SCDLDSS6
Reflect on, develop and maintain your practice

Overview

What is this unit about?

This unit is about the requirement for all those who work with children and young people to keep their knowledge, skills and competence up-to-date and take opportunities to develop them further in order to provide a better service. The skills of reflection are an essential part of professional development and the ability to recognise and understand areas of strengths and weaknesses in your practice is an essential part of being an effective practitioner

Who is this unit for?

This unit is for you if you work in a setting or service supporting the learning and development of children and young people.

The elements are:

1   Reflect on your practice
2   Develop your practice
3   Maintain your practice

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Performance criteria

Reflect on your practice

You must be able to:

P1   identify and understand the key factors that influence your practice

P2   identify and understand how your own values, beliefs and preferences have an impact on your practice

P3   seek and welcome feedback on your practice from children, young people and families, colleagues and managers

P4   regularly take feedback into account to review your practice against relevant values and principles, standards, benchmarks and codes of practice

P5   reflect on the extent to which your practice is inclusive and promotes equality and diversity

P6   identify and prioritise areas of your practice that need further development and plan how you will achieve this

P7   identify areas of strength in your practice where you feel confident and review how they can be of benefit to he children and young people you work with and your organisation

Develop your practice

You must be able to:

P8   identify priority areas for development and the key outcomes you wish to achieve taking into account the needs of the children and young people, the service you work in and your personal goals

P9   prepare a realistic and achievable personal development plan

P10   make effective use of both formal and informal support systems and networks

P11   recognise and take opportunities to develop your skills and knowledge including formal training, conferences, courses, learning from colleagues, learning from children and young people and using learning resources

P12   apply new knowledge and skills to improve your practice and review their effectiveness

P13   share new knowledge and skills with colleagues where they are likely to be of benefit

Maintain your practice

You must be able to:

P14   use a range of resources to keep your knowledge and practice up to date

P15   regularly review the inclusivity of the way you practice

P16   regularly review your progress against the outcomes you identified

P17   review, adapt and change your plans in the light of your progress review

P18   keep records of your development plans and progress and use them to support ongoing reflective practice

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Knowledge and understanding

You need to know and understand:

Reflect on your practice

K1   why maintaining and developing your knowledge, skills and competence is important for you in your role and to you as an individual

K2   your learning and development needs and how these will change as you develop your skills and knowledge

K3   the purpose and methods of seeking feedback and how this contributes to your personal and professional development

K4   the support and learning you can obtain from others using networks or other support systems

K5   the methods you can use to review your practice

K6   ways to keep knowledge and practice up to date

K7   where you can go for support in planning your development and the benefits of the different forms of support

K8   why you need to take responsibility for your own learning and development

K9   the reasons for keeping records of learning and development

K10 your own learning style, its importance and how to use it to make the best use of learning opportunities

K11 why it is important to understand the impact of your own values, beliefs and preferences

K12 how to develop and maintain a personal development plan

K13 how to understand and use research reports and why they are important for your practice

K14 the resources available to support the development of your practice

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Additional Information

Values
You must work within the principles and values of the sector in order to achieve this unit

Glossary
Children and young people
Children and young people with whom you work, except where otherwise stated

Communication
Verbal and non-verbal, speaking, listening, reading, writing

Personal Development
Your personal growth and gaining skills and competence

Developing practice
Improving and extending your skills, knowledge and competence through learning

Diversity
The recognition and valuing of differences between people and/or groups that enrich society. Differences can be in many aspects of life, such as: age, gender, race, sexuality, ethnicity, ability, economic status or communication preferences

Equality
A fair and inclusive approach to opportunity, access, participation and contributing

Families
Including parents (fathers and mothers) and carers, extended and chosen families who contribute significantly to the well-being of individual children and who may or may not have legal responsibility

Feedback
The views, experience and opinions of others about your practice

Inclusion /inclusive
A process of identifying, understanding and breaking down barriers to participation and belonging

Learning
Obtaining new knowledge and understanding about something or acquiring a new skill or changing behaviour as a result of experience

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Organisation
The statutory, voluntary, independent, faith or private body that delivers services for children, young people and their families

Personal development plan
A time based plan that shows the priorities, goals and targets you want to achieve in your professional career, and also provides the opportunity to measure and record your progress

Range of resources
Books, professional journals, professional websites, sharing information from colleagues, attending courses, undertaking e-learning

Values, beliefs and preferences
The code by which you live your life and respond to others, your own choices and views about moral and ethical issues

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Developed by	Skills for Care & Development
Version number	1
Date approved	September 2009
Indicative review date	September 2011
Validity	Current
Status	Original
Originating organisation	Skills for Care & Development
Original URN	GCU 6
Relevant occupations	Child Development and Well Being; Health and Social Services Officers
Suite	Learning Development Support Services (reviewed 2009)
Key words	practice, skills, competence