Case study 'Isabella', evidence 5: Action plan

In order to demonstrate capability against all of the domains of the PCF and specifically the following capability statements Isabella needs to develop her skills in critically reflective practice:

**Domain 1**
Make proactive use of supervision to reflect critically on practice, explore different approaches to your work, support your development across the nine capabilities and understand the boundaries of professional accountability
Identify your learning needs: assume responsibility for improving your practice through appropriate professional development
Identify and implement strategies to for responding appropriately to concerns about practice or procedures, seeking guidance if required

**Domain 2**
Recognise and manage conflicting values and ethical dilemmas to arrive at principled decisions

**Domain 4**
Begin to integrate principles of and entitlements to social justice, social inclusion and equality in your analysis and practice, by identifying factors that contribute to inequality and exclusion, and supporting people to pursue options to enhance their wellbeing

**Domain 5**
Consolidate, develop and demonstrate comprehensive understanding and application of the knowledge gained in your initial training, and knowledge related to your specialist area of practice, including critical awareness of current issues and new evidence-based practice research

**Domain 6**
Show creativity in tackling and solving problems, by considering a range of options to solve dilemmas

Use reflective practice techniques to evaluate and critically analyse information, gained from a variety of sources, to construct and test hypotheses and make explicit evidence-informed decisions

**Domain 7**
Select, use and review appropriate and timely social work interventions, informed by evidence of their effectiveness, that are best suited to the service user(s), family, carer, setting and self.

**Domain 9**
Show the capacity for leading practice through the manner in which you conduct your professional role, your contribution to supervision and to team meetings
Learning Opportunities
Supervision: Critical reflection will be a specific agenda item at each supervision session. We will revisit the purpose and process of reflective supervision.
Team Meetings: We are working to make the team meetings more reflective. Isabella can make use of these to develop her reflective skills.

Action Learning Sets: Isabella is attending monthly action learning sets with other NQSWs. We agreed that she will raise this identified need in the next action learning set and see what advice her peers can offer.

Training: A workshop on developing critical reflection is due to take place in the department. We will ensure that Isabella is nominated for this training marking her nomination as a priority for her ASYE development.

Use of feedback from people who need care and support: Feedback can be useful evidence for reflection. Isabella will consider how she can a) draw on the feedback she receives b) use a wider range of methods for gathering feedback. Isabella will use the action learning sets to discuss how she can draw on different methods of feedback.

Review
The development plan will be reviewed in 2 months - just prior to the six month review.