**Direct observation**

Initial formative observation template

A minimum of one initial formative observation and two direct observations are to be completed by the mentor of the supervisor. These should be planned in advance to enable the supervisor to evidence progressive development in their professional practice over the duration of the programme.

This initial formative observation is for forming the initial PDP and agreeing learning objectives for the pathway.

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| **Name of Supervisor** |  |
| **Name and role of Mentor** |  |
| **Date and setting**  **of formative observation** |  |

**Part 1: Supervisor to complete as write up of formative observation conversation meeting with mentor**

| **1. Supervisor and mentor to clarify what the supervisor is aiming to achieve in the observation (reference post-qualifying standards outcome statements)** |
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**Supervisor completes box three after the formative observation.**

| **2. Reflections on the observed practice before the mentor has provided feedback** |
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**Supervisor completes box four after receiving feedback from the mentor.**

| **3. Link key aspects of feedback to post-qualifying standards outcome statements** |
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| **Supervisor signature** |  |
| **Date** |  |

**Part 2: Mentor completes after the formative initial observation**

| **5. Assessment of the supervisor’s capability demonstrated in the direct  observation of practice (up to 500 words)** |
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| **Feedback from supervisee (if applicable)** |
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| **Action plan following the direct observation and feedback from supervisee.**  Have areas of development/learning needs been identified that should be addressed in the supervisor’s PDP? What action needs to be taken to address these? |
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| **Mentor’s signature** |  |
| **Date** |  |