

Speech and Language Therapists: Learning to be Placement Educators

Submitted by Karen Julia Stewart, to the University of Exeter as a thesis for the
degree of Doctor of Education in Education, October 2012.

This thesis is available for Library use on the understanding that it is copyright
material and that no quotation from the thesis may be published without proper
acknowledgement.

I certify that all material in this thesis which is not my own work has been identified
and that no material has previously been submitted and approved for the award of a
degree by this or any other University.

Abstract

Only two years after graduating themselves, speech and language therapists are asked to act as placement educators and supervise student speech and language therapists. The role of the placement educator is to supervise, teach, support and assess the student in the clinical environment and as such is a complex and demanding role. Some previous research has suggested that the training and support provided to developing placement educators does not adequately prepare them for the role. However, the development of speech and language therapists as placement educators is a relatively under-researched area in the UK.

This interpretive study explores how ten speech and language therapists feel they develop the necessary skills to be successful as placement educators, through the stories they tell about their experiences. This exploration of clinical education and professional development is set within a social constructivist perspective on learning.

The participants talked at length of their own early experiences as students and described these as the starting point for their own enactment of the placement educator role. They also emphasised the importance of continuing to learn and develop their skills as they gained experience in the placement educator role itself. The themes of talk, collaboration, reflective practice and experiential learning were central to the stories told by the participants and underpin how these speech and language therapists learnt to be placement educators. It is suggested that in describing how she felt she learnt to be a placement educator each participant created a unique and dynamic map of that learning.

This study contributes to the on-going discussion about the role of critical reflection in understanding and challenging established practice and reinforces the place of reflective practice as integral to both the clinical and placement educator aspects of the SLT's role. The findings highlight the importance of peer support and shared opportunities for critical reflection with colleagues in ensuring that placement educators do not feel isolated or disillusioned.

Acknowledgements

I would like to thank everyone who has supported me through my doctoral journey, without them I would not have finished, it is as simple as that.

My supervisors, Hazel Lawson and Sandy Allen have been inspirational and responsive; they have kept me on track and guided my development with a deft hand. Thank you both.

I am of course indebted to the participants who gave freely and willingly of their time and spoke so eloquently of their experiences. It was a privilege to hear their stories which will stay with me for a long time.

Thank you to my friends and colleagues who always believed I could do it. They enabled me to see the light at the end of the tunnel and believe that I might actually get there.

Over the past five years we have been a family at study and it has been wonderful to see my daughters, Lizzy and Jessica, achieve great things and also to feel their belief in me. They are an inspiration to me.

And finally, but most importantly, thanks to my husband Nigel, who has walked beside me every step of the way.

This thesis is dedicated to my mum – she would have been so proud of me and I thank Becky for reminding me of that.

'Come to the edge, he said.

They said, 'We are afraid'.

'Come to the edge', he said.

They came

He pushed them....

And they flew!

(Guillaume Apollinaire 1880-1918)

List of Contents

	Page
Abstract	2
Acknowledgements	3
Table of contents	4
List of tables	8
List of figures	9
Abbreviations	10
Chapter 1 Introduction	11
The development of the focus for the research	11
Significance	14
Terminology	15
The SLT undergraduate curriculum	16
Clinical education	17
Student learning on the clinical placement	18
Theoretical underpinnings	18
Structure of the thesis	19
Chapter 2 Review of the Literature	21
Clinical Education	21
Clinical education in context	22
Models of clinical education	24
Professional development	27
Being a professional - what might this mean?	28
Professional development – the developing clinician	30
Clinical education as professional development	32
Continuing professional development	34
Reflective Practice	38
The Placement Educator	41
The role of the placement educator	41
Being a placement educator	44
The development of the clinician as a placement educator	46
Learning theories	49
Social Constructivism	50
Experiential learning and reflective practice	52
Communities of Practice	54
Role models	55
Summary	58
Chapter 3 Methodology	59
Introduction	59
Paradigms	59
Research methodologies	62
Narrative inquiry	63
Methods	66

	Page
Phase One: Initial enquiries – the exploratory phase	67
The participants	67
Data	68
Placement issues raised in the student focus group	69
The Main Phase of the Research – Exploring how speech and language therapists learn to be placement educators	70
The participants	70
Generating data – the interviews	71
Place	73
Studying sideways	73
Advantages of studying sideways	74
Challenges of studying sideways	75
Recording the stories	76
Data analysis	77
Pen portraits	82
Representing the data	82
Ethical considerations	83
Trustworthiness and credibility	86
Summary	87
Chapter 4 Meet the Participants	88
Aida	88
Amy	89
Ann	89
Justine	90
Rose	90
Marie	91
Beatrice	91
Lucy	92
Jane	92
Paula	92
Chapter 5 Presentation and discussion of data	95
Introduction	95
Learning to be a placement educator through reflecting on experience	96
Learning through reflecting on one's own experience as a student	96
Critical incidents	98
Role models	101
Learning styles	104
Learning though experience as a placement educator	108
'Honing your skills'	108
Using reflective practice	109
Feedback from the student	112
Learning from challenging experiences	114
The clinical context	117

	Page
Summary	119
Other sources of learning used by these SLTs	119
Drawing on speech and language therapy clinical skills	120
Learning through peers and colleagues	122
Observation of colleagues in the placement educator role	123
Peer discussion	124
Supervision	126
Learning through training	127
Clinical education training	127
What else might contribute?	130
The interview as an opportunity for reflection	131
Summary	132
The Placement Educator Journey	133
Advanced beginner to professional artist	133
Learning through collaborating with students	137
Burnout?	141
Coming full circle and becoming a role model as a placement educator	143
Summary	145
Eve's story	145
Chapter 6 So what is important to these placement educators learning to be placement educators?	148
The importance of talk and collaboration to SLT placement educators	148
The dominance of experiential learning and reflective practice	152
Modelling reflective practice	153
The integration of clinician and placement educator as a SLT	155
A dynamic and developing map of learning to be a placement educator	159
Reflections on this research	162
Contributions of this study	163
Implications of this research for my own professional practice	164
Implications of this research to those involved in clinical education	165
Strengths and limitations of this study	166
Outcomes of this study	168
Future research directions	168
And finally....	169
References	171

Appendices

		Page
Appendix 1	Consent form	189
Appendix 2	Email request for volunteers for the study	191
Appendix 3	Semi-structured interviews –guiding themes	192
Appendix 4	Sample transcript analysis showing initial coding for thematic analysis	193
Appendix 5	Organisation of themes identified in Amy's story	197
Appendix 6	Research process diagram	200

List of Tables

		Page
Table 1	Differences between traditional and collaborative approaches to clinical education	25
Table 2	The stages in the teacher as manager model of clinical education	27
Table 3	Summary of Dreyfus Model of Skills Acquisition	33
Table 4	The seven aspects of the placement educator's role	43
Table 5	Model of the lived experience of being a clinical educator	45
Table 6	The participants	71
Table 7	An example of open coding	79
Table 8	The phases of thematic analysis	80
Table 9	Learning to be a placement educator: themes and sub-themes identified in the data	81

List of Figures

		Page
Figure 1	Kolb's Experiential Learning Cycle	53
Figure 2	Understanding 'Reflection and Role models'	154
Figure 3	Representation of learning to be a placement educator	158
Figure 4	Potential aspects of learning to be a placement educator: the novice placement educator	160
Figure 5	Potential aspects of learning to be a placement educator: the experienced placement educator	161