

The assessors and supervisors toolkit

CPD and leadership for

supervisors and assessors

Main themes

ASYE supervisors and assessors can bring a wide range of previous experience and/or existing qualifications to their role. They may be experienced managers and supervisors of social workers or practice educators, but equally they may be social workers undertaking their first role in the supervision or assessment of others.

At present, ASYE supervisors or assessors are encouraged to work towards the **practice development educator learning outcomes** and **practice development educator additional learning outcomes for direct observation**. (These standards are likely to be enhanced by the knowledge and skills statement (KSS) for adult practice supervisors, currently under development.)

The practice development educator (PDE) is a registered social worker who takes responsibility for supporting, assessing and/or supervising social workers who are undertaking post-qualifying professional development and learning. This includes ASYE, continuous professional development (CPD) programmes and approved mental health practitioner (AMHP) programmes. As the PDE could provide support in any or all

of these situations, these learning outcomes have been developed so that they are relevant to each of these strands of work. The learning outcomes are aspirational at present, not mandatory. They complement the **The Standards for employers of Social Workers in England** by reiterating the need for consistency in the support, supervision and assessment offered to social workers.





The PDE learning outcomes are valuable resources for supervisors and assessors. They provide a framework for identifying gaps and development areas, which will enhance the quality of the supervision and support offered to NQSWs. Your adult principal social worker has responsibility for the overall development of ASYE in your organisation, which includes developing the skills of supervisors and assessors. The PDE learning outcomes could become the basis of workshops, possibly run in conjunction with your local teaching partnership, where supervisors/assessors can learn together to increase their skills.

The consideration of your learning needs as an ASYE supervisor or assessor, and how you have met them could form a central part of the evidence you collect for your own **CPD and re-registration with the HCPC**. The skills you've developed in areas such as reflective supervision, supporting work based learning, and holistic assessment will be directly transferable into other activities. In your professional leadership role, you may have opportunities to implement your learning with staff you already supervise, or you may be able to challenge others in your organisation to create conditions that improve work based learning more generally.

You should also be able to make links with the **professional capabilities framework (PCF)** at advanced level, particularly professional leadership of others (domain 9) and modelling professionalism (domain 1), even if for other aspects of your current role, you are at the experienced level of the PCF.

Further information

Further information about the knowledge and skills statement for adult practice supervisors is likely to be published in Autumn 2017.

Self audit checklist

- Following self evaluation of your assessor or supervisor skills against the PDE learning outcomes, can you develop a plan to increase your skills and/or address gaps as part of your own CPD?
- Can you use your experience of ASYE to benefit the development of other staff in your organisation? Who do you need to influence to bring this about?