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Exploring reflection and reflective practice

05 July 2018

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Welcome

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Domestics

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MSDP update

- MSDP update
- SDF Update
- Advance HE Update
- Round Robin
- Top of Mind topics

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Aims

- To delve into the field of reflective practice, encouraging us to consider how we enable others to adopt reflective practices, and how we might do this for ourselves.
  - Exploring the benefits of reflective practice
  - Tools and techniques
  - Sharing best practice
  - Ourselves as reflective practitioners
  - How personal preferences affect reflection

How are you feeling?

On a scale of …

1	2	3	4	5	6	7	8	9	10
Prisoner				Tourist				Explorer	

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Reflective practice in our Universities

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What is reflection?

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Reflection

- Exploration and explanation
- What's most significant
- Revealing something
- Errors and weaknesses
- Strengths *and* successes
- Future and past
- Not the whole story

"The way that we learn from an experience in order to understand and develop practice"
(Jasper 2003)

"Reflection is part of learning and thinking. We reflect in order to learn something, or we learn as a result of reflecting"
(Moon 2004)

Reflection in action and reflection on action

- Schön
- During ***and*** after

Reflection in action	Reflection on action
Experiencing	Thinking about something that has happened
Thinking on your feet	Thinking what you would do differently next time
Thinking about what to do next time	Taking time
Acting straight away	

Reflection in action	Reflection on action
Julia gives a presentation and it starts to overrun	Julia gets hold of the presentations of some others who kept to time
She finds she is repeating herself	She analyses the differences between hers and theirs
She makes an effort to follow her slides	She talks to other presenters about how her presentation ran over
She observes other presenters have fewer slides	She decides to prepare better by practising against the clock

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What is reflective practice?

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Reflective practice

- Captured and expressed
- Written, spoken or pictorial
- Systematic

"Reflective Practice is the foundation of professional development; it makes meaning from experience and transforms insights into practical strategies for personal growth and organisational impact"

(CIPD)

Reflective practitioners . . .

"Recognise ethical dilemmas and conflicts and how they arise. They are more confident about their own values and how to put them into practice; they integrate knowledge, values and skills; reflect on practice and learn from it; are prepared to take risks and moral blame"

(Banks 2006)

Benefits of reflection

- strengths and weaknesses
- values and beliefs
- assumptions
- bias or discrimination
- fears
- inadequacies
- improvement

Reflective learners are likely to be more …

- self-aware and self-critical
- honest
- open to criticism and feedback
- objective
- doing it differently
- curious
- motivated to improve
- independent learners

Tools

- Pebblepad
- Mahara

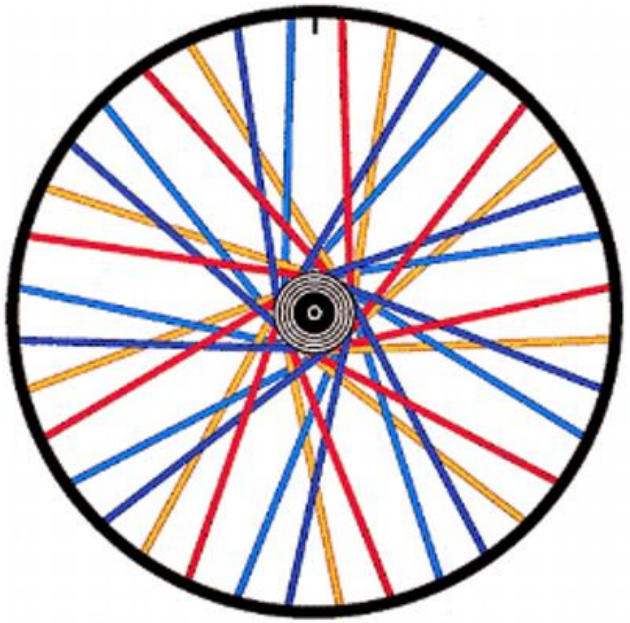
- Moodle blogs

Which tools do you use?

Models of reflection

- Schön (1983) – Reflection in action and reflection on action
- Kolb (1984) - Experiential Learning Cycle
- Boud (1985) – Experiential Learning
- Gibbs (1988) – Reflective Cycle
- Bains et al (1999) – The 5Rs
- Moon (1999) – Levels of learning
- John (2000) – Cs of Reflection
- Justice et al (2007) – Inquiry Based Learning

Additional tools and techniques



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Time for a break / nap

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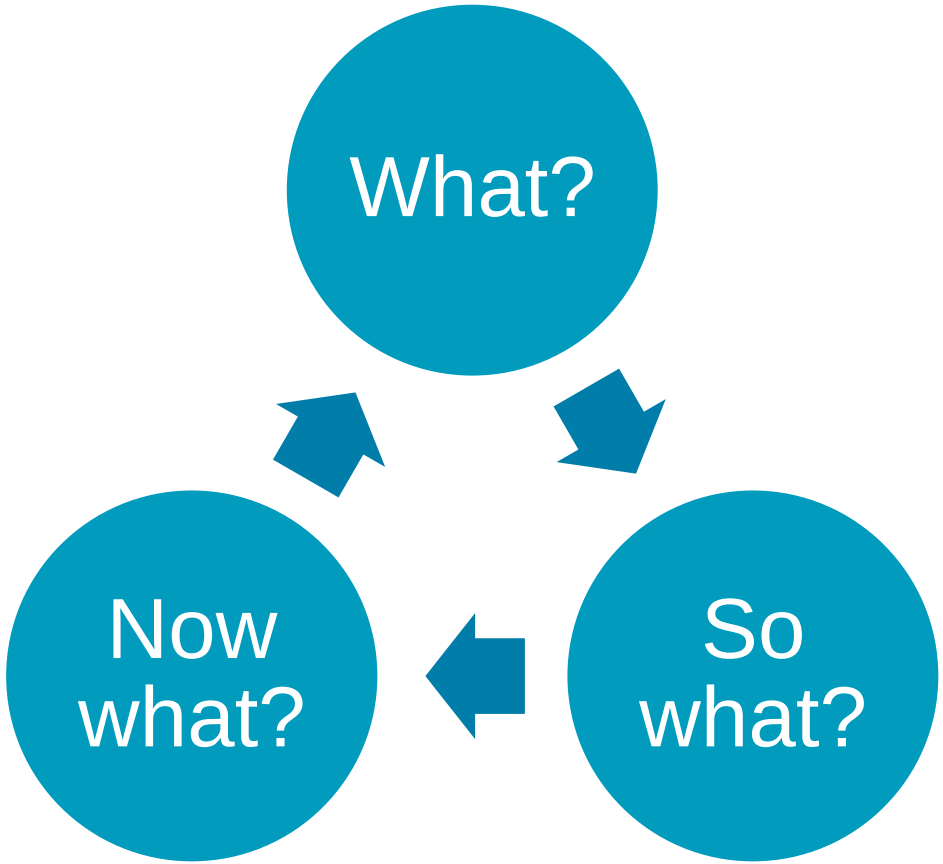
What?, So what?, Now what?

- Rolfe et al (2001) – Reflective Model



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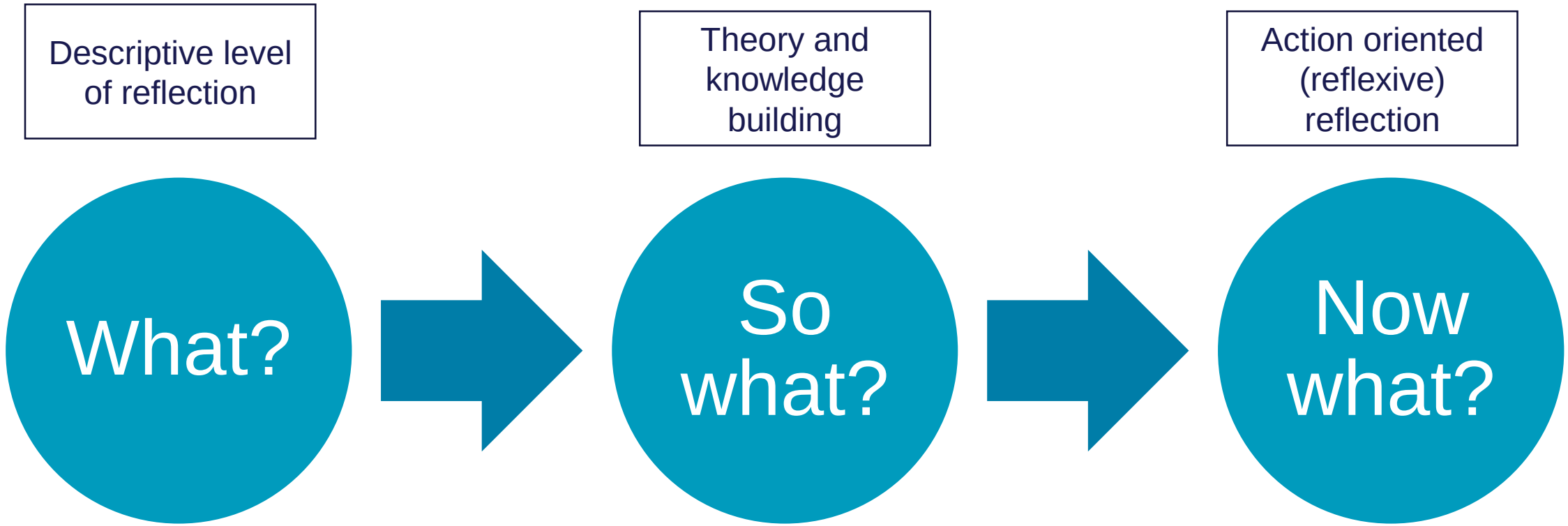
What? So what? Now what?



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Reflection World Café

- **Peers** – how you help those around you to reflect and encourage people to reflect on their performance and development formally e.g. through PDPR or general conversations?
- **Learners (staff)** – techniques and practices for development, e.g. on development programmes, through CPD?
- **Senior Leaders** – how you encourage ongoing reflection amongst your most senior leaders?

World Café process

- **What do we do?**
  - Capture on flip charts
- **So what is the impact / outcome / learning?**
  - Capture on flip charts
- **Now what might we do more of / the same / differently?**
  - Plenary discussion together at the end

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Time for lunch

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Reflective practice and you

How do *you* reflect?

- Walking reflection – around KMC in pairs / triads
- Sit and complete handout together based on your discussion
- Come back to the room

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Barriers to reflection

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Ethical concerns

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Questions for reflection

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Preferences and personalities

EXTRAVERSION	**I**NTROVERSION
SENSING	**IN**TUITION
THINKING	**F**EELING
JUDGING	**P**ERCEIVING

Reflection and Review

Now what?!

Guide to Reflective Practice

Reflective Wall

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Thank you!