

CELCIS 2015: Travelling Together

How does supervision support
the direction of travel?



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An example in implementation:
Implementing Outcomes
Focused Supervision to support
Outcomes Focused Practice
Supervision Mirroring Practice



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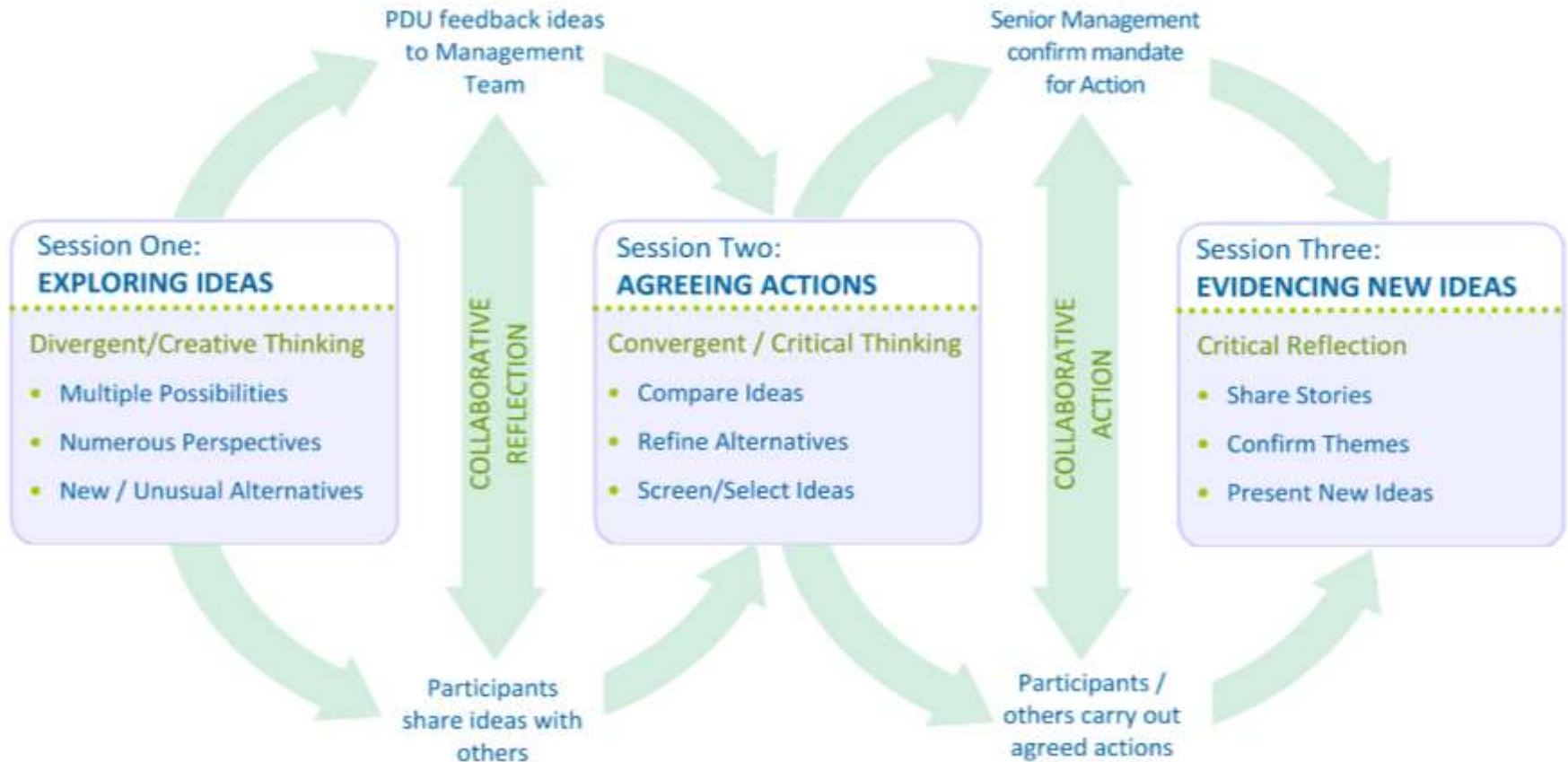
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Background



Reflective Discussion Groups



Implementation Methods

Implementation
Plan
(Reviewed)

Guidance &
Exemplars

Learning Events:
Supervisees
Supervisors

Supervisors'
Forum

Best Practice
Stories

Review
Group

Tailored
Support

Key Messages:
Reporting to
SSSMT

What do we say about **Outcomes Focused Supervision?**

Effective Supervision:

Social Services will ensure that supportive supervision is a priority for all staff, as a key aspect of a learning organisation which quality assures practice and maximises the strengths and capacities of service users, carers and staff.

What are our desired outcomes for supervision?

Key Principles of Supervision:

- Supervision should be centred on achieving better outcomes for service users and carers
- Supervision should promote and evidence accountable practice
- Supervision should establish clear practice roles and responsibilities
- Supervision should build capacity for development and improvement

Outcomes Focused Supervision

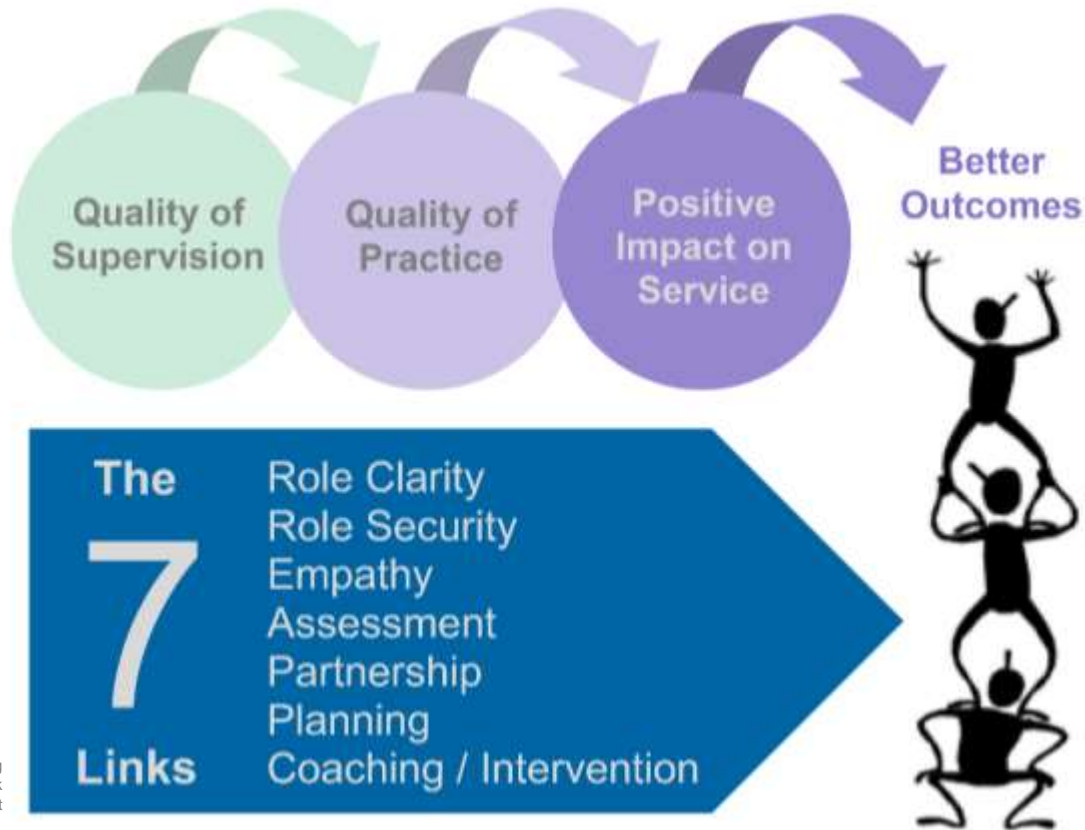
The primary characteristic of Outcomes Focused Supervision is to maintain a focus on the intended results of work and use this perspective in structuring supervision.

Supervision Mirroring Practice

- Agreeing outcomes
- A future focus
- Setting clear direction
- Valuing dialogue and reflection
- Recognising strengths
- Working in partnership but acknowledging power



The Supervision Outcome Chain



Supervision Now or Never Reclaiming
Reflective Supervision in Social Work
T Morrison & J Wonnacott

Enablers & Barriers to Implementation

Enablers:

- Policy and framework informed by evidence base for supervision and outcomes focused practice
- Linked to GIRFEC principles
- Re-emphasising centrality of effective supervision in promoting effective practice
- Emphasis on reflective practice
- Collaborative approach to implementation and evaluation of effectiveness – inclusion in QA Framework
- Identifying and sharing best practice examples
- Emphasis on whole organisation approach
- Tailored L&D supports to groups of / individual supervisors

Enablers & Barriers to Implementation

Barriers:

- Timing of childcare service and Clacks' services involvement in implementation process
- Numbers of change processes operating at time of implementation
- Diversity of social services and supervision practices
- Workload pressures hindering involvement in supports to implementation e.g. Learning events & Supervisors' Forum
- Gap between SM agreeing policy and model and how they model and support the new approach
- Inconsistent practice in quality assurance of supervision practice

Resources to support Outcomes Focused Practice and Supervision

- <http://www.iriss.org.uk/sites/default/files/iriss-leading-for-outcomes-children-and-young-people.pdf>
- <http://www.iriss.org.uk/resources/achieving-effective-supervision>
- <http://www.iriss.org.uk/sites/default/files/iriss-supervision-report-100715.pdf>
- <http://www.in-trac.co.uk/supervision-now-or-never/>