Professional development of probation officers

Jacqueline Bosker
University of Applied Sciences, Utrecht
jacqueline.bosker@hu.nl
Professional development
Dutch probation service

Social Work
Practice-based

What Works
Evidence-based
Top-down

Focus on professional
Synthesis evidence-based and practice-based
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