

PSDP Completion Reflective Learning Log

This reflective record demonstrates your professional learning and development on completion of the Practice Supervisor Development Programme. It is designed to allow you to reflect on the professional progress you have made over the course of the programme and to provide evidence of your continuing professional development, drawing on examples from your role as a Practice Supervisor.

For each of the four learning outcomes you are invited to provide a reflective account of your experience of participating on the PSDP programme. One example per learning outcome from your current practice should be included to illustrate your professional development and learning over the course of the programme (max 500 words per learning outcome).

The principles for the reflective record are to briefly describe the example then offer a reflection on changes in your knowledge, practice and values espoused in the example. This reflection should include a description of how you have gathered evidence about the impact of your work described in the example. Examples of this could include:

- Feedback from people who use services, supervisees, colleagues or other professionals;
- Direct observations of your supervisees' practice or use of supervision or your appraisal of their practice documents.

Your reflection should make reference to the PSDP programme content, such as ideas and components, which have informed your learning. Each reflective record per learning outcome, therefore, should contain the following elements:

- Brief description of practice example;
- Reflection – theoretical and experiential - on what you have learnt and how it has changed your knowledge, skills and values;
- Implications for your practice.

Some suggestions for the types of examples you might use for each learning outcome are given below. However, these are not exhaustive or prescriptive and we encourage you to use your own professional judgement about what you select as evidence.

Please ensure that you **do not breach confidentiality** by including the real name or identifying details of any service user, supervisee, colleague or other professional. Pseudonyms should be clearly identified. This is not an assessed academic piece of work so you are not required to provide full references, however, you may do this if you wish. References are not included in the word count.

PSDP Learning Outcome One:

Have acquired the knowledge, skills, and values required to take up the role of Practice Supervisor, in keeping with the key KSS requirements, and the confidence to deploy a range of theoretically informed approaches to help supervisees with emotionally and professionally complex dilemmas and decision making processes, keeping the needs of vulnerable children and families clearly in mind. (KSS: 1, 2, 3, 6, 7)

Examples could include:

- How you have enabled a supervisee or team member to think differently about the needs of a vulnerable child or family;
- How you have worked with the emotional dimensions of a piece of social work practice within supervision;
- How you have supported a supervisee to develop appropriate decision making skills in complex social work situations.

PSDP Learning Outcome Two:

Have developed a deeper and wide ranging set of critically self-reflective capacities and skills, enabling them to remain focused, analytical, authoritative, ethical and professional in demanding professional and supervisory circumstances. (KSS: 2, 4, 7)

Examples could include:

- How you have used the self-evaluation tools, exercises or reading from the programme to enhance your reflection on your work as a Practice Supervisor;
- How you have used the one to one sessions or small group practice development sessions to reflect on demanding professional and supervisory circumstances;
- How you have used your own supervision or other support networks in the agency you work in to reflect on your learning from the programme.

PSDP Learning Outcome Three:

Have a critical understanding and ability to work constructively and reflectively with the dynamics of power, authority, emotion, difference and diversity in practice situations, and in the supervisory relationship, recognising the role of clear contracting processes with supervisees, the significance of professional anxiety on all involved and the importance of effectively managing its emotional impact. (KSS: 1, 3, 4, 6, 8)

Examples could include:

- How you have used the programme to work constructively with difference and diversity within the supervisory relationship;
- How you have used learning from the programme to support you in managing power differentials and the need to use authority within a supervisory relationship;

- How you have been able to contain a supervisee's anxiety and reflect on their emotional responses to the social work situations they are working with.

PSDP Learning Outcome Four:

Appreciate and work in a critically constructive manner with the impact of organisational pressures on themselves and their supervisees and how these may at times create tension with professional ethical principles. (KSS: 1, 2, 3, 4, 6, 8)

Examples could include:

- How you have protected supervisees from what you believe are unnecessary bureaucratic or hierarchical pressures;
- How you have upheld professional ethical principles within or outside of your organization in the face of contradictory pressures;
- How you have advocated constructively for the organisation to meet your needs as a Practice Supervisor.

Please confirm that you are happy for your assignment or relevant statements to be shared as feedback and evidence of impact – these will be anonymised (please tick)

Signed:

Date:

Please submit the completed log to eswclerical@sussex.ac.uk