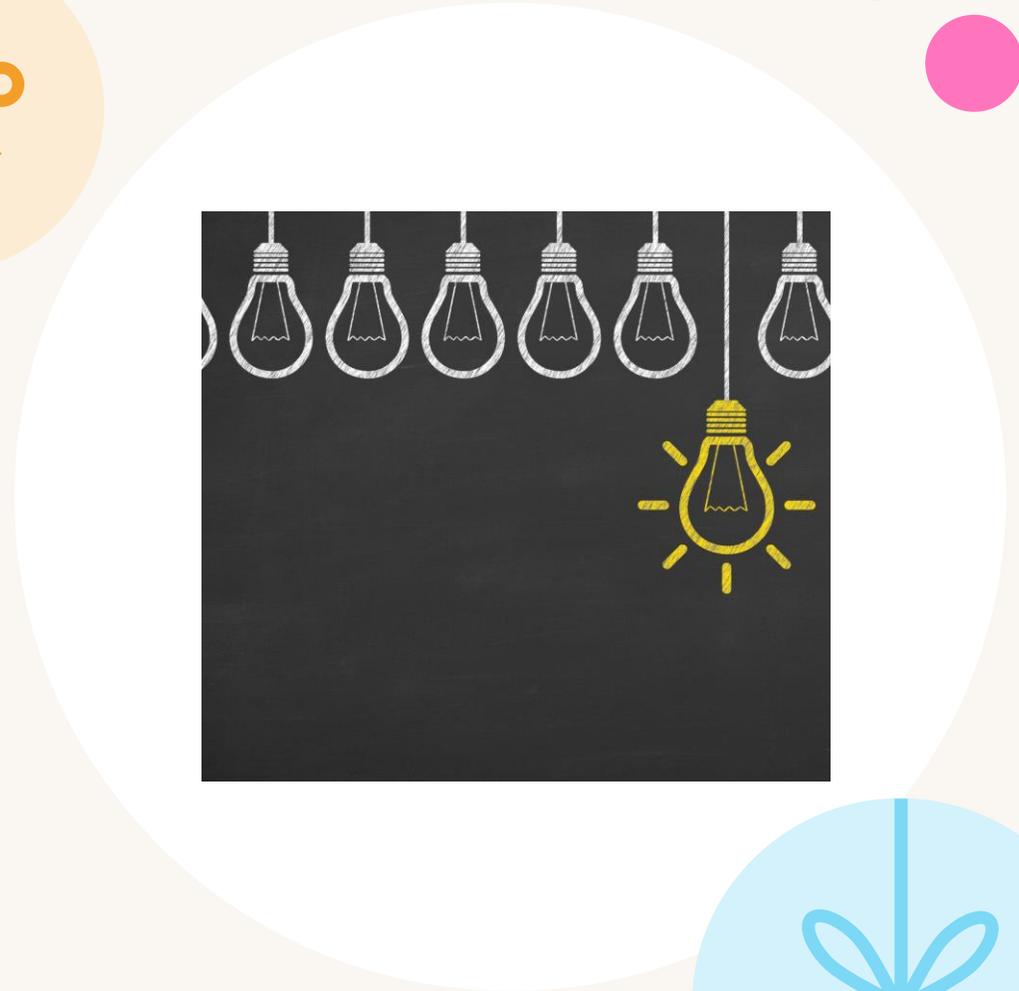


How to do supervision research

Associate Professor Kieran
O'Donoghue, PhD, RSW

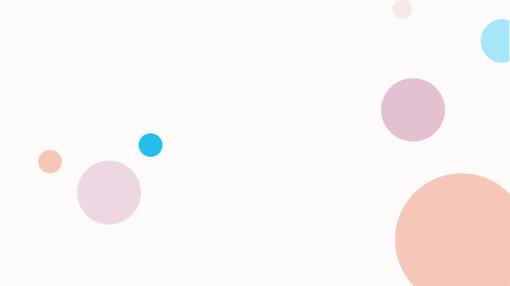
School of Social Work

Massey University
New Zealand





Workshop overview

- Identifying research problems and questions related to your supervision practice and/or supervision within your setting.
 - Discuss the research and evaluation methodology and methods that address their research problems and questions.
 - Develop a research or evaluation proposal
 - Conduct an analysis of their proposal in relation to ethical principles and in terms of its strengths and limitations
 - Develop an action plan to advance their research proposal
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Research Problems and Questions

- When thinking researching social work supervision the starting point concerns identifying a research problem and research questions
- Example of a research problem – Does supervision improve social workers practice with clients. A research problem often leads to a hypothesis that one seeks to prove or disprove.
- Example of a research question- How does supervision contribute to supervisees improving their practice with clients?
- **In a group discuss and share your proposed research problem and/or questions (10 mins)**
- When you have identified a research question or problem then read the research literature to put the problem and question in the context of what has been done before.
- **Start with:** O'Donoghue, K., & Tsui, M.S. (2015). Social Work Supervision Research (1970–2010): The Way We Were and the Way Ahead. *The British Journal of Social Work*, 45(2), 616-633. doi:10.1093/bjsw/bct115
- **And** O'Donoghue, K. (2021). Advancing the social work supervision research agenda. In K. O'Donoghue, & L. Engelbrecht (Eds.) *The Routledge International Handbook of Social Work Supervision*. (pp. 637 - 656). Abingdon, Oxon, UK: Routledge

Research and evaluation methodology

- In 115 peer reviewed social work supervision research articles from 2011 to 2020
- 55 (48%) studies used qualitative designs. Thirty-two were interview based with the majority using semi-structured interviews.
- 30 studies (26%) were quantitative most were surveys.
- 30 articles (26%) had mixed methods designs over half (18) were combinations of surveys, interviews and/or focus groups. Eight articles reported evaluation studies, which had various designs, with some using pre- and post-tests others used observations and rating scales and questionnaires. Two were part of a program evaluating aspects of strength-based supervision.
- The research and evaluation methodology and methods you chose needs to align with the purpose of your research (i.e., discovery, measurement, proving a hypothesis, exploration, change or improvement)
- Quantitative methodologies are used when your purpose is measurement and proving a hypothesis.
- Qualitative methodologies are used to understand meaning and people's experiences and perceptions.
- Evaluation methodologies seek to inform learning, decision-making and action.
- Mixed methods are used to combine measurement and meaning as well as for evaluation.
- **Discuss in groups the methodology that best suits the purpose of your research (10 mins)**

Research methods

- Methods are the approaches that are used to collect information from participants.
- The following methods have been used in social work supervision research:
 - Semi-structured interviews
 - Focus groups
 - Observations
 - Structured reflection journals
 - Surveys
 - Experiments
 - Pre and post test evaluations
- The choice of methods also needs to consider who the participants involved are:
 - supervisees,
 - supervisors,
 - both supervisees and supervisors;
 - supervisees, supervisors, and clients
- It also needs to consider how you are gathering information from the participants whether it is:
 - In person individually, dyads, groups, via Zoom, whether you are using video and audio recordings, reviewing records, or journals.
- Thought needs to be given about how you will analyze the information.
- **Discuss in groups your ideas about the methods you will use for you research (10 mins)**

Developing your research and/or evaluation proposal

- A research proposal includes:
 - Title - The title should answer the question: What is your research about? It should be a short, concise phrase
 - Introduction and/or background- outlines why you chose your topic, relevance to previous research, what your research aims to contribute to the field.
 - Research question
 - Literature review
 - Theoretical framework – identifies which theoretical approach (or approaches) will be employed in your research and why.
 - Methodology
 - Method
 - Ethics -outline your awareness and understanding of ethical issues associated with your research proposal
 - Timeline
 - Budget
 - References
 - Appendices

Ethical Analysis of research proposal

- “Due to the hierarchical power relationship between the supervisor and the supervisee and to the confidential nature of the process, it is an extremely delicate and difficult task to elicit information about the supervisory performance of a supervisor or a supervisee within an organizational setting.” (Tsui, 2005, 137-138)

(source: Tsui, M. (2005). *Social work supervision: Contexts and concepts*. Thousand Oaks, Calif: SAGE Publications.)

- **Examine and discuss your proposal according to the following ethical principles:**
- Informed consent
- Voluntary participation
- Respect for persons –autonomy and protecting those with diminished autonomy
- Beneficence and non-maleficence
- Justice – fair and equal treatment
- Confidentiality and data protection
- Integrity
- Conflict of interest

Action Planning

- Having done this work on your supervision research proposal what are your plans to advance it?
- Think about what you need to do next?
- Whose help, support and permissions do you require?
- The timeframe and when you can do this work and set deadlines.

My contact details

Email

- K.B.ODonoghue@massey.ac.nz

