

# Principles for the training of assessors in direct observation

- All Assessors should have met or be working towards the [learning outcomes for Practice Development Educators](#)
- Assessors need to be fully prepared for, understand the reasons why, and the benefits of, [further training in direct observation skills](#)
- Allow assessors to self-assess their capabilities against the new learning outcomes and repeat this exercise after training and practice there is an [example of an audit tool](#)
- The training session is best if constructed as an experiential and interactive event
- The combined assessment, direct observation and reflection, requires that the assessor understands the concept of [meta competence](#) and has opportunity to consider the implications for this on their assessment
- Ensure that the process of the combined assessment is fully explained and that the role of the assessor and that of the NQSW is explored. See our [guidance notes and templates](#)
- Ensure that the assessors understand about observer bias and have opportunity to experience what this means in practice and to consider how they can mitigate against it. See the [why we have improved the guidance section](#) of our webpage for more information
- Allow opportunity for the practice of observation skills and debriefing. We've developed a [video](#) for guidance
- Allow opportunity to assess the [example of reflective practice](#)
- Allow opportunity to revisit how assessors support the development of reflective skills. The [supervisor and assessor toolkit](#) will support this
- Allow opportunity to think about how reflection on the assessment will be managed in regular supervision sessions and how it is used in the holistic assessment. See our [supervisor and assessor toolkit](#) for further information

Nb: The project team felt that it would be beneficial if the NQSW also received training to support their understanding and engagement in the process and outcomes for direct observations. It is suggested that this training would mirror that provided for Assessors.