

Supervising Counselors in the United States

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A Very Brief Look at the Origins of Clinical Supervision in the U.S.

- ◆ 1920s Supervision origins evident in both psychoanalysis and social work

- ◆ 1950s-
 1960s Most psychotherapy theories have embraced clinical supervision within their therapy models.



A Very Brief Look at the Origins of Clinical Supervision in the U.S.

- ◆ **1970s** Legal/ethical mandates appear.
Atheoretical models appear (social role models, developmental models)
- ◆ **1980s** Research emerges that addresses the many aspects of clinical supervision



A Very Brief Look at the Origins of Clinical Supervision in the U.S.

- ◆ **1990s** Standards and credentialing are achieved (CCE, 2000)
- ◆ **2000s** More discriminating research; several *hot topics*



DEFINITION OF CLINICAL SUPERVISION

Supervision:

- Is an intervention provided by a more senior member of a profession to a more junior member of that same profession.
- Is evaluative,
- Extends over time,



DEFINITION OF CLINICAL SUPERVISION (cont'd)

- Has the simultaneous purposes of enhancing the professional functioning of the more junior person(s),
- Monitoring the quality of services to the supervisee's clients, and
- Serving as gatekeeper for those who will enter the particular profession (Bernard & Goodyear, 2009).



What Do Counselor Supervisors Study in the United States?

Content Requirements for the Approved Clinical Supervisor (ACS) Credential (CCE, 2000)

Roles and Functions of Clinical Supervisors

Includes the unique purposes, goals, and foci of supervisors, the appropriate conditions for supervision, and the distinction between supervision and other professional roles.



What Do Counselor Supervisors Study in the United States?

Models of Clinical Supervision

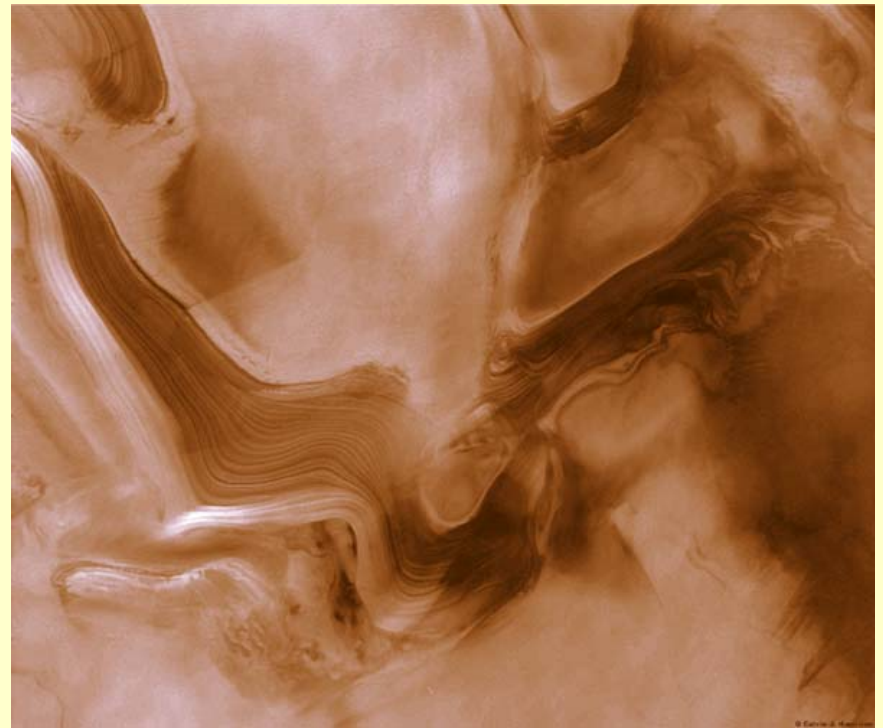
The major approaches for conceptualizing supervision (e.g., psychotherapy theory-based models of supervision, developmental models, and social models).



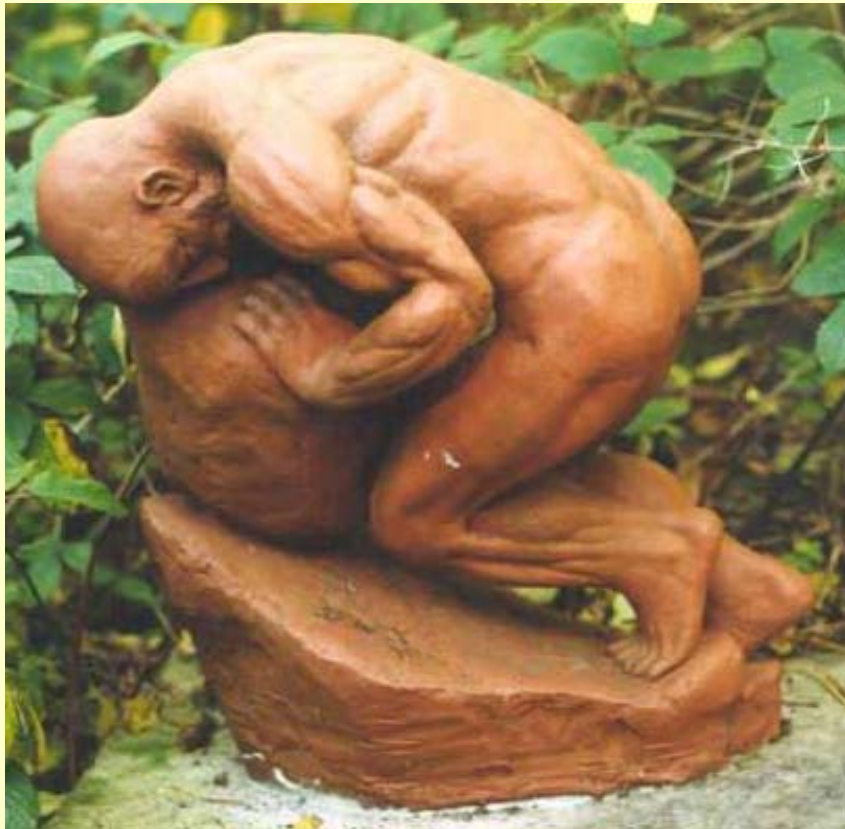
What Do Counselor Supervisors Study in the United States?

Counselor Development

Topics such as individual learning styles, cognitive development levels, differences in experience levels, stages of counselor development, and critical transition points, as well as how to create an appropriate educational environment or climate based on developmental differences.



What Do Counselor Supervisors Study in the United States? (cont'd)

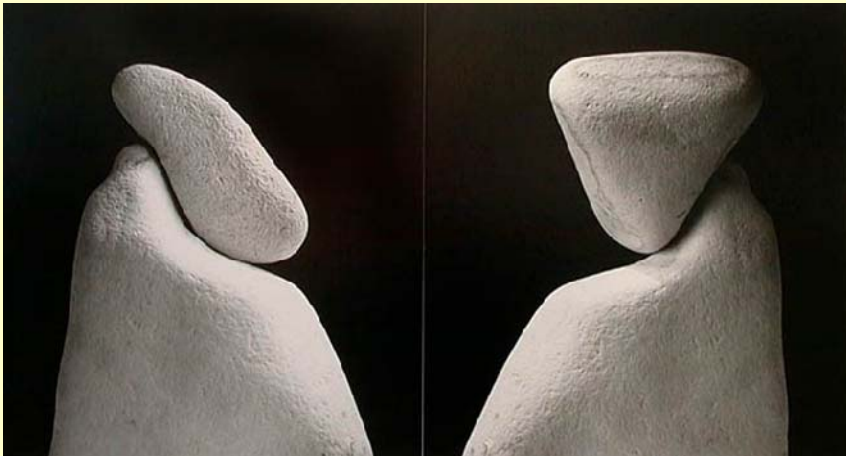


Methods and Techniques of Clinical Supervision

Supervision methods for assessing and intervening with supervisees (e.g., audio-tape review, live supervision, self-report) as well as the appropriate use of, and benefits/limitations of, each supervision method.

What Do Counselor Supervisors Study in the United States? (cont'd)

Supervisory Relationship Issues



The inter- and intrapersonal variables that affect supervision such as the parameters of a working alliance, conflict within supervision, supervisee anxiety, social influence, and parallel process.

What Do Counselor Supervisors Study in the United States? (cont'd)

Cultural Issues in Supervision



Implications of cultural differences and/or similarities between supervisee and supervisor such as race, gender, sexual orientation, and belief systems, and how these impact the process and outcomes of supervision.

What Do Counselor Supervisors Study in the United States? (cont'd)

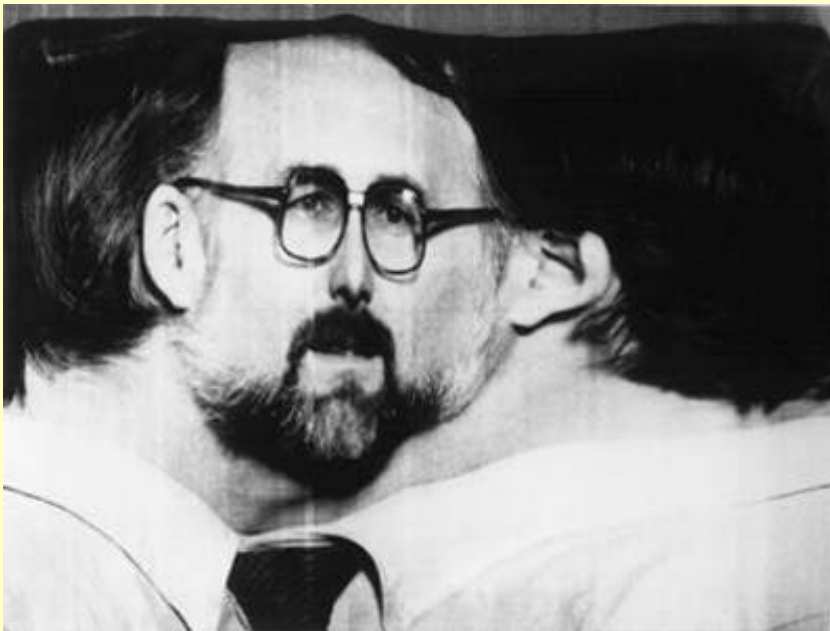


Legal and Ethical Issues

Major ethical and legal tenets that affect supervision such as due process, confidentiality, informed consent, dual relationships, competence, duty to warn, and direct and vicarious liability, and the implications of these tenets for supervisees, clients, and the supervisor.

What Do Counselor Supervisors Study in the United States? (cont'd)

Evaluation



Studies that address the role of evaluation as central to supervision, criteria for evaluation, sources of feedback, the process and outcomes of evaluation, and the role of documentation in evaluation, as well as procedures for the evaluation of the supervision experience itself.

Supervision Synergy

Supervision Process

Supervision Models

Methods for:

- Individual Supervision
- Group Supervision
- Live Supervision

Supervision Synergy

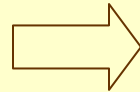
Supervision Process

Infrastructure

Organizing
Supervision

Ethical and Legal
Considerations

Evaluations



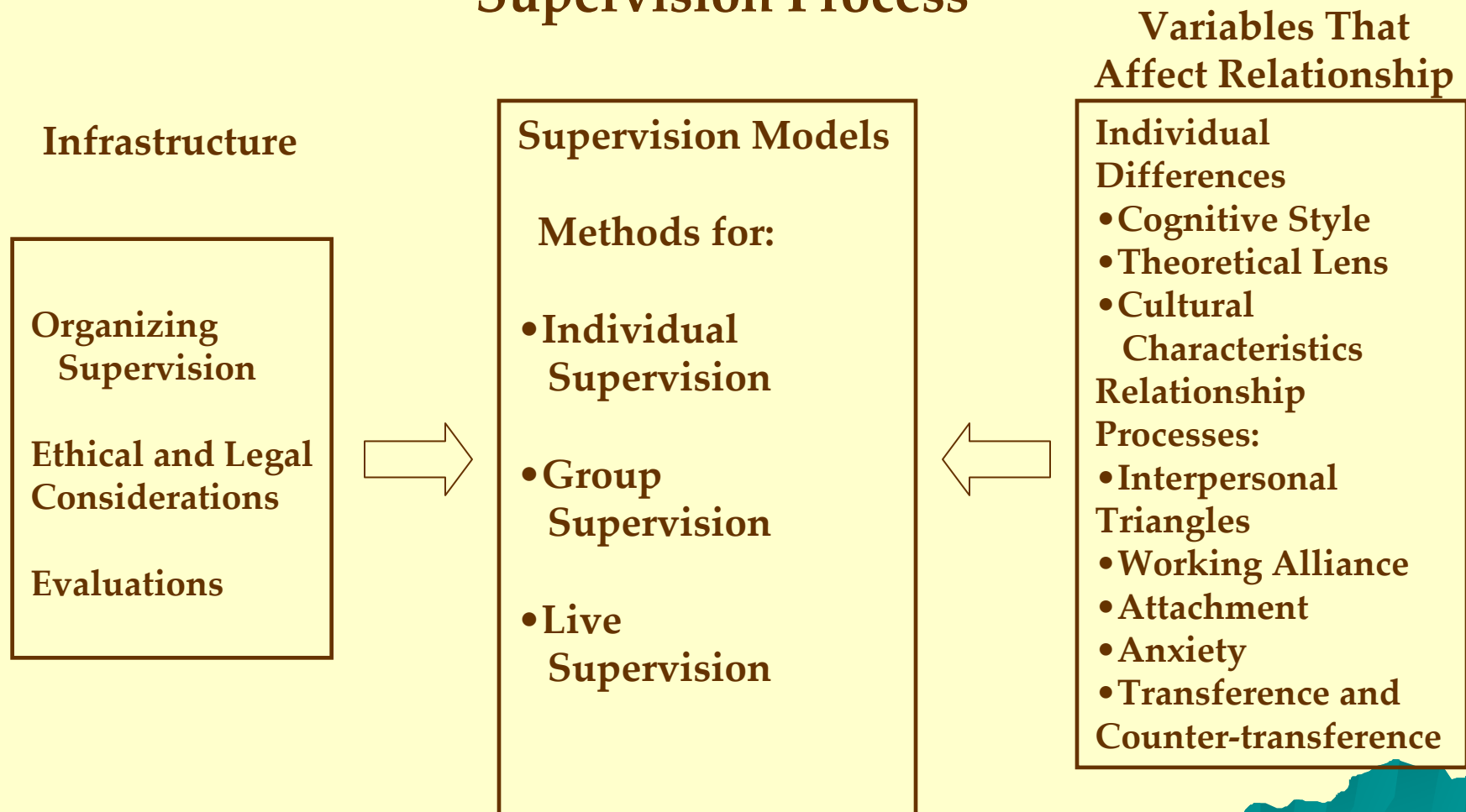
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Supervision Synergy

Supervision Process



Hot Topics in the United States

Multicultural supervision



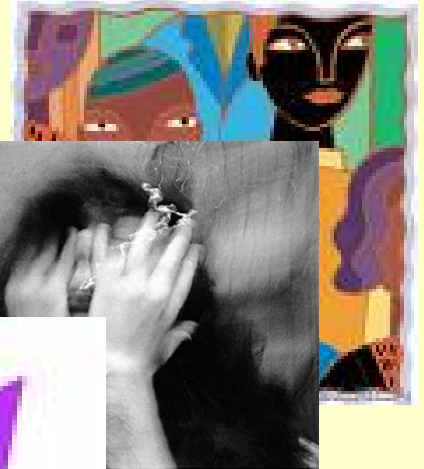
Hot Topics in the United States

- ◆ Multicultural supervision
- ◆ Impaired supervisees



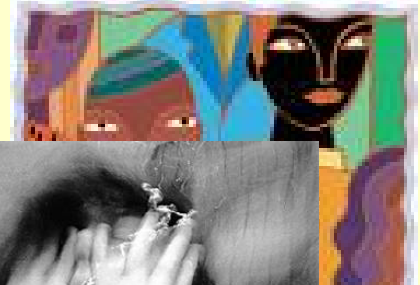
Hot Topics in the United States

- ◆ Multicultural supervision
- ◆ Impaired supervisees
- ◆ Distance supervision



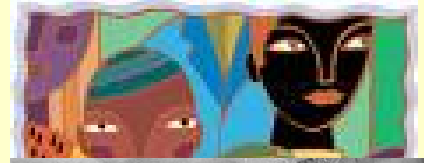
Hot Topics in the United States

- ◆ Multicultural supervision
- ◆ Impaired supervisees
- ◆ Distance supervision
- ◆ Factors affecting the working alliance



Hot Topics in the United States

- ◆ Multicultural supervision
- ◆ Impaired supervisees
- ◆ Distance supervision
- ◆ Factors affecting the working alliance
- ◆ Boundary issues



References

Approved Clinical Supervisor content requirements. CCE-global, http://www.cce-global.org/credentials-offered/acs/art_acsdefinition

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