



University of Brighton

Standards for Student Supervision and Assessment

Clinical Assessment of Practice

University of Brighton Midwifery team



NMC 'Future Midwife'

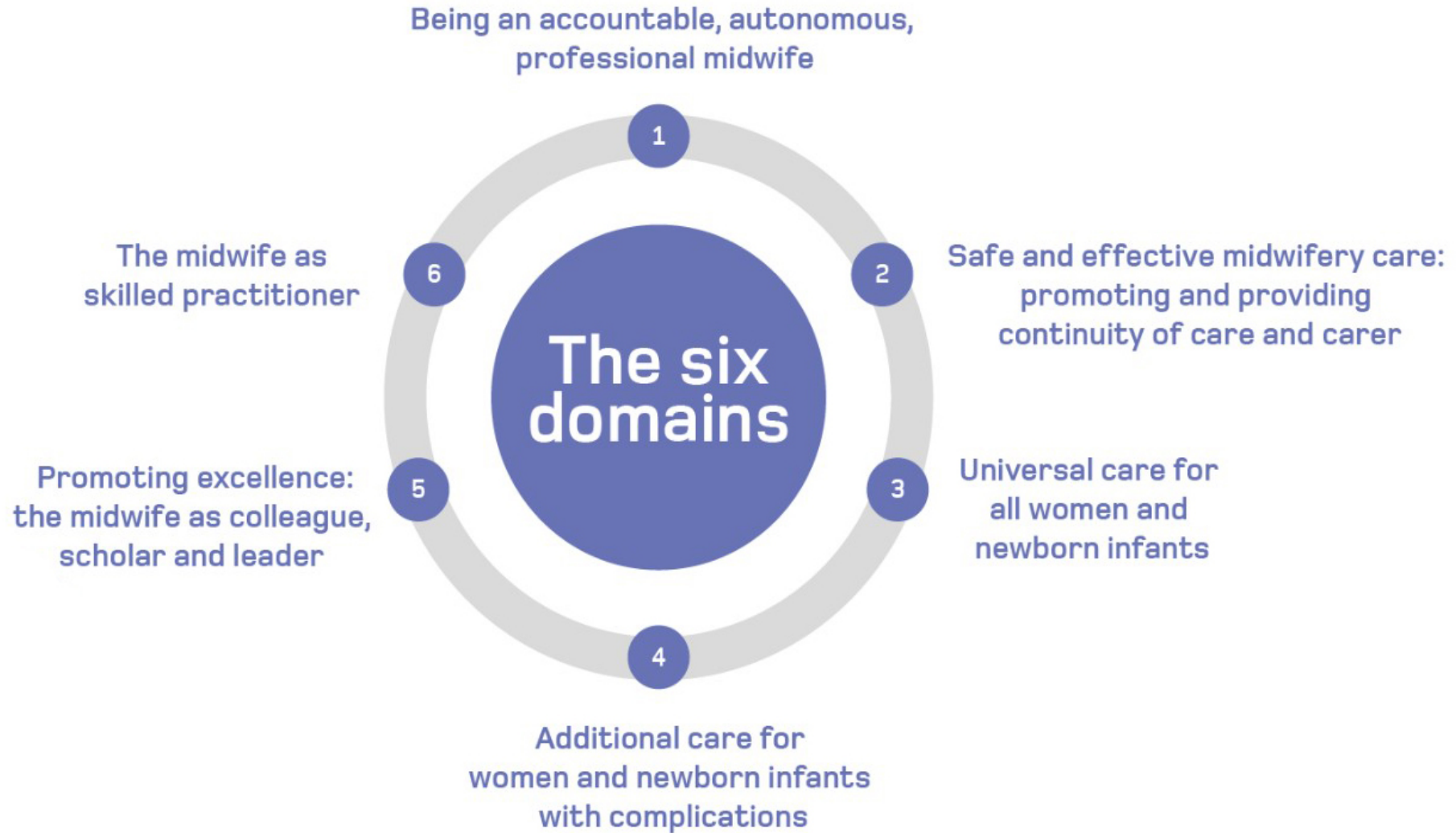
New NMC Midwifery Standards for Proficiency and Pre-registration Midwifery programmes, both published November 2019

The proficiency standards specify the knowledge, understanding and skills that midwives must demonstrate at the point of qualification. The standards for pre-registration midwifery programmes set out underpinning requirements.

<https://www.nmc.org.uk/globalassets/sitedocuments/standards/standards-of-proficiency-for-midwives.pdf>



University of Brighton



University of Brighton



NMC Standards for Student Supervision & Assessment

New standard replaces previous system of mentors / sign-off mentors

Three key roles:

- Practice Supervisor (PS)
- Practice Assessor (PA)
- Academic Assessor (AA)



University of Brighton

The new NMC standards for student supervision and assessment (SSSA)

- **No longer mentors/sign-off mentors**
- **Practice Supervisors (PS)** – work with students on shift by shift basis. Can be any registered health or social care practitioner. No NMC stipulation for continuity, but for development and PS satisfaction continuity still preferable
- **Practice Assessors (PA)** – a registered midwife with some preparation of student assessment. (equates to sign-off mentor). The PA does not work with their nominated students. They oversee progress by reviewing evidence and in collaboration with Practice Supervisors. Responsible for summative assessment
- **Academic Assessors (AA)** support the student, the PS and the PA
- <https://youtu.be/AFeV4IzEf68>

2020-2021

- Sep 2018 Cohort will commence their final year PAD/ROME for their skills and competencies. They will continue to be graded in practice as this is the pathway these students are already on
- Sep 2019 Cohort will transition to the new national MORA (Midwifery Ongoing Record of Achievement)
- Sep 2020 will join clinical practice area from January 2021 and use the MORA
- The MORA is a single document that spans all three years of clinical practice assessments. Students will no longer be graded in practice

Practice Supervisor (PS)

- Supports learning in line with their scope of practice to enable the student to meet their proficiencies and programme outcomes
- Supports and supervises students, providing feedback on their progress towards, and achievement of, proficiencies and skills
- Has current knowledge and experience of the area in which they are providing support, supervision and feedback and
- Receives ongoing support to participate in the practice learning of students
- Formerly associated to being a mentor – can be from other professions.



University of Brighton

Practice Assessor (PA)

- Practice assessors conduct assessments to confirm student achievement of proficiencies and programme outcomes for practice learning
- Assessment decisions by practice assessors are informed by feedback from practice supervisors
- Practice assessors make and record objective, evidenced-based assessments on conduct, proficiency and achievement, drawing on student records, direct observations, student self-reflection, and other resources
- Formally associated to being a sign off mentor



University of Brighton

Academic Assessor (AA)

- Academic assessors collate and confirm student achievement of proficiencies and programme outcomes in the academic environment for each part of the programme
- The nominated academic assessor works in partnership with a nominated practice assessor to evaluate and recommend the student for progression for each part of the programme, in line with programme standards and local and national policies
- Academic assessors understands the student's learning and achievement in practice
- Communication and collaboration between academic and practice assessors is scheduled for relevant points in programme structure and student progression



University of Brighton

No Grading in Practice...

Pass / Fail Only

20 credits in year 1

40 credits in year 2 & 3

One book to last 3 years



University of Brighton

Name.....

Student ID.....

Cohort.....

University.....

MIDWIFERY ONGOING RECORD OF ACHIEVEMENT

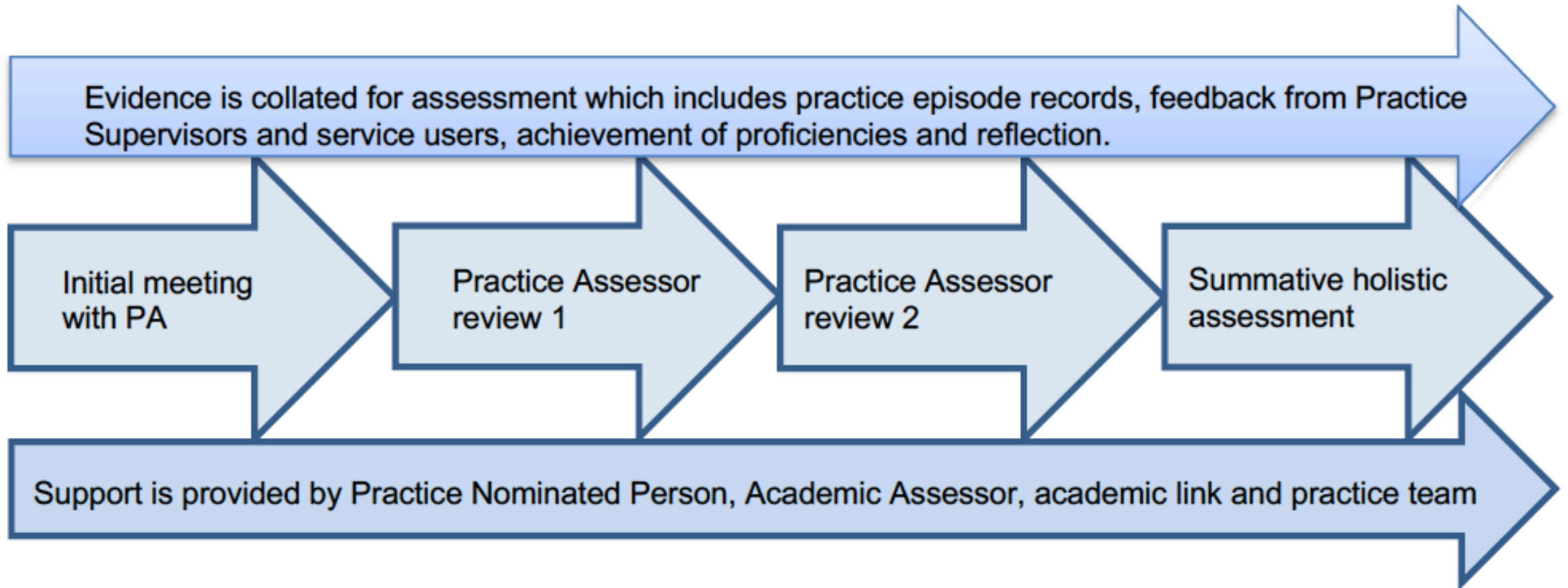
NMC Proficiencies for midwives (2019)

3 year degree programme

**Midwifery
Practice
Assessment
Collaboration**

A collaboration of midwifery education and practice providers across England and Northern Ireland

Practice assessment process



The assessment process is the same for each year of the programme.



University of Brighton

Student completes practice episode records (PER)
signed by Practice Supervisor

[illegible]

Antenatal proficiencies for midwives	Year 1 Able to <i>participate</i> under direct supervision and direction	Reference to evidence	Year 2 Able to <i>contribute</i> with decreasing supervision and direction	Reference to evidence	Year 3 Able to <i>demonstrate</i> <i>proficiency</i> with appropriate supervision	Reference to evidence
	Practice supervisor signature and date	Student completion	Practice supervisor signature and date	Student completion	Practice supervisor signature and date	Student completion
A4 The student midwife demonstrates the skills of effective assessment, planning, implementation and evaluation to provide universal care in partnership with women during the antenatal period to anticipate and prevent complications. Demonstrated by:						
A4.1 accurately recognising the signs and symptoms of pregnancy		Discussion				
A4.2 accurately assessing, recording and responding to maternal mental health and well-being		PER 12, 14, 20, 24, 30 Discussion				
A4.3 providing evidence based information which supports women and their partners/family to make individualised choices and decisions about screening and diagnostic tests		PER 12, 13, 15, 19				
A4.4 measuring and recording the woman's vital signs using manual and technological aids where appropriate, accurately recording findings and implementing appropriate responses and decisions		PER 12, 13, 14, 15, 16				
A4.5 undertaking venepuncture and appropriate blood sampling, interpreting the results of routine tests		PER 11, 14, 19, 21				
A4.6 accurately recording weight and height including calculation of Body Mass Index (BMI)		Demonstration				

Practice Supervisor (PS) feedback on student's performance

Practice area:	Date:	Number of hours worked with the student:
In relation to the expected knowledge, attitude and skills, what does the student do well?		
In relation to the expected knowledge, attitude and skills what does the student need to develop further?		
Please indicate whether the student has met the expected professional values by referring to page 178		
Commitment	Care	Competence
Communication	Courage	Compassion
Using the descriptors on page 191 please indicate the level you consider the student has achieved whilst working with you by circling the most accurate descriptor.		
Outstanding	Excellent	Very good
Good	Satisfactory	Unsatisfactory*
Name and signature:	Contact details:	

Practice Assessor Review 1
<p>Student reflection* (to be completed prior to meeting with Practice Assessor)</p> <p>Review the feedback that you have had from Practice Supervisors and women that you have cared for.</p> <p>What do you do well?</p> <p>Which aspects of your practice do you need to develop further?</p>
<p>Reflect on one of the proficiencies that you have achieved but found difficult or challenging. Reflecting on what happened can help you to develop your practice and prepare to manage a similar situation in a different way.</p> <p>Which proficiency are you reflecting on? Describe what happened:</p>
<p>What were you thinking and feeling at the time?</p>
<p>What did you do well?</p>
<p>What went less well?</p>
<p>If you were in a similar situation again, what would you do differently?</p>
<p>Refer to the holistic assessment descriptors (on page 191) and consider which descriptor most closely describes your practice.</p> <p>Which descriptor most closely matches your practice?</p> <p>Use this space to add your reflection following feedback from your Practice Assessor</p> <p>Student signature: Date:</p>

Practice Assessor Review 1	
To be completed by the Practice Assessor with the student	
Please review the records completed by the student's Practice Supervisors.	
What does the student consistently do well?	
Does the student appear to have acted on any areas highlighted for development?	
If a progression plan has been written since the previous meeting, has this now been completed?	
Yes / No* / Not applicable	
*Please contact the Academic Assessor for advice. The outcome of this review must be recorded as NOT ACHIEVED.	
Skills: please review the student's progress of completion of the proficiencies and practice episode records	
Comments:	
Knowledge: ascertain the student's knowledge base	
Ask the student to discuss one case from their practice episode records to confirm their knowledge base and application of knowledge through discussion.	
Does the student demonstrate the expected knowledge at this point in their programme? Yes / No*	
*Please complete a progression plan and contact the Academic Assessor. The outcome of this review must be recorded as NOT ACHIEVED.	
Attitude: review feedback on professional behaviour	
Please review the records from the student's Practice Supervisors.	
Has the student maintained the expected professional values? Yes / No*	
*Please complete a progression plan and contact the Academic Assessor. The outcome of this review must be recorded as NOT ACHIEVED.	
Please review the student's reflection and provide constructive feedback to support the student's development:	
Holistic Assessment: Please refer to the holistic descriptor on page 191 and identify which description most closely matches the student's performance.	
Descriptor awarded:	
I confirm that we have reviewed the available evidence and discussed current achievement and progress.	
Outcome of Practice Assessor Review 1: ACHIEVED / NOT ACHIEVED*	
*Please complete a progression plan and contact the Academic Assessor	
Date for Practice Assessor Review 2:	
Practice Assessor signature:	Date:
Student midwife signature:	Date:

	Practice Supervisor (PS) (registered healthcare professional)	Practice Assessor (PA) (nominated and prepared for role)	Academic Assessor (AA) (nominated by the university, different for each part)	Non-registered healthcare worker e.g. nursery nurse, support worker	Client or family member
Can I undertake student orientation?	Yes	Yes	If appropriate but unlikely	If appropriate	No
Can I complete the initial planning meeting with the student?	No	Yes – you should complete this section at the start of each year / part	No	No	No
Can I assess that a student has met a proficiency statement?	Yes – if you have the knowledge and expertise relating to the competency and understand the proficiencies and programme outcomes	No – as this is the role of the PS . You cannot act as the PS and PA for the same student.	No - you cannot act as the AA and PS for the same student. You might supervise the student as a PS but you cannot be their AA too.	No	No
Can I give provide feedback to inform the holistic assessment?	Yes – this is really important to inform the holistic assessment of the student	Yes – please complete the additional feedback page at the back of the document.	No – see above	Yes – please complete the additional feedback page at the back of the document.	Yes – please complete the service user feedback form
Should I write a progression plan if I am concerned about the student's performance?	No – if you have concerns, please record them in the feedback section and contact the PA and practice nominated person	Yes - in partnership with the AA	Yes - in partnership with the PA	No – if you have concerns please record them in the feedback section and contact the PA	No – please complete the service user feedback form and speak to the student's practice supervisor
Can I complete the reviews or final summative holistic assessment?	No	Yes	No	No	No
Can I complete the end of year summary?	No	No	Yes – after reviewing the MORA during each assessment period	No	No



University of Brighton

Support.....

Copies of the MORA in each
clinical area

FAQ's sent to all Midwives
annual updates

Self - Declaration of knowledge

Access to generic online learning

Summer Road show...

Named AA for support...