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| **Overview**The mid-year review should happen at approximately six months/nine months from date of registration. It will include multi-source feedback as part of the professional discussion between the NQSW and their supervisor.**Together*** Set date for professional development review.
* Agree how multi-source feedback will be requested, collated and shared.

**NQSWs** * Self-assessment, consider each of the Standards and critically reflect on progress, examples of consolidation and learning from practice, areas of strength, consolidation, and areas for development. Be honest in your reflections, we are all on a continuous professional learning journey. Minimum overall word count 500 words.
* Please list or provide a link to relevant supporting evidence of consolidation of learning and development against the Standards.
* Share with supervisor **five working days** in advance of professional development review.
* Review multi-source feedback in advance of review.

**Supervisors** * Consider the NQSW self-assessment, progress on individual development plan and relevant evidence of progress.
* Consider multi-source feedback.

 * Provide developmental feedback on how well the NQSW is demonstrating the Standards in their practice.
* Record a view of progress (ie satisfactory progress/developmental needs identified), a short summary of rationale for decision and developmental feedback (this should focus upon supporting and enhancing the NQSW to continue to learn, consolidate and apply their learning in practice).
* Complete/update individual development plan.

**Together** * Review, agree and sign both recording and plan within two weeks of the review.
* Retain copies and revisit as part of supervision and professional development review process.
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| **Standard** | **NQSW self-assessment** **List of or link to relevant supporting evidence**  | **Supervisor view of progress, brief summary of rationale and developmental feedback provided** |
| 1. Ethics, values and rights-based practice – develop an understanding of and apply ethical principles and values to all aspects of professional practice. Recognise sources of social inequality and take action to protect and advocate for human rights and social justice.
 | **Self-assessment****Supporting evidence** | **satisfactory progress/developmental needs identified (delete as appropriate)****Rationale** **Developmental feedback** |
| 1. Communication, engagement and relationship-based professional practice – demonstrate knowledge and skills to support effective communication, collaboration and relationship-based practice in a range of settings. Actively involve and support the involvement of people receiving services, their families and carers to plan, implement and evaluate interventions.
 | **Self-assessment****Supporting evidence** | **satisfactory progress/developmental needs identified (delete as appropriate)****Rationale** **Developmental feedback** |
| 1. Critical thinking, professional judgement and decision making - develop competence and confidence in applying critical thinking, analysis, research, and best practice to inform professional judgement and decision making in all areas of practice including assessment and review.
 | **Self-assessment****Supporting evidence** | **satisfactory progress/developmental needs identified (delete as appropriate)****Rationale** **Developmental feedback** |
| 1. Promoting wellbeing, support and protection – demonstrate and apply understanding of responsibility to actively promote the wellbeing, support and protection of children and adults at risk of harm, regardless of setting or context.
 | **Self-assessment****Supporting evidence** | **satisfactory progress/developmental needs identified (delete as appropriate)****Rationale** **Developmental feedback** |
| 1. Working with complexity in unpredictable and ambiguous contexts - develop competence and confidence in managing complexity, risk, and uncertainty in professional decision making.
 | **Self-assessment****Supporting evidence** | **satisfactory progress/developmental needs identified (delete as appropriate)****Rationale** **Developmental feedback** |
| 1. Use of knowledge, research and evidence in practice - demonstrate commitment to continuous professional learning and inquiry which supports evidence informed practice and a wider culture of learning.
 | **Self-assessment****Supporting evidence** | **satisfactory progress/developmental needs identified (delete as appropriate)****Rationale** **Developmental feedback** |
| 1. Self-awareness and reflexivity – recognise the impact of the demands of professional social work practice on self and others and develop the use of reflexivity to contribute to personal wellbeing and effective and sustainable practice.
 | **Self-assessment****Supporting evidence** | **satisfactory progress/developmental needs identified (delete as appropriate)****Rationale** **Developmental feedback** |
| 1. Professional leadership - develop personal and professional authority as a social worker including when working collaboratively across agency and professional boundaries.
 | **Self-assessment****Supporting evidence** | **satisfactory progress/developmental needs identified (delete as appropriate)****Rationale** **Developmental feedback** |
| NQSW’s name: |  | Supervisor’s name: |  |
| Signature: |  | Signature: |  |
| Date: |  | Date: |  |

**Individual Development Plan (add lines as required)**

**Please refer to evidencing the NQSW Supported Year document for ideas**

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| **Standard(s)** | **Development need** | **How this will be achieved** | **Resources/support required** | **Timeframe** | **Review date** |
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| NQSW’s name: |  | Supervisor’s name: |  |
| Signature: |  | Signature: |  |
| Date: |  | Date: |  |