

Using the RCSLT Professional development framework for your CPD

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What is the framework?

The RCSLT Professional development framework is a profession-specific resource designed to help you reflect on your strengths and possible areas for development. It was created for, and by, speech and language therapists (SLTs), to highlight the range of skills and knowledge an SLT has – regardless of role, setting or context. The framework has been split into four pillars of practice, each mirroring a cornerstone of the profession – Professional practice; Facilitation of learning; Leadership and management; and Evidence, research and innovation. Each of these pillars is then further divided into sub-themes. You can see more about details about the framework and the development process on [our website](#).



Use of the framework is not mandatory, and RCSLT members may complete as much of it as they want to. You can focus on one specific pillar, a sub-section of a pillar, or the entire framework, depending on your need and career stage. While we do have some suggested uses, all members are welcome to use the framework in any way they see fit.

How does it fit in with speech and language therapists' CPD?

There are a number of ways to use the framework with your CPD – again, depending on what you need and what you'd like to focus on. As mentioned above, each of the pillars has been further divided into sub-themes, and each of these has a set of self-rating questions. Choosing a pillar or even a sub-section and then working through the rating questions can help you understand any potential development areas. If you score yourself lower on some of the questions, this might help guide your CPD focus. Equally, you might rate yourself higher on some areas and decide you'd like to further focus on those and build your skills as a specialist in that specific area. Whichever area you choose to explore, your self-reported results can guide you towards CPD topics that could help you improve or maintain your skills.

Alongside the self-scoring questions linked to the pillars of practice, there are also reflection questions centred around the five core domains of the framework – Impact; Practitioner wellbeing; Co-production; Sustainability; and Inclusion and diversity. These can be used to help you consider where you currently stand, and also where you might like to aim for. This can then help you identify some areas for your CPD to focus on, based on your aims.

Finally, you can also use the framework as an aspirational tool to help you identify where you'd like to be, and what skills and knowledge you might need to help you get there. If, for example, you want to move into a management or leadership role, focusing on the Leadership and management pillar and using the self-reporting questions form that section can help you identify your current transferable skills, as well as what you might still need to work on. This can then inform your CPD focus as you identify specific areas that you'd benefit from developing.

Of course, these are just some of the ways to use the framework, and you're free to use it in any way that works for you! We're currently building a library of use cases and examples from the membership, so if you'd like to share how you've used (or are using) the framework, please get in touch! You can email us at cpd@rcslt.org.