

Wirral Fostering Service

Foster Carer Annual Personal Development Plan (PDP) and Review

IT TAKES A BIG **HEART** TO FOSTER



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1. Guidance

The purpose of the PDP and review is to help you and your Supervising Social Worker (SSW) identify areas where you can continue to develop your knowledge and skills once you have completed your initial induction year. It is reviewed annually at a meeting with your SSW and progress on achieving this PDP will be discussed regularly with you during supervisory visits. The PDP will be completed by the Supervising Social Worker prior to the annual review.

2. The Plan and Review will:

- Identify Payment for Skills (PFS) training requirements and any additional training considered appropriate to your needs.
- Identify opportunities (including support groups) in order to develop knowledge and skills.

3. During the Annual Meeting you will:

- Review your performance against key tasks, objectives and standards;
- Identify training and development needs for the coming year together with how this support will be achieved;
- Review and plan Support Group attendance and development/learning in support groups.
- Discuss your suggestions for improving training and development.

4. Recording progress throughout the year:

- Complete a Reflective Learning Log after attending any training or development event;
- Share your Reflective Learning Logs with your Supervising Social Worker during supervisory visits;
- Your Supervising Social Worker will update your case file training record after each supervisory visit;
- You will retain a signed copy of this PDP which will also be kept on your Foster Carer file.

5. Documents that can be referenced to inform your PDP:

- PFS Tasks and Skills Competency Framework
- Training Calendar
- PFS Training Framework (includes mandatory, Core and Additional training courses)
- Your Training Record via your Supervising Social Worker

Personal Development Plan

Foster Carer Name: _____

Supervising Social Worker: _____

Date of PDP Meeting: _____

Review of Previous 12 Months

1. Training attended/Development achieved and learning outcomes (please include PFS requirements/additional training/continuous professional development – CPD/use of Reflective Learning Logs)

2. Reasons for Not achieving any targets/feedback on quality of training attended

3. Support Groups (include attendance/development and learning)

Plan for next Twelve Months

1. Any outstanding training and development needs from last 12 months

2. Training and Development plan for next 12 months and how this will be achieved (include PFS requirements/additional training/development/CPD etc)

3. Support Groups (include attendance/development and learning)

Signatures:

Foster Carer: _____ Date: _____

Supervising Social Worker: _____ Date: _____

Team Manager: _____ Date: _____