



# Clinical Supervision

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Microlearning Sessions by Nursing Education Network



# Key Learning Outcomes

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Introduce and provide an overview of clinical supervision:

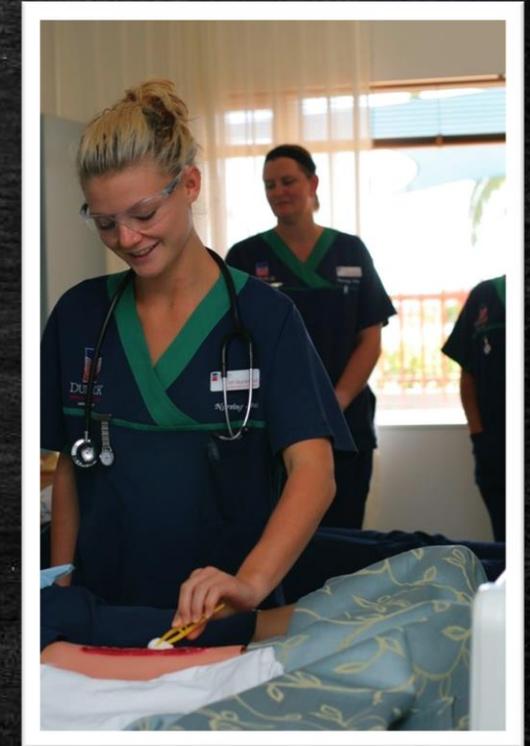
- Define clinical supervision
- Purpose of clinical supervision
- Proctor's model of supervision
- Feedback: a learning conversation



# Clinical Supervision

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- “A formal process of professional support and learning which enables individual practitioners to develop knowledge and competence, and is acknowledged to be a life-long process” (Martin, Copley, & Tyack, 2014, p. 201).
- “Clinical Supervision is regular, protected time for facilitated, in-depth reflection on clinical practice” (Bond and Holland, 1998 p. 12)



# Instructional Aspects

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- Not every nurse will be interested in formal education, but it is likely they will be a preceptor or supervisor.
- Therefore it is important nurses understand the skills required for effective supervision.
- Skills such as reflective practice, assessment and feedback are vital parts of supervision.



Photo : Matteo Vistocco [Unsplash.com]



# Proctor's Model of Supervision

"Supervision towards reflective practice" (Proctor, 2010).

Proctor's framework focuses on 3 areas:

1. **Normative:** managerial aspect of practice and learning, such as professional CPD and core mandatory training.
2. **Formative:** educative aspect of developing knowledge and skills in professional development and use self reflection for self awareness development.
3. **Restorative:** supportive aspect for personal development, improving stress management and burnout prevention:



Photo : Nurse training [@Library of Congress]



# Constructive (not destructive) Feedback

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- A Learning Conversation
- “Feedback is a **process** in which **learners make sense of information** about their **performance** and **use it** to enhance the **quality** of their work or learning strategies” ([feedbackforlearning.org](http://feedbackforlearning.org))
- Feedback can be an emotional business. Let’s make it a collaborative learning process.
- No feedback sandwiches allowed.

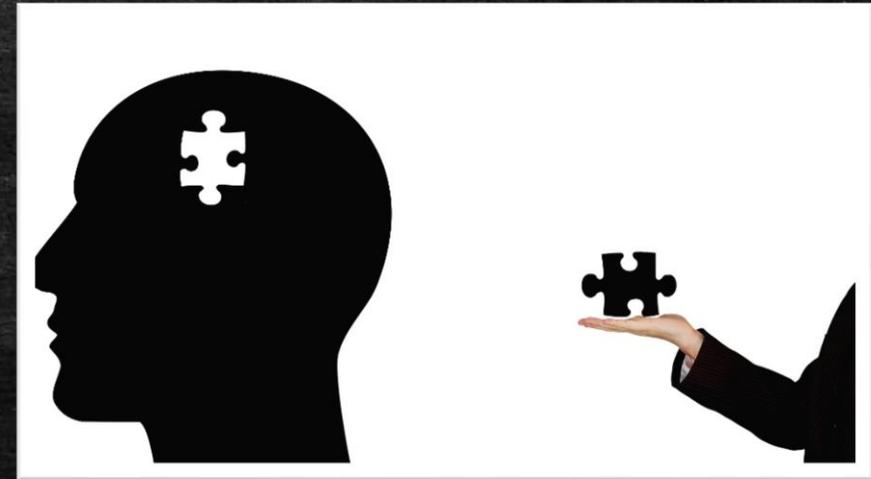


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# References

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