

Practice  
Tool

Time – 45-60 minutes



## Reflective case discussion model of group supervision

### Format: online or in person

- > In this model of group supervision participants discuss a practice scenario in depth and reflect on their responses to this.
- > The facilitator, usually the practice supervisor, actively takes part in the discussions to prompt everyone to share their reflections as well as keeping the group on task and on time.
- > **Basic principles:** a presenter outlines a challenge from practice, the group then discusses this with the presenter listening. In the final round of discussion everyone contributes and reflects on learning. The facilitator prompts the group to be reflective and curious throughout.

### How to use reflective case discussion:

#### Stage 1: Presentation (10 minutes)

The presenter outlines a practice dilemma and summarises current professional preoccupations.

The group is asked not to take notes and just listen. They are also asked to avoid interrupting or raising questions at this stage. If questions do arise, the facilitator invites the group members to explore them in stage two.

**Tip:** If in person - the group members and the facilitator sit in a circle of chairs with no tables between them.

#### Stage 2: Group discussion (20 minutes)

The facilitator encourages the group to talk about what struck them from the presentation, and to reflect on what it brought up for them.

The facilitator asks the group to notice ideas and perspectives that they have not considered.

**Tip:** If in person, the presenter moves to sit outside the group circle and listens to the discussion without participating. If the discussion is online, the presenter turns off their camera and goes on mute.

### Stage 3: Whole-group discussion (10 minutes)

The presenter re-joins the group and is asked to share what caught their attention in the group discussion. Everyone is then invited to discuss their responses.

It is important at this stage to not resort to a 'problem-solving' / action mode that runs the risk of trying to answer the questions raised by the group, or to resolve prematurely the issues being discussed.

The focus remains on everyone being curious. It is OK if there is not a 'solution' to the issues at the end of ten minutes.

The facilitator summarises the key issues at the end of the discussion and invites everyone to reflect on their learning.

This tool was originally developed as part of the Practice Supervisor Development Programme (2018-2022) funded by the Department for Education.

Adapted from Ruch, G. (2019). *The reflective case discussion model of group supervision*. Research in Practice and Sutton, J. (2022). *Online group supervision*. Research in Practice.