

Summary Information about the Practice Supervisor Development Programme for Organisational Leaders

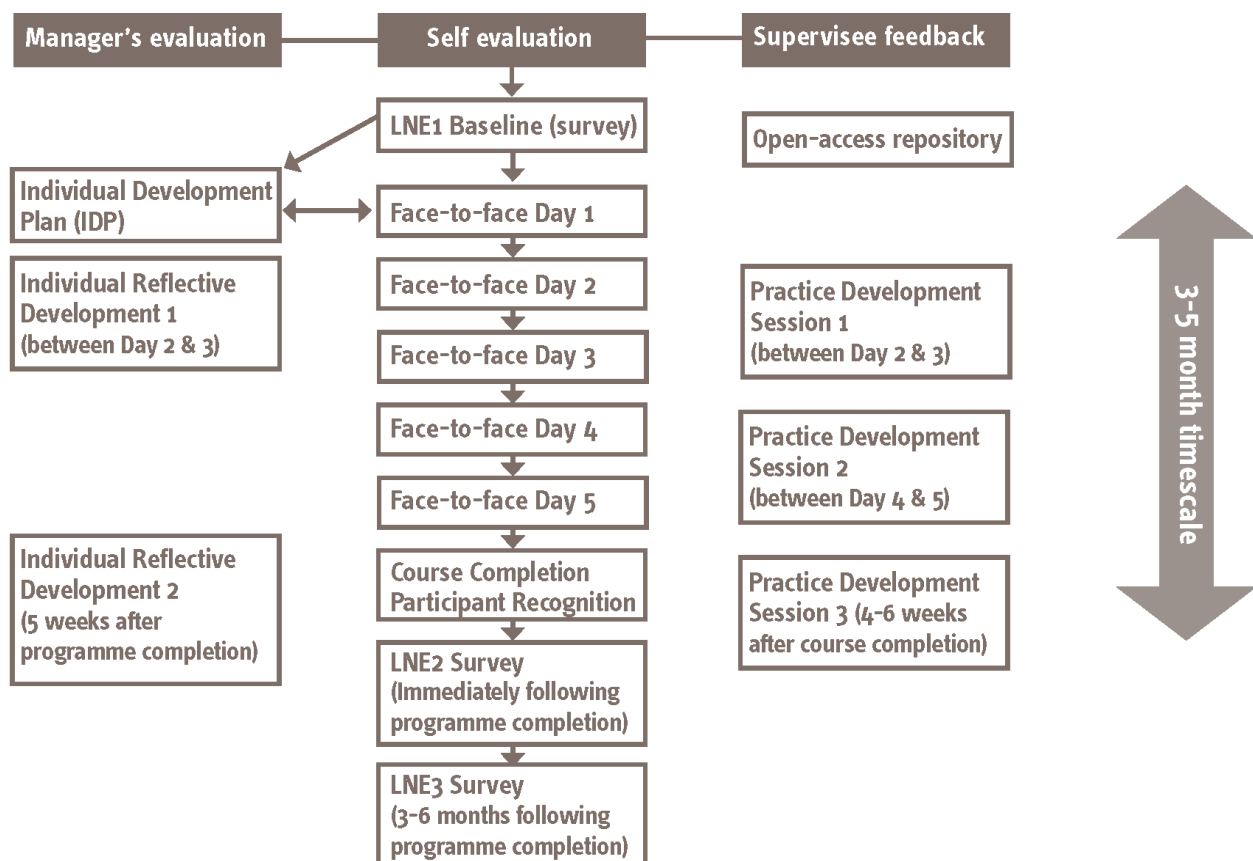
The [Practice Supervisor Development Programme](#) is commissioned by the Department for Education (DfE) and runs from October 18 to March 20. The programme is aimed at newly appointed Practice Supervisors who are qualified social workers – typically those who have been in post for around 12 months. Programme delivery is divided into two time periods (known as Wave 1 and Wave 2). Wave 1 – runs from September 18 until September 19. Wave 2 begins in September 19 and runs until March 20. We are now asking for nominations for practice supervisors for Wave 2 delivery. You can find out which of your staff have been successfully registered onto the programme (or get information about attendance and completion) by contacting PSDAdmin@rip.org.uk.

Overview of the programme

The programme runs over a 3-5 month period and includes:

- **Five days face-to-face teaching** – these are scheduled as two blocks of two days with a final stand-alone teaching day on Day 5.
- **Three small group practice development sessions** – these are in addition to the five teaching days. Each session lasts two hours and supports Practice Supervisors to facilitate a minimum of two models of structured reflective group supervision.
- **Two one-to-one individual reflective practice sessions** – these virtual meetings or phone calls are a confidential space for Practice Supervisors to reflect on their learning on PSDP.

Learner Journey on PSDP



Evaluating the impact of PSDP

We are keen to learn more about the impact of the PSDP in order to evaluate the programme. The principle way we assess impact is by asking participants (and their line managers) to reflect on the development of their skills, knowledge and confidence in role via a Learning Needs Evaluation at the start of the programme (LNE1), at the end of teaching delivery (LNE2) and 3-6 months later (LNE3). This provides an opportunity for participants and managers to review learning at two points in time after the programme has ended and for the PSDP team to review the impact of the programme as a whole. This forms part of the evaluation and procedure for reporting back to DfE on the impact of PSDP overall.

Learning Needs Evaluations 2 and 3 are being returned to us but this is patchy. In particular, the returns from line managers are very low to date. We would like to request your support in highlighting to your staff about the benefits of completing these evaluations.

Recognising learning on the programme

There are two levels of certificates to recognise learning on PSDP.

Certificate of Participation – Practice Supervisors are given a Certificate of Participation if they have attended all 5 days teaching (or a catch up session if a day is missed due to unavoidable absence).

Certificate of Completion – as above, but for this higher level of certificate Practice Supervisors should also-

- Attend all of the one to one reflective development sessions.
- Attend all of the small group practice development sessions.
- Complete the Learning Needs Evaluations at T2 and T3.
- Complete a self-reflective log in which Practice Supervisors demonstrate their learning on the programme. Logs are assessed by staff at the University of Sussex (one of the PSDP consortium partners).

After the final submission date in April 2020, a selection of logs will be chosen to be awarded a prize. All prizes have a development focus for both the Practice Supervisor and his/her team. We will announce the winners and their sponsoring organisation on social media and will ensure there is publicity about this. Winners will also have the opportunity to be featured on a PSDP blog highlighting the work of the Practice Supervisor, his/her team context and the organisation. It would be helpful if you could disseminate information about the two levels of certification for PSDP within your organisation and encourage Practice Supervisors in your organisation to work towards the Certificate of Completion.

Tips for helping your staff get the most out of PSDP

Our experience of delivering PSDP to date suggests that it is useful for nominating organisations to consider the following-

Prior to PSDP

- Ensure that Practice Supervisor's line managers discuss the feedback which they have provided about the Practice Supervisor (LNE1) prior to the programme
- Consider if any adjustment to workload needs to be made in order to support the Practice Supervisor to be able to attend all elements of the programme.

During PSDP

- **Teaching days** - Attendance at the teaching days reduces over the course of the programme, particularly Day 5. Day 5 covers important content helping Practice Supervisors to consider how they can embed and develop their learning within their organisational contexts. It would be helpful if you could check in with Practice Supervisors and highlight the importance of attending all teaching days.
- **One to one individual reflective development sessions** - These are consistently rated very highly in participant feedback. Feedback from facilitators confirms the energy and commitment of Practice Supervisors who use the space to reflect on how they might apply their learning with the staff they supervise. It would be useful to harness this learning so that these ideas can be shared and supported by peers, line managers and senior leaders within the organisation.
- Attendance at the one to one sessions can be patchy, particularly for the second session after the teaching days have ended. Some Practice Supervisors do not attend the sessions or reply to invitations from the staff team offering a date and time. It would be useful to check in with staff during the programme to reinforce the importance of attending the one to one sessions and if any workload issues are preventing them from doing so.
- **Small Group Development Sessions** - Attendance at the small group development sessions has not been as high as we would have hoped. Feedback from attendees highlights that they have found learning new skills in group supervision useful. It would be useful for line managers and senior leaders to discuss the small group development sessions with Practice Supervisors to support their attendance. Similarly, it may be helpful to consider whether there is value in the wider organisation learning from Practice Supervisors' skills and knowledge about group supervision.

After PSDP

- To date, the PSDP has received very positive feedback from Practice Supervisors and those attending are keen to try out their new ideas and learning back in their work contexts. One theme which we have picked up from the feedback is Practice Supervisors expressing concern about how they can be supported to apply the ideas and learning from PSDP in their work contexts.
- Practice Supervisors have highlighted the importance of having the support of their line manager to help them continue to develop their skills after PSDP. They consider regular developmental feedback to be essential. Some Practice Supervisors report that they are not receiving regular, reflective supervision themselves.
- Practice supervisors also report that they are keen to have the opportunity to network with other practice supervisors and share their learning more widely within the organisation. Feedback from practice supervisors during Wave 1 delivery suggests that this is an area where Practice Supervisors feel that they could be supported more effectively to embed and review their learning within their organisations.
- The other key piece of feedback which we hear regularly is the challenge of recording supervision, particularly group supervision, because of the requirements of organisational recording systems. Practice Supervisors frequently report that it would be beneficial to flag up issues such as these for the organisation as a whole to learn from and consider.

In summary - our experience to date suggests it is important for organisations to pay particular attention to:

- Talking with Practice Supervisors before, during and after the programme about what they are learning and the ideas they would like to develop further as a consequence of attending PSDP.
- How they can continue to develop in role after PSDP both individually and as a group of Practice Supervisors within the organisation
- Talking with Practice Supervisors about what the organisation can do to listen and support them in their role and to embed ideas and learning.
- Encouraging Practice Supervisors to network and develop a community of practice to share ideas, learning and support each other both within the organisation, with peers from PSDP and with other colleagues regionally.

Where can I find out more?

[PSDP website](#)

[FAQs](#)

[Participant Briefing](#)

[Latest Blogs](#)

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