

## **Supervision Skills and Knowledge Self-Rating Scale (Version 1, July 2020).**

The purpose of the self-rating scale is to encourage your professional development across five domains relevant to the supervision of complex/safeguarding practice, namely (1) The supervisory process, (2) The supervisory relationship, (3) supervision skills, (4) practice knowledge, and (5) developing resilience.

Each domain is sub-divided into key skills, knowledge and attributes statements. Read each item in turn before indicating your current perceived competency. You can choose to complete the scale either before, during or after completion of any supervision skills training.

Once you have completed each domain identify your specific development goals. The final section sets out your continued professional development as a supervisor. This could form part of your annual appraisal and provides CPD evidence for professional re-registration/re-validation purposes.

The competencies have been drawn upon and informed by, a review of Social Work England, Professional Standards (2019), Quality Standards, Children's Homes Regulations (2015), Safeguarding Children & Young People: Roles and Responsibilities for Healthcare staff, Intercollegiate document (2019) and British Psychological Society guidelines (2010). The structure for this scale has been adapted from the American Speech-Language-Hearing Association (2016).

0	1	2	3
Not Yet	Occasionally/ Just starting	Sporadically/ Getting there	Consistently/ Got it
<b>Domain 1: Supervisory Process</b>			
	<b>0.</b>	<b>1.</b>	<b>2.</b>
<b>3</b>			
a. I possess knowledge of collaborative models of supervision			
b. I possess knowledge of adult learning theory			
c. I possess knowledge of reflective and questioning techniques			
d. I can establish and maintain the supervisor and supervisee roles and responsibilities according to my work context			
e. I know how to draw upon evidence-informed practice to guide my oversight of safeguarding/complex assessment and interventions			
f. I have established clear arrangements to facilitate effective supervision			
<b>Domain 1: Supervisory Process Development Plan.</b>			
What are your strengths, and how will you maintain these?		Which competencies need improvement, and how will you address this?	

0	1	2	3
Not Yet	Occasionally/ Just starting	Sporadically/ Getting there	Consistently/ Got it
<b>Domain 2: Supervisory relationship</b>			
	<b>0.</b>	<b>1.</b>	<b>2.</b>
a. I develop and sustain supportive and trusting relationships with supervisees			
b. I create a positive learning culture which encourages openness, humility and authoritative practice			
c. I have established supervision agreements with each of my supervisees which sets out expectations and goals.			
d. I demonstrate leadership styles which are consistent with my registering body expectations			
e. I am skilled in appropriately challenging practice to ensure best outcomes for young people/families.			
f. I use my own supervision to critically reflect to the effectiveness of my own practice/leadership.			
<b>Domain 2: Supervisory relationship Development Plan</b>			
What are your strengths, and how will you maintain these?	Which competencies need improvement, and how will you address this?		

0	1	2	3		
Not Yet	Occasionally/ Just starting	Sporadically/ Getting there	Consistently/ Got it		
<b>Domain 3: Supervision skills</b>		<b>0.</b>	<b>1.</b>	<b>2.</b>	<b>3</b>
a. I enable supervisees to develop clear plans for assessment and interventions					
b. I demonstrate how to analyse information to inform planning					
c. My supervision records are timely, comprehensive and demonstrate oversight of practice					
d. I have opportunities to directly observe practice and give effective feedback					
e. I facilitate and/or enable other modes of supervision, e.g. group, peer and/or live supervision.					
f. I demonstrate cultural competence					
g. I motivate and challenge my supervisees to be the best practitioners they can be					
h. I have sufficient awareness of each of my supervisees to know how to adjust my styles in accordance with their professional development.					
<b>Domain 3: Supervision Skills Development Plan</b>					
What are your strengths, and how will you maintain these?		Which competencies need improvement, and how will you address this?			

0	1	2	3		
Not Yet	Occasionally/ Just starting	Sporadically/ Getting there	Consistently/ Got it		
<b>Domain 4: Practice Knowledge</b>		<b>0.</b>	<b>1.</b>	<b>2.</b>	<b>3</b>
a. I have a clear understanding of how to recognise, respond and report (risk of) significant harm					
b. I demonstrate an understanding of factors which influence the child abuse and neglect					
c. I have training in and experience of effective assessment and intervention					
d. I can demonstrate how I have maintained my professional skills and knowledge of safeguarding/complex practice					
e. I can use relevant research findings to guide supervisees' practice.					
<b>Domain 4: Practice Knowledge Development Plan</b>					
What are your strengths, and how will you maintain these?			Which competencies need improvement, and how will you address this?		

0	1	2	3
Not Yet	Occasionally/ Just starting	Sporadically/ Getting there	Consistently/ Got it
<b>Domain 5: Building resilience</b>			
	<b>0.</b>	<b>1.</b>	<b>2.</b>
a. I have knowledge drawn from research of what constitutes professional resilience			
b. I understand the individual, team, organisational and clinical factors which can both enhance and diminish professional resilience.			
c. I safely facilitate the expression of a range of emotional responses experienced by those who work with vulnerable children and families.			
d. I have skills in contextualising and containing emotional responses			
e. I demonstrate how to remain instrumental when the going gets tough			
f. I know my own limitations			
g. I look after myself well			
h. I use my support network to maintain my effectiveness as a supervisor			
<b>Domain 5: Building resilience Development Plan.</b>			
What are your strengths, and how will you maintain these?	Which competencies need improvement, and how will you address this?		

My Plan for Continued Professional Development in Supervising Safeguarding/Complex Practice.

Competency Areas to be addressed	Independent Study	Academic Coursework	Conference Presentation	Publication	Other	Date completed

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