



The Church of Scotland

## IME Placement scheme

### Learning Covenant

Basic information	
Candidate name:	
Placement:	
Placement dates:	
Placement base:	
Supervisor name:	

### Aims and objectives

Please familiarise yourselves with the 8 dimensions of the Formation Framework before setting aims and objectives for the placement.

Dimension 1: faith, vocation and spirituality
Dimension 2: character, ethics and development
Dimension 3: leadership and relationships
Dimension 4: worship, sacraments and preaching
Dimension 5: pastoral care



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#### Dimension 6: mission

#### Dimension 7: discipleship

#### Dimension 8: church management

#### Supervision covenant

Details of supervisory sessions	
<b>Supervisor and candidate agree:</b>	<ul style="list-style-type: none"><li>• That the purpose of supervision is to reflect on the supervisee's work and ministry as a developmental opportunity</li><li>• That while issues of a personal nature may arise, sessions are neither pastoral care nor spiritual direction</li><li>• That appropriate confidentiality will be maintained at all times*</li><li>• That assessment will be on the basis of<ul style="list-style-type: none"><li>○ appropriate engagement with the placement and initiative taken</li><li>○ assigned tasks completed in good time and to satisfactory standard</li><li>○ openness to learning and capacity for reflection</li><li>○ appropriate preparation evident</li><li>○ evidence of developing skills and of personal growth</li><li>○ evidence of strengthening call to the ministry for which the candidate is presenting</li></ul></li></ul>
<b>Candidate agrees:</b>	<ul style="list-style-type: none"><li>• To engage fully in the placement</li><li>• To prepare for supervision sessions through thoughtful reflection on work done, achievements, disappointments and any issues arising</li><li>• To arrive at sessions punctually</li><li>• To be open and honest at all times</li><li>• To carry out all tasks with commitment and as fully as possible</li></ul>



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	<ul style="list-style-type: none"><li>• To act on constructive feedback</li></ul>
<b>Supervisor agrees:</b>	<ul style="list-style-type: none"><li>• To prepare for sessions through thoughtful reflection on work done, achievements, disappointments and any issues arising</li><li>• To arrive at sessions punctually</li><li>• To offer uninterrupted, structured and dedicated time and space</li><li>• To offer attention, support and constructive challenge to increase - professional competence and abilities and build up skill base</li><li>• To offer a range of experiences and opportunities in the placement, with appropriate support</li><li>• To be clear about expectations and aims of all work agreed and to give appropriate notice of tasks</li><li>• To offer honest appraisal of work and abilities</li><li>• To offer additional support if and when necessary</li><li>• To undertake training and professional development in supervision as appropriate</li></ul>
<b>Supervisor's signature</b>	
<b>Candidate's signature</b>	

\*This relates to pastoral encounters and respecting individual privacy – not to the normal processes of assessment