

To learn more about supervision

Trainings:

I have a webinar, some free resources and do consultation for supervision on our website.

<https://www.thrivingmindsbehavioralhealth.com/professional-resources>

2-Day Intensive Course on Clinical Supervision: Providing Effective Supervision, Navigating Ethical Issues and Managing Risk (PESI; 12 hours; Dr. George Haarman)

Consultation:

<https://www.thrivingmindsbehavioralhealth.com/consultation-scheduling-dr-hella>

Books:

Falender, C.A. & Shafranske, E.P. (2021). *Clinical Supervision: A Competency-based approach*, Second Edition. American Psychological Association.

Hardy, K.V. & Bobes, T. (2017). *Promoting Cultural Sensitivity in Supervision: A manual for Practitioners*. Routledge Publishing.

Articles:

American Psychological Association. (2015). APA Guidelines for Clinical Supervision in Health Service Psychology. *American Psychologist*, 70, 33-46. Retrieved from <http://apa.org/about/policy/guidelines-supervision.pdf>

Bernard & Goodyear. (2004). *Fundamentals of clinical supervision* (3rd ed.). Boston: Allyn & Bacon.

Vacha-Haste, T., Elman, N.S., Forrest, L., Kallaugher, J., Lease, S.H., Veilleux, J.C., & Kaslow, N.J. (2019). Remediation Plans for Trainees with Problems in Professional Competence. *Training and Education in Professional Psychology*, 13(4), 239-246.

Assessment Tools for Supervision

Name	Author/Year	Who is evaluated?	By whom?	Number of questions	Notes
Competency Benchmarks in Professional Psychology	APA	Supervisee	Supervisor	55	Ranking readiness for practicum vs. internship vs. ready to independently practice with examples. However, many don't apply to clinical practice setting.
Minnesota Supervisory Inventory	Robiner et al. 1994	Supervisee	Supervisor	213	Knowledge, skills, behavior and competence. Lengthy; deeper dive into different aspects of trainee skills
Supervisor Evaluation based on APA Guidelines for Clinical Supervision for Health Service Psychologists	Reprinted in Falender & Shafranske, 2021	Supervisor	Supervisee	100	Based on 6 of the 7 competencies established in APA paper
Supervisee Need Index	Muse-Burke & Tyson presentation (2010) reprinted in Falender & Shafranske, 2021	Supervisor	Supervisee	48	items such as "My supervisor spends time explaining their expectations of me." "When faced with a client issues that is new to me, supervision provides little guidance." "My supervisor helps me to feel self-assured in my clinical work."

Assessment Tools for Supervision

Supervision Evaluation and Supervisory Competence Scale	Gonsalves, 2017	Supervisor	Supervisee	38	Supervisee rates on satisfaction, effectiveness, competence of supervisor
Multicultural Supervision Competencies Questionnaire	Wong & Wong, 1999	Supervisor	Supervisee	66	Addresses supervisor's multicultural knowledge, skill and practice
Supervision Evaluation and Supervisory Competence Scale-short	Gonsalves, 2020	Supervisor	Supervisee	12	First 8 items have research to support their psychometric properties
Supervision Outcome Scale	Tsong & Goodyear, 2014	Supervisor	Supervisee	7	Supervisee rates supervisor on how they impact client outcomes, case conceptualization ability, relationship and therapy skills
Supervisor Competency Self-Assessment	Falender et al., 2016	Supervisor	Supervisor	28	Self assessment ratings of 7 domains of supervisory competence

Rating after supervision session

Leeds Alliance in Supervision Scale	Wainwright, 2010	Supervisee	Supervisor	3	After supervision rating of whether session was focused, the relationship between supervisor/supervisee, and the helpfulness of the meeting
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Assessment Tools for Supervision

Supervision Process Questionnaire	Accurso, 2011	Supervisee	Supervisor	26	Asking about length of time spent ("too short," "about right," "too long.") and techniques discussed in supervision (e.g., modeling, psychoeducation, reviewing homework).
Observation					
Cognitive Therapy Rating Scale	Beck 1980	Supervisor	Supervisee		Session rating scale with CBT lens
Evaluation of Recorded Supervision Session	O'Donovan, Dooley, Kavanagh (2009).	Supervisor	Supervisor	36	Self and other (master supervisor?) assessment of supervision session



Pre-Supervision Checklist

Things to consider at the beginning of clinical supervision

- Do I have a copy of their CV?
- Have I identified cases that are a fit for their level of experience?
- Do I have an updated supervisory agreement?
- How often and in what ways with they be evaluated?
- Do I have contact info for their other supervisors and training director(s)?
- Have I discussed how the supervisee can provide me with feedback?
- What should the supervisee do in case of client emergency?
- What should the supervisee do in case there are disagreements or concerns about supervision?
- Do I have a regularly scheduled time to meet with them blocked off in my calendar?
- Who will I consult with if I'm struggling with a supervisee?