



Professional development framework webinar

Date: 14 March 2024

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Welcome & housekeeping

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Housekeeping

- Justyna Szeller (RCSLT Host) is on hand to help with any **technical queries**; you can get in touch with her via the **chat button**
- You can send in **questions** to our speakers today by using the **Q&A button**
- This event is being recorded and will be made available on the RCSLT website along with the presentation slides



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Introduction

Vicky Harris
Head of Learning, RCSLT

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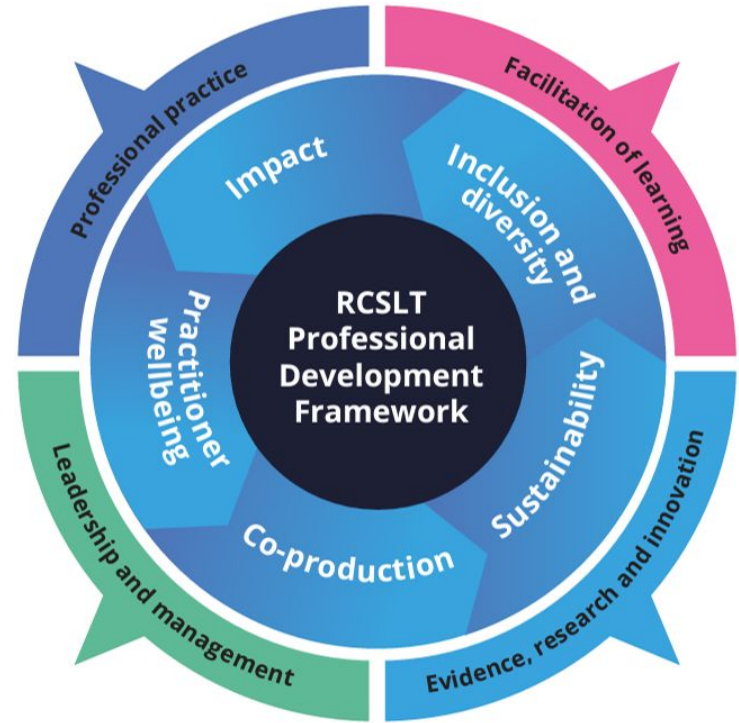
The framework

<https://www.rcslt.org/learning/professional-development-framework/>



The core components

- Practitioner wellbeing
- Impact
- Inclusion and diversity
- Sustainability
- Co-production



What are the core components?

- Act as guiding principles for the framework.
- Series of reflective questions.
- Aligned with RCSLT strategic objectives.



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The framework in practice

Jan Baerselman
Director and Specialist Speech
& Language Therapist,
Talking Outcomes

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Reflections on using the tool myself

- No right or wrong way – it's like a multi-faceted tool
- Start small (where I went wrong)
- It's kind & flexible & positively reframes less conventional career paths (river)

How I have used the framework with supervisees

- Wellbeing
- ‘What CPD should I do next year?’
- IP manager using for staff appraisals



How I have used the framework with supervisees

'As with most frameworks, it is the conversations they start that can be the most illuminating and support deeper reflection and learning on your own professional development.'

- Some of the conversations the tool has started for me.



Deep dive into the components

Mark Singleton
Learning and Development Manager,
RCSLT

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Impact

- Encourages you to consider the difference you (and the profession) make to the lives of your service users.
- Useful for helping you recognise the benefit you bring, as well as demonstrating value to other stakeholders.
- [ROOT](#) for meaningful outcomes-focused data
- [Victor tool](#) for impact in research



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Practitioner wellbeing

- First framework of its kind to place practitioner wellbeing front and centre.
- Important to remember that your health and wellbeing directly impact your efficacy and performance!
- Useful for checking in on personal goals.
- See the [winter edition of Bulletin](#) which is themed around wellbeing (for members)



Inclusion and diversity

- Reflects our desire to be more inclusive, and to move towards a more diverse profession.
- Useful for working towards personal or organisational EDI goals.
- RCSLT diversity, inclusion and anti-racism [hub](#)



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Sustainability

- Encourages you to consider how your practice can be more sustainable and environmentally friendly.
- Useful for considering what you've achieved as well as what you can do to improve.
- [Centre for Sustainable Healthcare](#) has some useful resources



Co-production

- Encourages you to consider how you can more actively engage with your service users to improve your practice.
- Key target for many (including NHS).
- Useful for considering who your service users are, and how to meaningfully engage with them.
- NIHR guidance on [co-production](#)



Questions

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Evaluation



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