

Unit Title:	Promote professional development
Sector unit number	SHC 52
Level:	4
Credit value:	4
Guided learning hours:	33
Unit Reference Number:	L/602/2578

Unit purpose and aim

The purpose of this unit is to assess the learner's knowledge, understanding and skills required to promote the professional duty to maintain the currency of knowledge and skills and the need to continually reflect on and improve practice.

Learning Outcomes	Assessment Criteria	Exemplification
<p>The Learner will:</p> <p>1 Understand principles of professional development</p>	<p>The Learner can:</p> <p>1.1 Explain the importance of continually improving knowledge and practice</p> <p>1.2 Analyse potential barriers to professional development</p> <p>1.3 Compare the use of different sources and systems of support for professional development</p> <p>1.4 Explain factors to consider when selecting opportunities and activities for keeping knowledge and practice up to date</p>	<p>Sources and systems of support may include:</p> <ul style="list-style-type: none"> • Formal support • Informal support • Supervision • Appraisal • Mentoring • Within the organisation • Beyond the organisation
<p>2 Be able to prioritise goals and targets for own professional development</p>	<p>2.1 Evaluate own knowledge and performance against standards and benchmarks</p> <p>2.2 Prioritise development goals and targets to meet expected standards</p>	<p>Standards and benchmarks may include:</p> <ul style="list-style-type: none"> • Codes of practice • Regulations • Minimum/essential standards • National occupational standards

Learning Outcomes	Assessment Criteria	Exemplification
3 Be able to prepare a professional development plan	3.1 Select learning opportunities to meet development objectives and reflect personal learning style 3.2 Produce a plan for own professional development, using an appropriate source of support 3.3 Establish a process to evaluate the effectiveness of the plan	
4 Be able to improve performance through reflective practice	4.1 Compare models of reflective practice 4.2 Explain the importance of reflective practice to improve performance 4.3 Use reflective practice and feedback from others to improve performance 4.4 Evaluate how practice has been improved through: <ul style="list-style-type: none"> • reflection on best practice • reflection on failures and mistakes 	

Assessment

This unit needs to be assessed in line with the Skills for Care and Development QCF Assessment principles.

Assessment decisions for competence based learning outcomes (eg those beginning with 'Be able to') must be made in a real work environment by an occupationally competent assessor. Any knowledge evidence integral to these learning outcomes may be generated outside of the work environment but the final assessment decision must be within the real work environment.

This unit is competence based. This means that it is linked to the candidate's ability to competently perform a range of tasks connected with their work. This unit may be assessed using any method, or combination of methods, which clearly demonstrates that the learning outcomes and assessment criteria have been met. This unit requires workplace assessment of occupational competence.

Competence based assessment must include direct observation as the main source of evidence.

Guidance on assessment and evidence requirements

OCR does not stipulate the mode of delivery for the teaching of the content of this unit. Centres are free to deliver this unit using any mode of delivery that meets the needs of their candidates. Centres should consider the candidates' complete learning experience when designing learning programmes.

Details of relationship between the unit and national occupational standards

This unit has been developed by Skills for Care and Development in Partnership with Awarding Organisations. It provides a key progression route between education and employment (or further study/training leading to employment). It is directly relevant to the needs of employers and relates to national occupational standards developed by Skills for Care and Development.

As such, the unit may provide evidence for the following national occupational standards in the children and young people's workforce developed by Skills for Care and Development.

Additional information

For further information regarding administration for this qualification, please refer to the OCR document '*Administrative Guide for Vocational Qualifications*' (A850).

The *OCR Children and Young People's Workforce Centre Handbook* contains important information for anyone delivering, working towards or involved with the Children and Young People's Workforce qualifications, of which this unit forms a part. This can be downloaded from OCR's website www.ocr.org.uk.

This unit is a shared unit. It is located within the subject/sector classification system 01 Health, Public Services and Care and 01.5 Child Development and Well Being.