



How the Endorsement Process Works in Practice

The endorsement pathway at PBS Supervision Australia is designed as a developmental, supervision-embedded process, rather than a one-off assessment exercise. Each stage builds on the practitioner's existing supervision history and demonstrated practice over time.

Initial Conversation: Capability Mapping and Goal Setting

Following the initial review of your self-assessment, the supervisor works collaboratively with you to examine how your ratings align with your demonstrated practice within supervision.

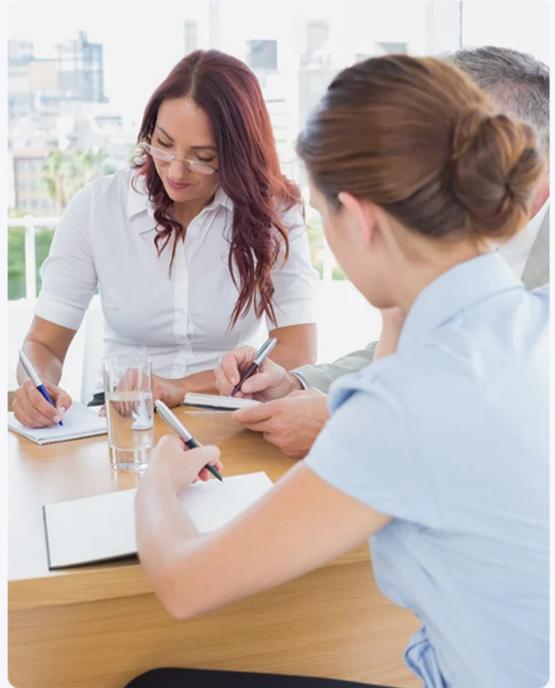
This conversation focuses on:

- ✔ Clarifying where capability criteria are clearly met, partially met, or still developing
- ✔ Identifying gaps between current practice and the requirements of the next practitioner level
- ✔ Distinguishing between skill acquisition needs, experience consolidation, and evidentiary gaps

Where development is required, these areas are translated into practical, operational goals. Together, we develop SMART goals that clearly define:

- ✔ What capability needs to be demonstrated
- ✔ How it will be developed through supervision and applied practice
- ✔ What evidence will be required to demonstrate progression

These goals are then embedded into ongoing supervision sessions, ensuring development is active, structured, and clinically grounded.



Development Phase and Re-Appraisal

Once development goals have been addressed through supervision and applied clinical work, a re-appraisal of the self-assessment is undertaken.

At this stage, the supervisee:

- ✔ Submits an updated self-assessment reflecting current capability
- ✔ Provides a de-identified portfolio of evidence aligned with the relevant practitioner level

This ensures that endorsement is considered only once capability has been demonstrated consistently, rather than anticipated or aspirational.

Portfolio Submission and Written Feedback

The submitted portfolio is reviewed in detail against the capability framework relevant to the practitioner's target level.

As part of this process, the supervisor provides written feedback outlining:

- ✔ Areas where evidence demonstrates strong, consistent capability
- ✔ Areas where capability is emerging or uneven
- ✔ Any remaining gaps or refinements required

Feedback is proportionate to practitioner level and framed to support continued professional development, regardless of whether endorsement is immediately granted.



Comprehensive Review: Evidence and Demonstrated Practice

The endorsement decision is informed by both:

- ✔ The submitted portfolio of evidence, and
- ✔ The practitioner's demonstrated capability within ongoing supervision sessions, where clinical reasoning, reflective capacity, and professional judgement have been observed over time

This integrated review ensures endorsement decisions are based on real-world practice, not solely written artefacts.

Endorsement Decision

A final endorsement decision is made based on demonstrated capability across supervision and portfolio evidence.

Where endorsement criteria are met:

- ✔ The practitioner receives a Certificate of Endorsement recognising advancement to the next Behaviour Support Practitioner level

Where further development is required:

- ✔ Clear, actionable guidance is provided regarding next steps, supervision focus, and evidence needed for future endorsement consideration

This approach ensures endorsement decisions are transparent, defensible, and aligned with best-practice expectations, while remaining supportive and development-focused.

