Clinical Supervision

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Workshop Objectives

- Administrative versus Clinical Supervision
- Facilitation and Feedback
- Documentation
- Framework of Agency Wide Supervision
Who is in the room?

- Clinical Supervisors?
- Administrative Supervisors
- Supervisees?
- Others?
What is Supervision?

- Clinical supervision is a disciplined, tutorial process wherein principles are transformed into practice skills, with four overlapping foci: administrative, evaluative, clinical, and supportive

- Dr. David Powell
Clinical Supervision

- Clinical Supervision is a relationship between clinical supervisor, supervisee, and client they serve.

- Haynes, Corey, Moulton
Purpose of Supervision

- To nurture the counselor’s professional (and, as appropriate, personal development)
- To promote the development of specified skills and competencies, so as to bring about measurable outcomes
- To raise the level of accountability in counseling services and programs
Goals of Supervision

- To protect the welfare of the client
- Monitor supervisee performance
- Maintain the professionalism of the field
- Empower the supervisee
Administrative

- Organizational management and support
  - Line responsibility – structure work loads, evaluation for pay raises and promotions
  - ? Is your supervisor organized, able to easily delegate tasks, prioritize?
Evaluative

- **Goal Setting & Feedback**
  - Clarify standards, discuss objectives for learning, utilize consequences for job performance (+ and -)
  - ? Roadblocks?
  - ? Is your supervision proactive?
  - Feedback should be: Constructive, Timely, and Nonjudgmental
Clinical

- Develop counseling knowledge & skill, identify learning issues, determine strengths and weaknesses, promote self-awareness, professional, and personal growth

- The best supervisor teaches by ___
Supportive

- Coach, build morale, encourage professional growth, prevent burnout, cheer

- Careful here....
Traits of an Effective Clinical Supervisor

- The Four A’s
  - Available
  - Accessible
  - Able
  - Affable
Counselor Development

Level 1 - Forming

- Entry Level – feelings of anxiety and apprehension
- Driven by “do right” desires
- Often formulate concepts on basis of one single aspect of a client’s history
Counselor Development

- Level 2 - Storming
  - Termed professional adolescence
  - Fluctuating motivation, striving for independence, less imitative
  - Reality of “I can’t save everyone” sets in
Counselor Development

- Level 3 - Norming
  - Enjoy the calm after the storm
  - Autonomous
  - Exhibit increased self-awareness, self-confidence, and emotional security
  - Have a realistic sense of boundaries and limits of counseling
Supervisor Development

- **Level 1**
  - Anxious and naive
  - Aim to say the right things
  - Mechanistic in style
Supervisor Development

- **Level 2**
  - Realize that supervision is more complex than they thought
  - Confused, conflicted, and frustrated
  - Supervisor adolescence
Supervisor Development

- Level 3
  - Relatively experienced in all domains
  - Honest self-appraisal
  - Autonomous
Supervision Methods

- **Supervision Contract**
  - Establish the relationship
  - Assess the counselor’s current skills
  - Set ground rules
  - Establish goals for the supervision through supervision plan
Supervision Methods

- Observation
  - Videotape
  - Co facilitation
  - One-way mirror
  - Audiotape
Supervision Methods

- Individual Session
- Group Session
Supervision Content

- Core Functions of Counseling
- Affective Qualities
- Helping Skills
- Transference & Counter Transference
- Physical Contact & Sexual Misconduct
Documentation of Supervision

- Develop a supervision plan early
- Documentation logs
- Individual Observation Reports
Documentation Samples

- Documentation Log
- Observation Review
- Supervision Plan
- Skills Rating Information
Developing a Supervision Frequency

- Dependent upon licensure and certification standards of each profession
- NCSAPPB requirements
- Do supervisors need supervision?
- How do agencies cover requirements based on size?
Ethical Issues in Supervision

- Dual Relationships
- Professional Credibility
- Informed Consent
- Confidentiality
- Vicarious liability
- Supervisory competence
Reference

- **Clinical Supervision in Alcohol and Drug Abuse Counseling – Principles, Models, Methods**
  - Dr. David Powell with Archie Brodsky

- **Clinical Supervision in the Helping Professions – A Practical Guide**
  - Robert Haynes, Gerald Corey, Patrice Moulton

- **Clinical Supervision – A Competency Based Approach**
  - Carol A. Falender, Edward P. Shafranske