

SUPERVISION TRAINING

CSC Counseling Program



Counseling

Thank you for accepting the invitation to supervise a Chadron State College counseling student this semester. I greatly appreciate the time, effort, and energy that you have already and will continue to put forth over the course of the next few months. The students and I are grateful that you have chosen to take time out of your already busy schedule to help them as they complete their master's degree in counseling.

In addition to the weekly site supervision that you provide, the students also meet with their college supervisor for group supervision every other week. Any classwork (skills assessments, midterm and final evaluations, etc.) that is required for class will be initiated by the student. They will complete and/or review these documents with you, collect signatures, and send them back to the instructor electronically.

As the Field Experiences Coordinator, I hope that we can remain in contact throughout this semester. Please contact me with any questions or comments you may have as the semester progresses.

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Purpose

- Purpose of this PowerPoint is to provide supervision training for site supervisors of CSC clinical mental health and school counseling graduate students. This PowerPoint was developed to meet CACREP standard (CACREP, 2016 Section 3 P).



CSC Counseling Graduate Students

- The follow classes are required to be completed before Practicum:
 - *Counseling Ethics*
 - *Counseling Theories*
 - *Counseling and Communication Skills*
 - *School Counseling (for school counseling students)*
 - *Residency (for clinical mental health counseling students)*

Expectations of the Counseling Student

- Students must purchase liability insurance through either ACA or ASCA
- Students must provide their site and site supervisor for the documents required for their practicum or internship class.
- Students must meet with their site supervisor on a regular basis. The meetings with their site supervisor must be approximately 1 hour per week.
- Students must meet for group supervision as part of their practicum or internship class. Group supervision requires a minimum of 24 contact hours per semester.

Expectations of the College Supervisor

- The College Supervisor is to meet with the students in classroom group sessions and be available on individual basis throughout the semester.
- The College Supervisor is to meet with the Site Supervisor upon their request for a site visit as well as on a as needed basis throughout the semester.
- The College Supervisor is to provide individual students with feedback regarding their performance and turn in the final grade for the clinical experience.

Expectations of the Site supervisor

- Site-Supervisors must be a licensed behavioral health provider with at least 2 years experience post full licensure.
- The Site Supervisor must meet with the counseling student about the performance in the work setting on a weekly basis. This supervision needs to include but not be limited to:
 - *Instruction for the counseling student in all matters related to delivery of service at the Site.*
 - *Assistance for the counseling student in the development of counseling and consultation skills.*
 - *Assurance that the policies of the Site are understood and carried out. The supervisor serves as an advocate for the counseling student.*
 - *Clinical critique and supervision of video, audio, and/or the personal observation of the counseling student's direct contact.*

Expectations of the Training Site

- The Site will provide physical arrangements, which are conducive to a positive learning environment e.g., office and desk space, privacy for interviewing, and adequate guidance relative to site record keeping requirements. Additionally, the site-supervisor or another qualified individual will be on site to assist with immediate supervision needs of the counseling student.
- The Site will provide the counseling student with a variety of experiences typical of those encountered by the Site counseling staff.
- The Site will regard the counseling student as a professional in training and accord the counseling student the generally expected professional courtesies.

Supervision Defined

- Supervision is an intervention provided by a more senior member of a profession to a more junior member or members of that same profession. This relationship:
 - *Is evaluative and hierarchical*
 - *Extends over time, and*
 - *Has the simultaneous purposes of enhancing the professional functioning of the more junior person(s); monitoring the quality of professional services offered to clients that she, he, or they see; and serving as a gatekeeper for those who are the enter the counseling profession*

(Bernard and Goodyear, 1992 as cited in Bernard and Goodyear, 2009)

Types of Supervision

- Individual Supervision
 - *Weekly supervision provided by site supervisors and CSC counseling students*
- Group Supervision
 - *Bi-Weekly group supervision is provided by the instructor of the Practicum or Internship Class.*

Ethics of Supervision

- American Counseling Association
 - ***F.2.a. Supervisor Preparation***- *Prior to offering supervision services, counselors are trained in supervision methods and techniques. Counselors who offer supervision services regularly pursue continuing education activities, including both counseling and supervision topics and skills.*
- American School Counseling Association
 - ***D.b. School Counseling Intern Site Supervisors*** - *have the education and training to provide clinical supervision. Supervisors regularly pursue continuing education activities on both counseling and supervision topics and skills.*

(American Counseling Association (2014). ACA Code of Ethics. Alexandria, VA: Author.)

(ASCA code of ethics. (2016) Alexandria, VA: Author. American School Counseling Association.)

Supervision Training

Supervision Training

Please view the below training.

- <https://vimeo.com/580442879>

Thank you!

- Upon completion of this training please email Dr. Grant Sasse at gsasse@csc.edu.



References

ACA code of ethics. (2014). Alexandria, VA: Author. American Counseling Association.

ASCA code of ethics. (2016) Alexandria, VA: Author. American School Counseling Association.

Bernard, J. (1979). Supervisor training: A discrimination model. *Counselor Education and Supervision*, 19(1), 60-68.

Bernard, J. & Goodyear, R.K. (2009). *Fundamentals of Clinical Supervision* (4th Ed.). Person education, Upper Saddle River: New Jersey.

