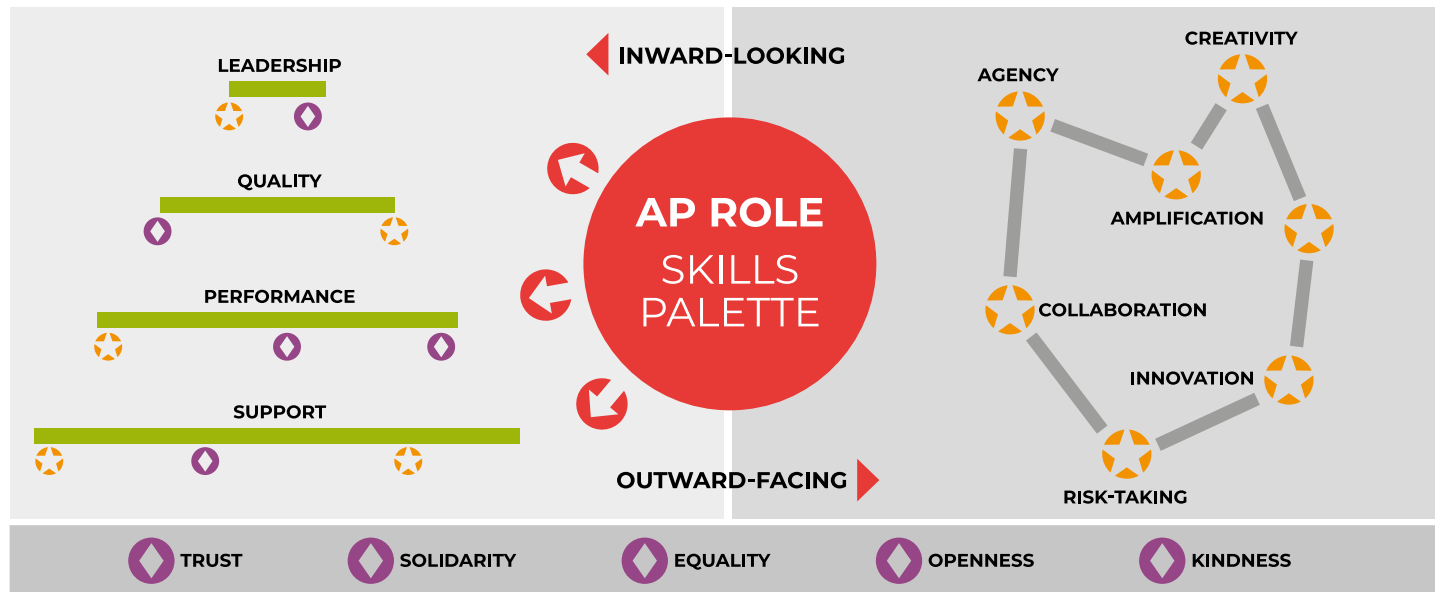


DEVELOPING ADVANCED PRACTITIONERS

ADVANCED PRACTITIONER MODEL

EDUCATION & TRAINING FOUNDATION

IMPULSES PRACTICES VALUES



Full Reference: touchconsulting (2021). Re-thinking the role of the Advanced Practitioner: AP Connect: Year 3 Evaluation Strand Final Report (2020-2021). Burton-on-Trent: touchconsulting Ltd, on behalf of the Education and Training Foundation. at <https://touchconsulting.net/wp-content/uploads/2021/11/AP-Connect-Y3-Evaluation-Report-Final.pdf>

PAN-ORGANISATIONAL

DEVELOPING ADVANCED PRACTITIONERS

ADVANCED PRACTITIONER MODEL

The advanced practitioner model, originating from recent research (2021), shows the hybrid nature of the Advanced Practitioner role, as the AP moves between (outward-facing) communities of practice that inspire them to illuminate the work of their home organisation (inward-facing). Their skills palette builds from this insider/outsider perspective.

'Impulses' represent instinctive and authentic reflections of the increased agency felt by APs in their roles. In some cases this led to redevelopment of policies, or approaches to mentoring and coaching; in others, they led to cross-institutional collaborations to inform professional development.

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'Practices' promote collaboration and the positioning of APs as partners within their organisations, rather than as agents of quality improvement. To build this supportive culture, APs need to be rooted to a set of 'values' which not only support collaboration, but also innovation and risk-taking. The values on the diagram are those agreed by the APs who were part of the co-evaluation research.

The co-evaluation revealed that APs' capacity to support change may be limited by the architectures they work within, which may be governed by an outcomes-orientated set of priorities which leave little room for flexibility (as illustrated by the 'tree-like' formation representing hierarchical organisational rigidity).