SUPERVISORS OF PRACTICE ASSESSORS & PRACTICE TEACHERS
Using the Learning Organisation Pack to support Practice Learning

The suggestions below are divided up into ideas for three different time frames:

1. Areas of 'immediate' potential use, where a suggestion could be taken up quickly and incorporated into an existing process.
2. Areas where there may a series of steps necessary to develop the ideas suggested, and which may be more 'medium term' (for example using one person to cascade ideas to others, need to set up specific groups or meetings in advance)
3. Areas that could be considered as part of 'long-term planning', requiring a substantial commitment. (The words 'agency' and 'organisation' are used interchangeably to describe the social care delivery group, ie CSSR, Children's Trust, Adult Care Trust etc.)

THE CARDS
The different cards, in their specific sections, are referred to in the following ways:

KC	Key Characteristics	light green 1-4
K	Knowledge about learning organisations	blue/grey 1-12
ISUC	The informed service user and carer	mauve 1
IFLW	The informed front line worker	pink 1
IPM	The informed policy maker	grey/green 1-3
R	References	brown 1-2

POTENTIAL FOR USE

1. *Immediate*
Consider the supervision of practice against the ideas put forward in the IFLW card.

2. *Medium Term*
Develop the culture of team learning and intra-and interorganisational learning (for example involving the private and voluntary sector) by using cards K2 and K3 in a specially convened meeting

3. *Longer Term*
Provide a working group to consider the overall state of the agency as an open learning environment, using as a starting point the ideas in card K6.

REFERENCE 'Learning Organisations: a self-assessment resource pack' Social Care Institute for Excellence, 2004