

INDIVIDUAL LESSON INFORMATION

Clinical Supervision Part 1: Foundations of Competency-Based Clinical Supervision - What does it look like?

3 CE Hours of Clinical Supervision Continuing education NBCC #7091 & ASWB #1770 Approved Provider

Target Audience: Mental Health Counselors, Social Workers, Licensed Clinical Addictions Specialists, Certified Alcohol & Drug Counselors, Licensed Marriage & Family Therapists

Course Level: Beginner, Intermediate, Advanced

In this first segment of the series, we will discuss what competent supervision is, analyze definitions of clinical supervision, and describe the benefits of competency-based supervision. We will explore the groundwork & rationale of effective supervision; examine the impact of cultural competence in terms of discrimination, microaggressions, and power differentials; and apply concept learning to case studies in breakout session

Upon completion of this training, participants will be able to:

- Define what supervision is and how to become a competent supervisor.
- Implement survey feedback from supervisees regarding their concerns about ineffective supervision.
- Address stages from the Learning Cycle of performance, observation, reflection, feedback/evaluation, and planning.
- Apply the Learning Cycle to a new supervisee in a breakout session.
- Differentiate Myths vs. Facts of Supervisor's Perceptions.

Clinical Supervision Part 2: Pitfalls and Dilemmas of Clinical Supervision and Consultation

2 CE Hours of Clinical Supervision Continuing education and 1 Hour of Ethics NBCC #7091 & ASWB #1770 Approved Provider

Target Audience: Mental Health Counselors, Social Workers, Licensed Clinical Addictions Specialists, Certified Alcohol & Drug Counselors, Licensed Marriage & Family Therapists

Course Level: Beginner, Intermediate, Advanced

In this segment of the series, we will discuss the complexities of Clinical Supervision and implementing best practices such as boundaries & ethics, balancing clinical & administrative functions, and the different supervisory roles such as teacher, counselor, and consultant. We will practice through case study applications giving feedback in difficult situations when working with supervisees such as the "know it all" or the "old enough to have done it all".

Upon completion of training, participants will be able to:

- Define the complexities of Clinical Supervision.
- Identify Core Concepts Surrounding Boundaries - Dual Relationships, Counseling vs Supervision.
- Practice implementation of the Supervisory Contract.
- Create an Individual Development Plan.
- Review appropriate documentation for the supervisory process and sessions.

Clinical Supervision Part 3: Unraveling Supervisory Responsibilities (3HR)

2 CE Hours of Clinical Supervision Continuing education and 1 Hour of Ethics NBCC #7091 & ASWB #1770 Approved Provider

Target Audience: Mental Health Counselors, Social Workers, Licensed Clinical Addictions Specialists, Certified Alcohol & Drug Counselors, Licensed Marriage & Family Therapists

Course Level: Beginner, Intermediate, Advanced

In this segment of the series, we discuss supervisory responsibilities as it relates to assessments of our supervisee and teaching them about ethically providing services, adhering to confidentiality and protecting clients from harm, avoiding harmful relationships with clients, and maintaining/addressing competency while embracing different clinical techniques and approaches. We will practice working with supervisees who do not meet competency (substance use, sexual harassment) and the need for consultation and guidance in such situations. Finally, we will discuss transference/countertransference in both the supervisee/client relationship and the supervisee/supervisor relationship.

Upon completion of training, participants will be able to:

- Determine how to effectively conduct assessments – Self-Assessment and Supervisee Assessment.
- Examine and process stumbling blocks identified through the assessment process.
- Lead role-play sessions of common supervisee issues such as burnout, attraction to a client, and countertransference.
- Define transference and countertransference in the counseling and supervisory relationship.
- Practice practical tools that can be used in the session to address transference and countertransference via case study breakout sessions.

Clinical Supervision Part 4: Multiculturalism, Diversity, and Personal Factors (3HR) Individual Course

2 CE Hours of Clinical Supervision Continuing education and 1 Hour of Ethics NBCC #7091 & ASWB #1770 Approved Provider

Target Audience: Mental Health Counselors, Social Workers, Licensed Clinical Addictions Specialists, Certified Alcohol & Drug Counselors, Licensed Marriage & Family Therapists

Course Level: Beginner, Intermediate, Advanced

In this segment of the series, we will discuss multiculturalism & diversity by discussing supervision models/techniques and assessments that infuse diversity to enhance the supervisory relationship and addressing personal factors, responsiveness, and reactivity that can impact the supervisory relationship. We will examine the supervisory working alliance and how to build and maintain this throughout the relationship as well as factors that influence the successful alliance and appropriate remedies to avoid pitfalls.

Upon completion of this training, participants will be able to:

- Determine concepts to consider for multiculturalism & diversity such as ethics, self-assessment for microaggressions, and unintentional biases.
- Identify what to do when supervisee/supervisor multiculturalism loyalties and commitments conflict.
- Differentiate between a reflective & neutral stance
- Build and maintain a successful supervisory working alliance.
- Explain the common “Pitfalls”, or Factors Influencing the successful supervisory working alliance.

Clinical Supervision Part 5: Models of Supervision and Theory-Based Supervision (3HR) Individual Course

3 CE Hours of Clinical Supervision Continuing education NBCC #7091 & ASWB #1770 Approved Provider

Target Audience: Mental Health Counselors, Social Workers, Licensed Clinical Addictions Specialists, Certified Alcohol & Drug Counselors, Licensed Marriage & Family Therapists

Course Level: Beginner, Intermediate, Advanced

In this segment, we will discuss the rationale behind selecting a model of supervision or theory-based approach to developing your supervisee and the nine model styles of supervision. We will practice implementing different styles with supervisee case studies. We will also explore the theory-based approach to supervision to help supervisors identify and align their supervisory style according to their therapeutic approach. The discussion in this webinar aims to help clinicians identify which models/theories of supervision can provide successful outcomes for their supervisees.

Upon completion of this training, participants will be able to:

- Differentiate between the nine models of supervision and how to choose the best method for optimal supervisee learning.

- Define the implications of using and applying the VARK Questionnaire to determine supervisee learning style.
- Identify how to determine a theory-based supervision approach.
- Articulate the rationale for using a variety of methods and techniques in supervision.

Clinical Supervision Part 6: Working with Non-Competence Ensuring Legal, Ethical, and Regulatory Compliance

2 CE Hours of Clinical Supervision Continuing education and 1 Hour of Ethics NBCC #7091 & ASWB #1770 Approved Provider

Target Audience: Mental Health Counselors, Social Workers, Licensed Clinical Addictions Specialists, Certified Alcohol & Drug Counselors, Licensed Marriage & Family Therapists

Course Level: Beginner, Intermediate, Advanced

In this segment of the series, we discuss key points for supervisory ethical & legal conduct to protect the welfare of the client and the supervisor's role as gatekeeper. On occasion, supervisors will encounter a supervisee who is non-competent and may not be suitable for remaining in the field. We will discuss through case studies how to handle these types of situations as well as how to set and uphold the necessary expectations and parameters of supervision via the supervisory contract (legal). We will review anticipatory guidance topics and discuss as a group which topics are most important or those that should be added. We will also address legal and ethical issues in the internet era and Telesupervision (pros & cons).

Upon completion of this training, participants will be able to:

- Determine ethical & legal conduct in the supervisee/supervisor relationship.
- Counsel Supervisees Who Do Not Meet Professional Competency Standards
- Define the Core Concepts of Intellectual vs Emotional Competence
- Determine the Ethical Telesupervision – Pitfalls, Pros & Cons, and Ethics
- Develop and implement Anticipatory Guidance Topics for Supervisee Development