# **Tool 26: Supervision observation**

Direct observation of supervision allows someone to 'show me' rather than 'tell me' what they do.

This tool supports observation of a supervisor and discussion about this in their supervision. It is based on the ASYE observation tools by Skills for Care.

The tool enables supervisors to improve their supervision practice. It supports practice supervisors to consider their supervision practice and to gather feedback on their practice, as part of collecting evidence for the Knowledge and Skills Statement. (Skills for Care are developing an observation tool to support the KSS).

Learning from this can also be used by the organisation to understand the impact of supervision (see final page).

Name of supervisor	
Name of observer	
Date and setting	
Date for feedback (in supervision)	

#### Pre-observation discussion

Why have we chosen this supervision to observe?

Any practical considerations for the observation

#### Post-observation reflection by supervisor

What happened?

How did it feel?

What did it mean?

What have you learned?

#### Post-observation reflection by observer

What happened?

How did it feel?

What did it mean?

What have you learned?

### Post-observation discussion

Feedback on what happened
Feedback on how it felt
Feedback on what it meant
Feedback on learning
What are the strengths to build on?
What are the areas of improvement?

## **Action plan**

What will I do?	What support/information will I need?	How will I measure progress and success?	When?

If you are using this tool to support evaluation of supervision in the organisation, you will need to let the observer, observed supervisor and supervisee/s involved know that:

- > Learning from this observation will be used to help understand supervision
- > This learning will contribute to improving supervision
- > Any learning shared will be anonymised
- > Learning will not include any identifiable personal information but will be about the supervisors' capabilities and the impact of these.

You should thank the people involved for their contribution to improvement.

For e	valuation purposes please capture the following information and share with the organisation.
>	Role of observer
>	Role of supervisor

- Date of observation
- > Date of feedback
- > Learning identified from the observation
  - Strengths
  - Areas for improvement