerment promoted
- Candidate responding to individual needs of the student

OBSERVATION REPORT

| | |
|--|---|
| Candidate's name: | |
| Programme of study: | |
| Agency: | |
| Observer's name: | |
| Observer's contact number: | What award do you hold to enable you to undertake the observation? |
| Date of the supervision session being observed: | |

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| Brief summary of the context in which the observation will take place (to be completed by the candidate) |
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| Preparation and planning of the session, including specific objectives and identification of the domains to be evidenced (to be completed by the candidate) |
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| Feedback from the Observer (to be completed by the Observer) |
| How did the candidate achieve their objectives? |
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| How did they accommodate issues raised for the agenda by the student? |
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| How did the candidate demonstrate values/standards in their practice? |
| |

What domains have been demonstrated? Please give specific examples from the observation

Domain A

Domain B

Domain C

Domain D (if applicable – stage 2 only)

Comments from the student

Candidate's evaluation of the session

Candidate's response to feedback

Areas for further development

Any additional comments

Signed

Candidate

Observer

Date