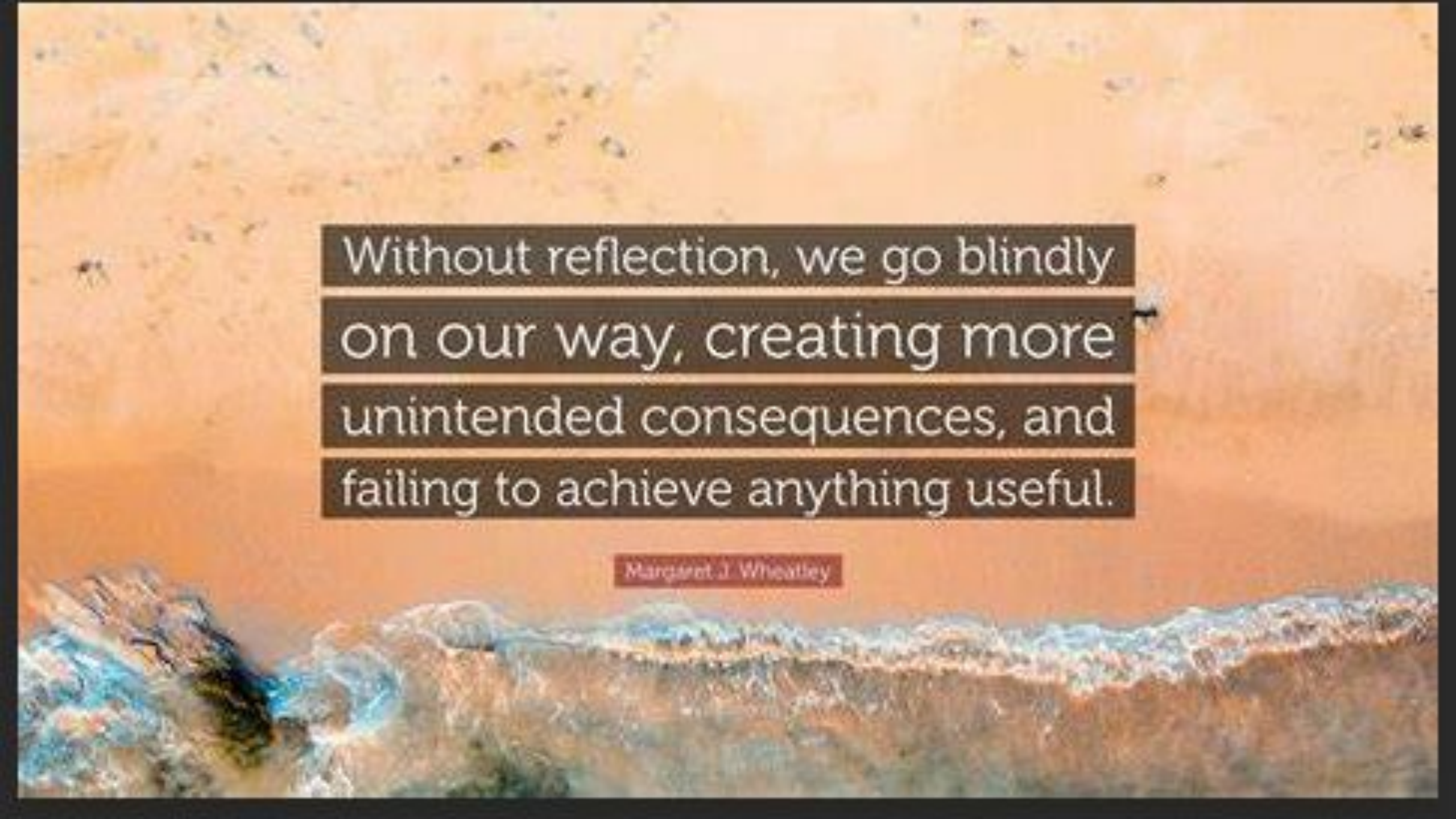**Ann-marie Bruce**

Chair National COP Implementation Group – Self Evaluation

Strategic Lead Public Protection, Aberdeenshire Health and Social Care Partnership

annmarie.bruce@aberdeenshire.gov.uk

Without reflection, we go blindly on our way, creating more unintended consequences, and failing to achieve anything useful.

Margaret J. Wheatley

# So, what is Self-Evaluation

Continuous process of reflection and development. It involves organisations and individuals assessing their own performance to identify strengths and areas for improvement. This process is central to achieving continuous improvement and ensuring high-quality outcomes (Scottish Government)

A central process for continuous improvement. It allows care settings to reflect on their practices, identify strengths, and pinpoint areas needing improvement. This process is designed to help services understand what works well and what needs to be enhanced to deliver better outcomes for people receiving care. (CI)

A structured opportunity for care services to assess their performance, identify strengths, and pinpoint areas for improvement. Self-evaluation helps services understand the outcomes and impacts they are achieving, fostering a culture of ownership and effective solutions. It involves regular reflection and comparison against best practices, leading to actionable improvement plans. (HIS)

# Common Words

improvement: 6 times

process: 4 times

continuous: 3 times

identify: 3 times

strengths: 3 times

outcomes: 3 times

care: 3 times

services: 3 times

reflection: 2 times

performance: 2 times

achieving: 2 times

practices: 2 times

pinpoint: 2 times

understand: 2 times

# Self-Evalua
tion -
Involves

1. **Continuous Improvement**: Self-evaluation is an ongoing process aimed at enhancing performance and outcomes.

2. **Reflection**: It involves reflecting on current practices to understand what is working well and what needs improvement.

3. **Honesty and Transparency**: Being truthful about strengths and weaknesses is crucial for effective self-evaluation.

4. **Action Planning**: Identifying areas for improvement and developing plans to address them.

5. **Comparison with Standards**: Using quality indicators or best practices as benchmarks to assess performance.

6. **Ownership and Responsibility**: Encouraging a culture where individuals and organizations take responsibility for their own improvement.

# Why should we care about Self-evaluation?

- Better outcomes for the people we work with

- Generates buy-in

- Central to culture of improvement

- Informed decision making

- Builds trust in organisations

- Reduces the negative impact of external inspections

- Helps to recognise and celebrate success!

# Breakout rooms

*In breakout rooms we are encouraging you all to think of resources/tools that may help others, in discussion consider if these could be added to the resource hub for other to use.  We have a number of national resources that can support developments such as Iriss and the National Co-ordinator role, the self-evaluation subgroup and the joint Inspection team so we are also keen to hear if there are actions that could be undertaken nationally that would further support self-evaluation*

- What tools, resources and strategies have you found most helpful in conducting self evaluation?  Is there any challenges/barriers that could be addressed nationally?