

Professional development of probation officers

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Professional development Dutch probation service



Social Work

Practice-based

What Works

Evidence-based

Top-down

Focus on professional

**Synthesis evidence-based and
practice-based**



A model of professionalism

1. Professional mission
2. Professional expertise
 - Effective realization of values
 - Knowledge based
 - Innovative and practice based
3. Embedded and accountable



Professional as a source of knowledge



- Who works -> evidence
- Make implicit knowledge explicit
 - Explain
 - Learn
 - Share



Professional development

- Systematic feedback
- Professional reflection:
 - in action / on action
 - Moral / effective / correct / personal
- Organisational culture