

SW7013

SUPERVISION OF PROFESSIONAL PRACTICE

MA in Professional Education and Training

MA Advanced Social Work

(30 credits at level 7)



This module examines the practice of supervision in the professional development of others. It aims to assist supervisors to develop the knowledge and skills relevant to professional supervision; to foster the growth of open, self-aware, flexible supervisors, with a clear sense of the professional boundaries and responsibilities of their role; and to promote critical debate and develop thorough knowledge of the supervision models available so that students can develop an approach which best suits their professional practice. It further provides a structured opportunity for students to develop their skills in providing reflective supervision and in the holistic appraisal of professional capability fostering critical evaluation of their own supervisory practice.

AIMS To enable students to:

- To assist supervisors to develop the knowledge and skills relevant to professional supervision, fostering the growth of open, self-aware, flexible supervisors, with a clear sense of the professional boundaries and responsibilities of their role.
- To promote critical debate and develop thorough knowledge of the supervision models available so that students can develop an approach which best suits their professional practice and so develop and enhance supervisors' skills in providing reflective supervision and in the holistic appraisal of professional capability
- To enable supervisors to reflect on ways to manage their own anxiety, recognising and addressing pressures which challenge them in creating a reflective supervisory environment

LEARNING OUTCOMES On successful completion of the module, students will be able to:

- Demonstrate critical understanding of the theoretical literature on the purposes and processes of professional supervision and its impact on practice
- Reflect critically on the value and power base of professional supervision
- Discuss, apply and critically evaluate the skills needed in providing accountable and reflective support, holistic assessment and continuing professional development through supervision;
- Evaluate critically their own practice in the light of new learning;
- Identify and analyse strategies for enhancing the quality of their work in this area; their own professional development needs in relation to providing supervision and develop a plan to address these needs

CURRICULUM CONTENT

- Professional supervision in context: critique of existing practice and the impetus for change; developing professional capability
- An exploration of the role, purpose and functions of supervision with reference to research and theory
- An examination of the ethics of the supervisory relationship, including the issues of power, authority and influence, and anti-discriminatory practice at an individual, organisational and structural level;
- Professional identity within organisational and operational contexts; critical analysis of supervision in relation to management, appraisal, clinical supervision, consultation coaching and mentoring processes; The contribution of supervision towards improving standards and promoting evidence informed practice in professional settings
- Supervision models and approaches: including the educative, supportive, managerial and mediation functions of supervision
- Developing the supervisory relationship, including personal skills and self-awareness; interpersonal skills, organisational skills, group and team work skills
- Specific supervision skills including creating the supervisory environment and working to agendas for supervision, motivational, assertiveness and problem solving skills, holistic assessment of professional capability, providing feedback and the recording of supervision
- Skills in negotiating, reviewing and evaluating professional supervision; and dealing with difficulties in the supervisory relationship
- The role of supervision in continuing professional development planning and analysis
- The role of supervision in stress management and promoting resilience and emotional intelligence.
- Group theory: knowledge and skills in team management and group supervision
- Performance management: increasing your own and others effectiveness
- Management of self
- Leadership: including promoting, articulating and supporting a positive professional identity and promoting a culture of professional curiosity, ensuring that individual and organisational practice is informed by current research and knowledge
- Research and evaluation agendas in professional supervision

HOW YOU WILL LEARN ON THIS MODULE

This module will be provided on a workshop basis, supplemented with lectures, mapping exercises, case studies, skills practice, debates, and course material and discussion of students' own supervision practice. Students taking the module will be providing professional supervision in their workplaces. A feature of the programme will be the requirement for students to create their own video-record of two of their own supervision sessions, the first of which will be analysed in small groups during learning sessions which will also act as a formative assessment opportunity. Students are required to ensure that permissions to record sessions are obtained from supervisees with a written consent form being required. Students will have the opportunity to practise skills in the Social Work Practice Learning Suite.

Timetable of Learning Sessions

Date	Venue
13 January 2020	FL0021 Kingston Hill campus
03 February 2020	BS1021 & FL0021 Kingston Hill campus
24 February 2020	FL0021 Kingston Hill campus
23 March 2020	FL0021 Kingston Hill campus
27 April 2020	FL0021 Kingston Hill campus

HOW YOU WILL BE ASSESSED?

This module will be assessed by means of:

1. **Example of supervisory practice** (submitted on DVD or equivalent), together with a record of this supervision session and feedback provided by the supervisee (s) (40%)
2. **An analysis of the development of the student's own supervision practice and discussion of strategies for enhancing the quality of their work in this area.** The analysis of practice should focus on professional practice during the time period in which the module was completed, including an in-depth critical analysis of the example of supervisory practice submitted for summative assessment. This analysis should be informed by critical reflection on reading undertaken for the module and should conclude with a discussion of their future continuing professional development plans to develop their supervisory practice (5,000 words) (60%)

Formative opportunities for practice and “feed forward” are provided within the module, as noted above. Students will have the opportunity to review and receive feedback on a formative example of their supervisory practice in workshops during the module learning hours. They will be able to submit an analysis of this session and receive feedback on this to inform their production of their final summative assessment. The example of supervisory practice and associated work products will be assessed by a Practice Assessment Panel.

Suggested pre-module reading

Hawkins, P. and Shoet, R. (2012) *Supervision in the Helping Professions*. (3rd edition)
Maidenhead: Open University Press

Davys, A and Beddoe L. (2010) *Best Practice in Professional Supervision: A Guide for the Helping Professions* Jessica Kingsley Publishers

Wonnacott, J (2013) *Mastering Social Work Supervision (Mastering Social Work Skills)* London Jessica Kingsley Publishers

COST OF THE MODULE: £1,560 GBP for the 2019-20 academic year.

APPLY FOR THE MODULE on line at: <http://www.kingston.ac.uk/postgraduate-course/post-qualifying-social-work-modules/>

If you require further details about the module, please contact

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