Create Relevant Experiences for Interns

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Agenda

• What is supervision?
• Purposes of supervision
• Professional standards in supervision
• Types of supervision
• Models of supervision
• Incorporating the ASCA National Model
• What works
Audience Poll 1: Supervision Experience

a. I have not yet provided supervision.
b. I have limited experience as a supervisor.
c. I have some experience as a supervisor.
d. I have a great amount of experience as a supervisor.

Audience Poll 2: Training in supervision

a. I have no supervision training and am interested in learning about supervision.
b. I have limited supervision training and want to learn more.
c. This supervision training is professional development to enhance my skills as a supervisor, I have already been trained in supervision.
d. Other (share in the comments section)
How do you define supervision?

Definition of Supervision

- “Supervision is an intervention provided by a more senior member of a profession to a more junior colleague or colleagues who typically (but not always) are 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 the clients that she, he, or they see; and serving as a gatekeeper for the particular profession the supervisee seeks to enter.”

- Bernard and Goodyear, 2019, p. 9
Purposes of Supervision

• To promote acquisition of professional competencies
• To facilitate the personal and professional development of the supervisee, helping to develop professional identity
• To evaluate the professional functioning of the supervisee
• To monitor the quality of the service provided to and to safeguard to clients
• To serve as a gatekeeper for the profession

Professional Standards in Supervision

• [ASCA Ethical Standards-Section D](#)
• [ASCA School Counselor Competencies IV-B-6c](#)
• [CACREP Standards-Section 3: Professional Practice](#)
• [ACES Supervision Best Practice Guidelines](#)
ACES Best Practices in Clinical Supervision

- Initiating Supervision
- Goal Setting
- Giving Feedback
- Conducting Supervision
- The Supervisory Relationship
- Diversity and Advocacy Considerations

The Supervisory Relationship

- Individual differences
- Process variables
- Relationship dynamics
ACES Best Practices in Clinical Supervision

• Ethical Considerations
• Documentation
• Evaluation
• Supervision Format
• The Supervisor
• Supervisor Preparation

Types of Supervision

• Administrative
• Clinical
• Programmatic
Models of Supervision

• Psychotherapy-based models
  – Influenced by supervisor’s theoretical orientation
• Developmental models
  – Integrated Developmental Model
• Social role models
  – Discrimination Model

School Counseling Specific Supervision Models

• An Integrated Approach for Supervising School Counselor Interns (Nelson and Johnson, 1999)

• Goals, Functions, Roles and Systems Model (Wood and Rayle, 2006)
### School Counseling Specific Supervision Models

- A Model for Supervising School Counseling Students Without Teaching Experience (Peterson and Deuschle, 2006)


### School Counseling Specific Supervision Models

- ASCA National Model as the Foundation for Supervision using the Discrimination Model (Murphy and Kaffenberger, 2007)
Incorporating the ASCA Model

• Foundation
• Delivery
• Management System
• Accountability

What Worked for Me

• Discussed what supervision would look like with supervisee, was clear with expectations
• Observed counseling sessions (live)
• Provided feedback immediately
• Fostered an atmosphere allowing open communication
• Encouraged supervisee to take risks
What Worked for Me

- Moved from very structured to less structured
- Met the student where they were and built on their knowledge and skills
- Supported the supervisee with ideas for techniques, strategies, and interventions
- Provided opportunities to participate in all aspects of the comprehensive counseling program (individual, group, classroom, consultation, crisis, etc.)

References


References


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