

Fife Council Social Work Service Self-evaluation using the Continuous Learning Framework

Within Fife Council's Social Work Service there is a commitment to continuous learning, not just as a registration requirement but towards the overall aim of having a competent and confident workforce.

Diane Roth, Learning and Development Advisor explained "The publication of SSSC "The Framework for Continuous Learning in Social Services" coincided with the launch of Fife Council's Social Work Learning Portal. Being web-based, the Learning Portal has the advantage of being accessible in and out of the workplace. Therefore, when asked to develop a system to evaluate training for Service Managers I wanted to incorporate these tools. Not only would both of these be appropriate and effective to use in evaluation, but their use would support Service Managers to learn more about these tools.

With support from our Information and Communication Section, we added to the existing Learning Portal an area specifically for Service Managers. This allowed easy access to the relevant information for this group of staff. Each of the planned training events were linked to specific Personal Capabilities within the Framework. By making these links it allows us to check which Personal Capabilities we have covered and identify any gaps.

Before and after each training event, Service Managers, through the Learning Portal, complete a short self-evaluation of their competence and confidence within the linked Personal Capabilities. The Learning Portal has a direct link to each of the Personal Capabilities to allow Service Managers to read the full description and progression stages.

For example:

We invited Service Managers to attend training on 'Priority Management'. Before attending this they complete a self-evaluation against Personal Capabilities:

- Professional Autonomy – exercising judgement, initiative and being accountable.
- Flexibility – being adaptable and open to change

They assessed themselves against a scale of 1 – 10 and gave an example to evidence this rating. They then identified any personal development need within this particular capability.

After attending the event, they re-evaluate themselves, comment on any progress made and identify any development needs not addressed within this capability.

The information we obtain from these self-evaluations will enable us, as a Learning and Development Section, to identify training needs for the future.

We plan to continue to use the CLF in the further development of our Learning Portal as it will help us realise our vision of achieving a confident and competent workforce."

Diane Roth
Learning and Development Advisor
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