

# **ON-LINE FIELDWORK SUPERVISION USING POWELL'S FOUR FOCI OF SUPERVISION**

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POWELL'S FOUR FOCI OF SUPERVISION**

**NAADAC 2016**

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# NAADAC 2016

**Eileen McCabe O' Mara,Ed.D.**

- 10:15 Introduction
- 10:20 What is Clinical Supervision
  - Phases of Clinical Supervision
  - Functions and Tasks of Clinical Supervision
- 10:25 Changing Demands of Clinical Supervision
- 10:30 NAADAC Code of Ethics
  - Association of Counselor Education and Supervision--Code of Ethics
- 10: 35 Powell's Model of Supervision
- 10:40 Four Foci of Clinical Supervision
  - Administrative
    - Creating structure
    - IT's Role
    - CACREP standards
  - Evaluative
    - Site Supervisor Evaluation Tool
    - Faculty Evaluation



# NAADAC 2016

## Supportive

Availability: Office hours, e-mail, text

## Clinical

Dual Relationships in Clinical Supervision

Resistance and Counter-transference in Clinical Supervision

## Evaluation in Clinical Supervision

Site supervisor evaluation tool + phone conference

Faculty evaluation tool + Phone Conference(s)

Address problems early via phone conference and feedback

Refer to EAP

Refer to University – what is available?

11:15      Exercise—Establishing an on-line clinical supervision program

11:30      Summary



# CLINICAL SUPERVISION

- A DISCIPLINED TUTORIAL PROCESS
- PRINCIPLES ARE TRANSFORMED TO PRACTICAL SKILLS
- PRIMARILY A RELATIONSHIP
- FOCUSED ON THE GROWTH OF THE SUPERVISEE



# BLENDED DEFINITION OF SUPERVISION

- CLINICAL SUPERVISION IS A DISCIPLINED, TUTORIAL PROCESS WHEREIN PRINCIPLES ARE TRANSFORMED INTO PRACTICAL SKILLS, WITH FOUR OVERLAPPING FOCI:
- ADMINISTRATIVE
- EVALUATIVE
- CLINICAL
- SUPPORTIVE



# 4 FOCI OF CLINICAL SUPERVISION

▶ **ADMINISTRATIVE**

▶ **EVALUATIVE**

▶

▶ **SUPPORTIVE**

▶ **CLINICAL**



# ADMINISTRATIVE

- IT – CREATE A SECURE CONNECTIONS
- ADOBE CONNECT
- ADHERE TO HIPPA AND CFR 42
- CACREP STANDARDS
- CREATE FORMS
- CREATE SYSTEMS FOR MANAGING INFORMATION
- EDUCATE STUDENTS ON ON-LINE ETIQUITE



# ADMINISTRATIVE

- ▶ SITE SUPERVISOR CONTACT SYSTEM
- ▶ 2 PHONE CALLS PER SEMESTER
- ▶ E-MAILS EVERY TWO WEEKS
- ▶ PHONE AVAILABILITY
- ▶ REPORTING FORMS FOR SITE SUPERVISION ATTENDANCE
- ▶ FACULTY SITE-SUPERVISOR CONTACT LOGS





# WEEKLY PHONE AND VIDEO FORMAT

- ▶ SCHEDULE 2 HOURS
- ▶ 15 MINUTES: WEEKLY INTRODUCTIONS
  - PURPOSE IS TO IDENTIFY HOW INTERNSHIP IS GOING AND IDENTIFY ANY ISSUES TO ADDRESS.
  - ASK EACH STUDENT TO CALL ON ANOTHER STUDENT.
- ▶ SCHEDULE TWO STUDENTS PRESENT CASES FOR DISCUSSION EACH WEEK
- ▶ USE ROLE PLAYING AND OTHER INTERVENTIONS TO FACILITATE LEARNING
- ▶ MIDDLE OF SEMESTER PRACTICE GROUP PROCESS
- ▶ END—CEREMONY TO HONOR THOSE GRADUATING. ASK FOR POSITIVE COMMENTS FOR EACH STUDENT.



# EVALUATIVE

- **STUDENT FOCUSED:**
- SITE SUPERVISOR AND FACULTY EVALUATION TOOLS
- RELATIONSHIP WITH STUDENTS AND SITE SUPERVISORS
- GOAL SETTING AND REVIEWING INCLUDED IN PHONE CONFERENCES AND ON-GOING SUPERVISION
- CLEAR FEEDBACK



# EVALUATIVE

- **ORGANIZATION FOCUSED:**
- ORGANIZATION REPORTING TO
  - CACREP
  - HIGHER LEARNING ACCREDITATION SYSTEM



# SUPPORTIVE

- ▶ Provide opportunities to support growth
- ▶ Phone and e-mail
- ▶ Maintain professional boundaries
- ▶ Set time expectations & limitations
- ▶ Refer to EAP



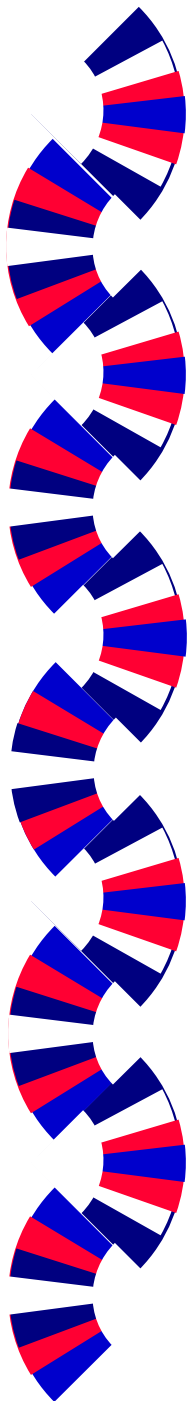
# CLINICAL

- ▮ CLINICAL SUPERVISOR IS:
- ▮ TEACHER
- ▮ MENTOR
- ▮ TRAINER
- ▮ PROFESSIONAL ROLE MODE.



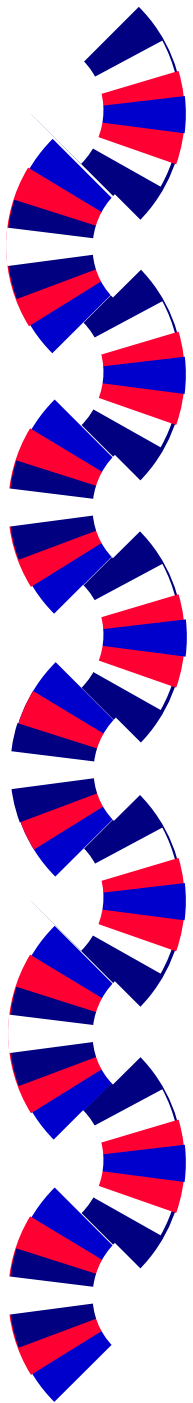
# CREATING AN ON-LINE SUPERVISION PROCESS

- YOU HAVE BEEN CHARGED WITH CREATING AN ON-LINE SUPERVISION PROCESS FOR MASTER'S IN ADDICTION COUNSELING. GIVEN THIS INFORMATION, CREATE A COMMITTEE AND DELEGATE TASKS.



# CHANGING DEMANDS OF CLINICAL SUPERVISION

- **CURRENT RESEARCH ON TREATMENT EFFICACY**
- **UNDERSTANDING OF BRAIN CHEMISTRY & CURRENT PHARMACOLOGICAL INTERVENTION**
- **12 STEP PHILOSOPHIES AND ALTERNATIVE PROGRAMS**
- **IMPACT OF TECHNOLOGY**



# ETHICS OF TECHNOLOGY IN CLINICAL SUPERVISION

- ▶ NAADAC
- ▶ ACA





# REFERENCES

- Bernard, J. M., & Goodyear, R.K., (1992), *Fundamentals of Clinical Supervision*. Needham Heights, Ma: Allyn and Bacon.
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- O' Mara, Eileen, (1990). July/August, "Burnout and the Counselor". *The Counselor*, National Association of Alcohol and Drug Abuse Counselors, Arlington, Virginia.
- O' Sullivan, Mary K, (1998). May/June, The Changing Demands of Clinical Supervision. *The Counselor*, National Association of Alcohol and Drug Abuse Counselors, Arlington, VA.
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