**Observation of Supervision**

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| **Name of Manager being observed:**  | **Date of observation:**  |
| **Name of observer:**  | **Role of observer:**  |
| **Setting of observation:**  |

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| **1. Holistic assessment of areas of strength and improvement demonstrated in the observation of practice (up to 500 words)**  |
| *Give a brief background to the observation; was the manager/supervisor prepared? Demonstrated relational aspects of practice? Showed cultural competence? Was the supervision well structured?* |
| **2. What did the manager/supervisor do well in relation to direct practice?**  |
| *What skills and knowledge did they demonstrate at this observation? Did the supervision discussion help the practitioner to analyse and assess risk and need? Did the supervision help the practitioner to reflect on their work with the children and families and other professionals? Did they test hypotheses based on social work knowledge and research? Did discussions help the practitioner to consider alternative explanations and consider different approaches to work with the child and family?* |
| **3. What did the manager/supervisor do well in relation to supporting the practitioner to develop professionally?** |
| *Did the supervision discussion help develop a clear understanding about practice standards? Did the manager/supervisor provide feedback, guidance and challenge where appropriate?* |
| **4. What skills could be developed further?**  |
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| **5. Action plan following the observation of supervision with SMART objectives**  |
| *How will any learning and development needs been identified from this observation be addressed? Are there any aspects of supervision that need to be developed?* |
| **6.Observed Manager’s / Supervisor’s reflection on the observation and feedback** |
| *To be completed by the supervisor/manager who has been observed (or please capture their reflective comments here)* |
| Grading |  |

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| **Observer’s signature** |  |
| **Date** |  |
| **Observed Manager/ Supervisor’s signature** |  |
| **Date**  |  |