

Tool 35: Supervision evaluation framework

Supervision is an investment of time and energy. It is important to understand how well it is delivered and what difference it makes.

This framework sets out how an organisation can evaluate supervision. It uses a model of evaluation that considers three questions:

- > How much are we doing?
- > How well are we doing?
- > What difference are we making?

Friedman M (2005)

	Quantity	Quality
Effort	<p>How much did we do? (How much supervision for how many people?)</p>	<p>How well did we do? (What did supervisees and supervisors think of our supervision?)</p>
Effect	<p>What difference did we make? (What impact did supervision have – on wellbeing of adults and carers, supervisees, the system?)</p>	<p>What difference did we make? (How much impact did supervision have – on wellbeing of adults and carers, supervisees, the system?)</p>

You can use this framework to think through how you currently capture information about how much supervision you do, how well you do it, and what difference you make. This resource includes additional tools to help with evaluation:

- > *Supervision audit*
- > *Supervision observation*
- > *Supervision self-audit.*

All of these tools also support 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.

The table below sets out some important questions for each area of evaluation and methods that you can use to monitor this. The tools that are available in this resource are underlined.

How much did we do?

Suggested questions	Suggested methods
<ul style="list-style-type: none"> > Is everyone getting regular and appropriate supervision? > Is everyone getting supervision in accordance with the local Supervision policy > Are new supervisees/ people in new roles getting more supervision? > Are NQSWs/ AMHPs getting the supervision they should? > Are registered professionals getting supervision from someone in their profession? > What kind of supervision are people having (one-to-one, group, ad hoc) and is this a range that suits them? 	<p>Health check – asks about experience of getting supervision</p> <p><u>Supervision audit (Tool 33)</u></p> <p><u>Supervision self-audit (Tool 32)</u></p>

How well did we do?

Suggested questions	Suggested methods
<ul style="list-style-type: none"> > Have supervisees been involved and influenced how they receive supervision > Does supervision have a clear purpose? > Are we using a model? – based on reflection and including practice, support, learning, relationships > Do the supervisor and supervisee have learning and development opportunities about supervision practice? > Is there a suitable supervision environment? > Is there a signed supervision agreement? > Is there preparation, use of an agreed agenda and follow up? > Is supervision recorded appropriately? > Is there a respectful and trustworthy relationship? 	<p>Audit of supervision policy</p> <p>Audit of supervision learning and development content</p> <p><u>Supervision audit (Tool 33)</u></p> <p><u>Supervision observation (Tool 26)</u></p> <p><u>Supervision self-audit (Tool 32)</u></p> <p>Feedback on supervisor/ee in appraisal</p> <p>360 degree feedback</p> <p><u>Adults and carers feedback (Tool 22)</u></p>

What difference did we make?

Suggested questions	Suggested methods
<ul style="list-style-type: none"> > Does supervision result in clear outcomes and actions for adults and carers? 	Audit of case files <u>Supervision audit (Tool 33)</u>
<ul style="list-style-type: none"> > Does supervision focus on adults' and carers' wellbeing? 	<u>Supervision observation (Tool 26)</u>
<ul style="list-style-type: none"> > Does supervision include critical reflection, and use of theory and evidence in reflection? 	<u>Supervision self-audit (Tool 32)</u>
<ul style="list-style-type: none"> > Does supervision include management, support, development and mediation? 	Feedback on supervisor/ee in appraisal
<ul style="list-style-type: none"> > Does the supervisee feel supervision has helped them try out different ideas and approaches? 	360 degree feedback
<ul style="list-style-type: none"> > Does the supervisee feel more confident and capable? 	Sickness rates
<ul style="list-style-type: none"> > Does the supervisee feel more supported? 	Retention of staff
<ul style="list-style-type: none"> > Does the supervisee feel helped to learn and develop? 	Attendance at learning and development
<ul style="list-style-type: none"> > Does the supervisee feel supported to manage their role? 	CPD records
<ul style="list-style-type: none"> > Does the supervisee feel more motivated and valued? 	<u>Adult and carer feedback (Tool 22)</u>
<ul style="list-style-type: none"> > Does the supervisee want to continue in the organisation 	