

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC



**An Ethical and Holistic Approach to
Clinical Supervision for LPCs,
LMFTs, and LCSWs**



ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

ABG Services

Workforce Development



professional development solutions

Call us today! (318) 503-0183
www.abgpds.com



Workforce Development Training

- Team Building
- Customer Service Training
- Communicating Inside & Outside of Your Organization

Career & Executive Consulting



professional development solutions

Call us today! (318) 503-0183
www.abgpds.com



Career & Executive Coaching

- Becoming an Effective Leader
- Managing Social Media for Your Career
- Managing Organizational Goals

Life & Family Coaching



professional development solutions

Call us today! (318) 503-0183
www.abgpds.com



Life Coaching

- Stepping Out of Your Comfort Zone
- How to Enhance Your Life
- Healthy Work-Life-Balance

Mental Health Counseling



professional development solutions

Call us today! (318) 503-0183
www.abgpds.com



Mental Health Counseling

- Individual Counseling
- Group Counseling
- Work, Life, Balance: How are You Coping?

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

ABG Coaching Managers for Success Program



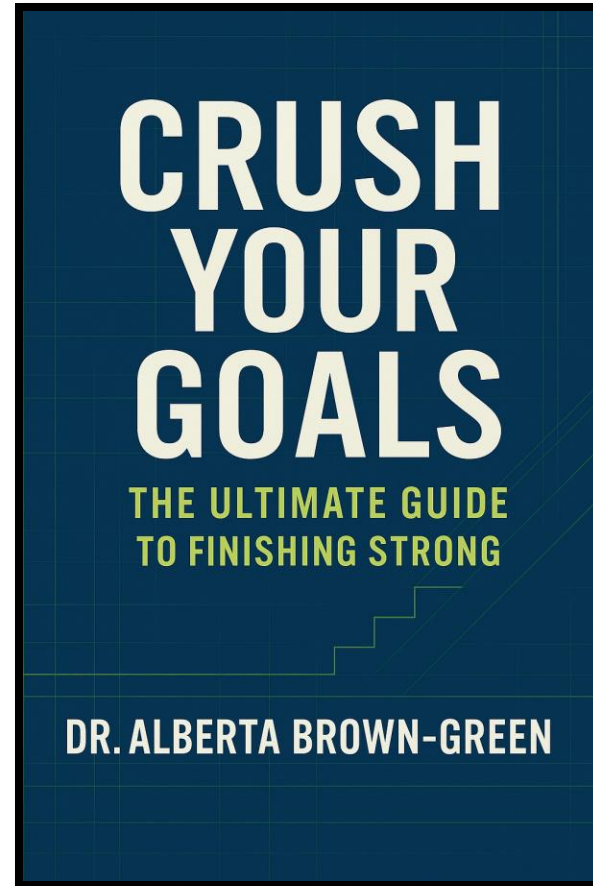
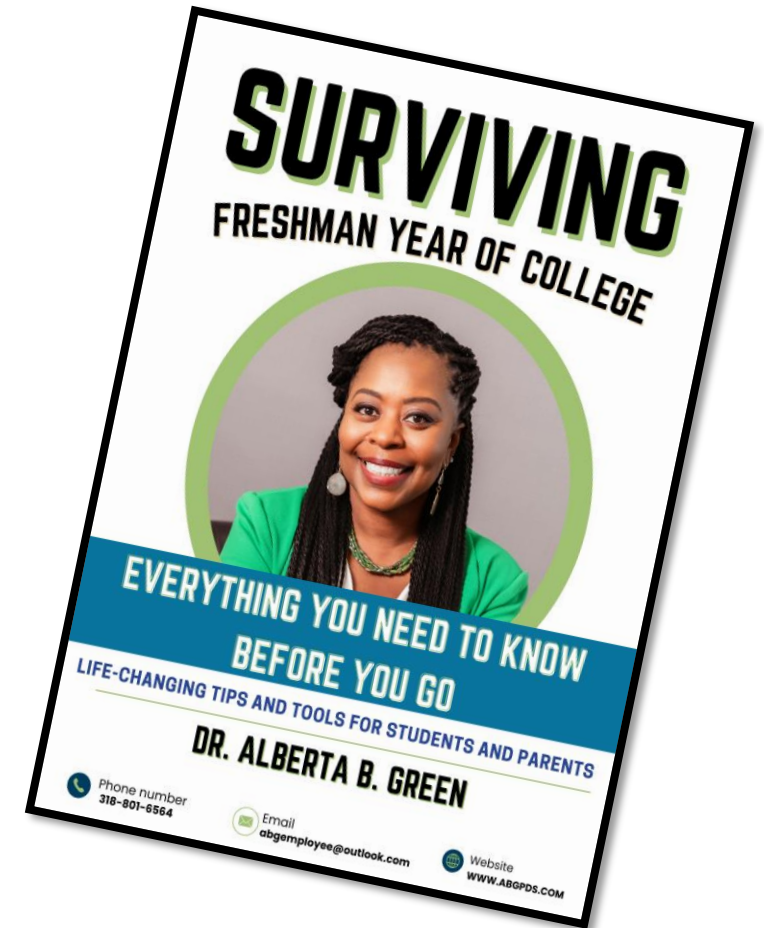
ABG Professional Development Solutions

Alberta Green, Ph.D., LPC, LPC-s, NCC

ABG Book Releases!

"The Ultimate Guidebook to Crush Your Goals" Book Signing is Scheduled for November 14, and "Surviving Freshman Year of College" will be released in the fall of this year!!!

Use the QR code to be added to the early release date list!



Clinical Supervision for LPCs, LMFTs, and LCSWs

Who are you and what makes you unforgettable?



Course Description

A Holistic Approach to Clinical Supervision is designed for entry-level and experienced supervisors that focuses on methods of supervision, traits of an effective supervisor, cultural and contextual issues in supervision, and ethical and legal considerations on Louisiana Licensure concerns.

Participants will be exposed to case studies, role-play, and positive/negative examples of supervising supervisees while managing the growth of one's practice, personal well-being of the supervisor, supervisor mentee, and clients.

Icebreaker

Clinical Supervision for LPCs, LMFTs, and LCSWs



Learning Objectives

2 Minute Icebreaker

Why is Supervision Needed?

Clinical Supervision

Methods of Supervisions

Traits of an Effective Supervisor

Developing the Supervisor

Roles of the Supervisor

Stages of Supervision Relationships

Cultural and Contextual Issues in Supervision

Ethical and Legal Considerations on Louisiana Licensure

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Why is Supervision Needed?

Supervisor's Prospective

Supervisee's Prospective

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Clinical Supervision

Clinical supervision is a professional relationship between an individual entering a field of work and a supervisor. Clinical Supervision allows the individual to work with patients after completing their education, while the supervisor ensures that they are taking care of patients properly and following all ethical guidelines.

Clinical supervision builds trust between the supervisor and the supervisee, allowing for a collaborative relationship in which the *patient's care is jointly monitored*. It is important for clinicians to go through the clinical supervision process to stay up to date on current treatment options, enhance growth, increase their skills, and adhere to all ethical standards.

Schaal, C. (2022, April 8). *Clinical Supervision Models & Theories*. Study.com. <https://study.com/academy/lesson/what-is-clinical-supervision-definition-models-policy.html>

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Clinical Supervision

Clinical supervision in mental health counseling prepares the supervisee to face various challenges that can arise when interacting with patients directly.

The supervisor can use their experience and skills to guide the supervisee through counseling obstacles and supervisor feedback.

For Example: When counseling a patient in substance abuse, it is vital for clinicians to maintain awareness of the various illicit and prescription substances currently available.

Clinical supervision allows the supervisee to become familiar with various substances and the best evidence-based treatment plans available for each of them.

This process also creates a strong support system between the supervisor and supervisee, which can help them avoid the high risk of burnout associated with this field of counseling.

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Definition of Supervision-LPC Board

“Supervision is defined as assisting the provisional licensed professional counselor in developing expertise in methods of the professional mental health counseling practice and in developing self-appraisal and professional development strategies.”

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Clinical Supervision in Different Careers

The role of clinical supervision is slightly different among careers that utilize the process. For instance, mental health counseling, substance abuse counseling, clinical psychology, and nursing professions utilize the process, but in different capacities.

Clinical psychology provides comprehensive mental and behavioral health on an ongoing basis to individuals, couples, and/ or families. Clinicians who go through the clinical supervision process become better equipped to handle long-term treatment plans and develop the skills necessary to counsel more than one individual at a time.

Clinical supervision in the field of nursing is shown to help nurses feel supported, less isolated, and less likely to become overwhelmed and leave the profession. The supervision process creates a network of professional nurses who communicate well, sharing their knowledge and best practices to improve the overall quality of patient care.

Schaal, C. (2022, April 8). *Clinical Supervision Models & Theories*. Study.com. <https://study.com/academy/lesson/what-is-clinical-supervision-definition-models-policy.html>

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Components of Supervision

- Being knowledgeable of population and setting
- Requirements for licensure, current rules, legislation etc.
- Ethical and legal issues
- Theory and techniques of supervision
- Nurturing and support
- Literature
- Modeling
- Observing, listening, and providing feedback

Supervision Modalities

- Case Report
- Modes of supervision – individual, dyadic, group, live supervision
- Audio/Video Review
- Team Approaches
- Reflecting Team Approach

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Clinical Supervision Models

In order to provide adequate supervision, it is important to first define the clinical supervision model that will be utilized in the process. Each model follows a different framework and provides different techniques based on the therapy or treatment being given.

The four most relevant clinical supervision models include:

competency-based models, treatment-based models, developmental approaches, and integrated models.

Schaal, C. (2022, April 8). *Clinical Supervision Models & Theories*. Study.com. <https://study.com/academy/lesson/what-is-clinical-supervision-definition-models-policy.html>

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Competency-Based Models

Competency-based models promote collaboration between the supervisor and supervisee to review the supervisee's competency, identifying their skills, knowledge, and attitude.

Together, the supervisor and supervisee can set goals that are specific, measurable, attainable, realistic, and timely (SMART). This allows for the supervisor to determine the specific learning strategies that would most benefit the supervisee, while also monitoring and evaluating their progression.

For example, if a supervisee has vast clinical knowledge, but lacks confidence with their approach, the supervisor can adjust their methods to specifically help the supervisee develop the confidence to move forward.

Schaal, C. (2022, April 8). *Clinical Supervision Models & Theories*. Study.com. <https://study.com/academy/lesson/what-is-clinical-supervision-definition-models-policy.html>

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Psychotherapy Models

Psychodynamic Approach:

supervisor seen as expert. Working alliance, parallel process, focus on the client slash patient, affective relationships, transference, defensiveness , etcetera. Very little time focused on the intern. You may talk about transference but not feelings

Cognitive Behavior Supervision:

These supervisors teach skills and techniques. They work to extinguish ineffective behaviors, reinforce positive and effective behaviors, provide agenda for supervision, assesses and monitors the progress in homework of the supervisee.

CBT Supervision:

Perform assessment of skill, goal setting, homework or learning activities modeling, reinforcement, role-playing and discussion of effectiveness of strategies and interventions.

Person Centered:

Provide open dialogue, one of the first uses of recorded interviews for supervision. Focuses on growth potential, incorporates teaching and therapy, focuses on conditions; Positive regard, warmth, and genuineness.

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Core Traits of an Effective Supervisor

- Clinical knowledge, skills, & professional experience
- Having been supervised and having supervisor experience
- Continuous learning in the field and an effective counselor
- Great communication, teaching, motivational, and mentoring skills
- knowledge sharing desire
- Personable and sense of humor
- Knows limits and has balance in life
- Ability to create a relaxed but firm atmosphere
- Willingness to examine your own attitudes, beliefs, and bias
- Respect among peers and colleagues
- Crisis management skills
- Oral written, and recording – know how – must know how to case management
- Creates an atmosphere of trust and openness
- Provides a balanced to supervision experience

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Core Traits of an Effective Supervisor Continued....

- Familiarity with legal and ethical issues, policies, and procedures
- Physical, emotional, and spiritual health
- Concern for growth of supervisee
- A sense of responsibility
- A non-threatening, non-authoritarian style
- Tolerance, fairness, open to a variety of styles
- Decision making and problem-solving skills
- Engages in self-care and encourages it in supervisees
- Engages in conversation related to burn-out prevention
- Sensitivity to cultural issues and contextual dynamics

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Developing the Supervisee

ACA Rules –

- A supervisor – cannot be a relative of the supervisee
- No person can be a supervisor if their license has expired
- May not supervisor over 10 people
- Supervision responsibility is with the person who is over the site
- Supervisees must notify their supervisor that they are under supervision
- The process must have regular video/ audio where possible
- Must supervise at a professional setting
- Must continue to see your supervisee until they are finished
- Create a formal agreement
- Formal agreement – document in-person or over email
- Supervision Cost: 30 to 33%– some places do 40 to 50%
- Always call the board and review the laws when in doubt – call the board

Supervision Best Practices on the LACES SITE –

Standards to Meet, LPC rules, and Guidelines

- Initiating supervision – verbal and writing contract. Consequences of under performance
- Specifics are negotiated to meet the standards
- Supervisees must have 1 hour of supervising or every 20 hours – direct hours – if seeing clients – they must have 1 hour of supervision -1 hour a week – interaction and feedback – at least 50 % individual
- Declaration of your supervision practice – set goals – co-develop the goals. Be specific and measurable –
- Create goals that include competencies - a lot of the supervisors must learn how to diagnose – DSM has free screening – dsm5 has free tools – go to the website.
- Ensure that the goals fit – in their areas of competencies and give feedback – know their specialty and help them develop
- Discuss the counselor relation process
- Ethical consideration – how to will document and keep records
- <https://www.lacounseling.org/lca/LACES.asp>

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Supervision Relationship

How will the relationship with your supervisee be the same or different than a client relationship?

Same

- Basic empathy, support, sharing of knowledge
- Building rapport – good strong relationship
- Managing boundaries, authenticity, committed to their growth
- Setting goals, pointing out areas of accountability

Different

- Less Disclosure
- Discuss ethics constantly
- Evaluate the supervisee
- More rigid – you are the gate keeper to the profession
(your license could be in jeopardy)

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Stages of Supervision Relationship

As the relationship continues with the supervisee, it may become more personal. Once this happens, your personal outlook can be challenged.....

Beginning of the relationship

- Teacher, coach, assist in research

Middle of the relationship

- Confidence builder, ethics, consultant

End of the relationship

- Termination and fellow consultant

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Rational/ Hypothetical and Moral? Legal Issues Discussion

- Being a supervisor versus being a therapist
- Being boss versus being collaborative
- When is it necessary to report or encourage reporting?
- Forced belief systems/ practices upon supervisee
- Bartering for supervision hours
- Supervision and record keeping

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Inclusiveness and Multicultural Competence

- Exploring differences and similarities
- Understanding own culture and biases
- Cultural and gender influences
- Political and social Influences

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Case Examples: Ethical, Developmental, Systemic Issues

Class Breakout Discussions

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Legal and Ethical Issues

- Confidentiality
- Relationship Boundaries
- Professional Relationship
- Multiple Relationships: Collegial, Friendships, Rural/Small Communities, Power Imbalances
- Contracting: logistics, supervisory relationships, multiple supervisors, goals, methods, supervisor and self-evaluation frequency and procedures (form), reporting requirements and other ethical considerations, agency specific requirements, emergency procedures, record keeping and hours documentation (form), methods of payment, disagreements, ending/continuing contract.

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Supervision Self Assessment Practice

- What is my philosophy of supervision?
- What are the crucial variables in training & supervision
- How do I consider developmental issues in supervision
- How do I consider the client(s)?
- How do I consider my contextual variables in supervision (gender, race, ethnicity, culture, economics, sexual orientation, marital status, children)?
- How and when do I encourage self of the therapist sharing and conversation?
- How do I measure success in supervision?
- How do I contribute to success in supervision?
- What are my strengths as a supervisor? What are my areas for growth?
- What is the hardest/easiest type of person to supervise? Why?

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Considering LPC-S Certification?

1. Must be an LPC with 5 years experience in setting (3 years post-license)
2. Graduate training in supervision (45 hours) or
3. Professional training in supervision (25 direct hours)
4. Can not be a relative or employed by a relative
5. License can not be lapsed, expired, or subject to the terms of probation, suspension or revocation
6. Apply to the LPC Board (\$100)
7. Can not supervise more than 10 supervisees
8. Renew every 2 years (3 clock hours in supervision-\$50 renewal fee and signed Supervisee Update Form)

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Registration of Supervisor Interns

- Supervisees must submit Supervision forms to the LPC Board
- Part I is completed by the supervisee (Applicant Data and Educational Requirements)
- Part II is completed by both (Practice Setting)
- Part III is completed by both (Board Approved Supervisor Information and Plan of Supervision)
- - A supervisee can have more than one supervision site
- AT THE END OF SUPERVISION, the supervisor completes the Documentation of Experience

Declaration of Practice

Qualification Example: I earned a Masters Degree from The University of Louisiana Monroe in 2009. I am Licensed as LPC-S #1234 with the Louisiana LPC board of Examiners, 8631 Summa Avenue, Baton Rouge, LA 70809, (225) 765-2515. I am a board approved Supervisor for Counselor Interns.

Credential: LPC-S

Intern: "I shall be sharing information anonymously, no names or identifying information, with my professional peers and supervisor in order to provide the best possible services."

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Board Approved Supervisor for MFTs

Must Have:

- 2 years as a LMFT
- Graduate course in MFT supervision, or
- Equivalent course (15 hour didactic and 15 hour interactive)
- 36 hours of supervision of supervision
- 90 hours supervision (2 interns 9 months each- 1-3 years)
- Application fee of \$100
- AAMFT Approved Supervisor Qualifies
- Renewal: 6 hours in MFT supervision and \$100 renewal fee (every four years)

“A supervisor may not have more than a combined total of 10 supervisees, including MFT interns and interns in other disciplines and/or registered supervisor candidates at the same time”

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

The Board Approved Supervisor (BACS)

LCSW license

- Verify at least 3 years of full-time social work experience at the LCSW level
- Two letters of reference (one must be an LCSW)
- Complete a board orientation workshop
- Complete a board approved supervision workshop (theory and techniques of supervision) multiple board-approved supervision training courses
- Appropriately conduct all supervisory duties explicated in the Louisiana State Board of Social Work Examiners' Supervision for Professional Development and Public Protection: Guide (available from the board office)
- Renewal: 3 Pre-approved clock hours in clinical supervision every two years

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

The LMSW Who Pursues the LCSW Credential, or Who Provides Services Which Constitute Psychotherapy Must Be Supervised

Supervision Requirements:

- 2 hours face to face with a BACS during every 80 hours increment of postgraduate social work practice
- Face to face supervision must total at 96 hours
- Minimum of one session per month
- One half may be group supervision

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

Marketing yourself as an LPC-s

Marketing:

LPC Board and other websites

word of mouth

social media – Facebook, Instagram,

LinkedIn

Partnerships with universities

Information to provide:

Name and contact information

Hours of operation

Philosophy

Cost

ABG Professional Development Solutions

Alberta Green, CEO, Ph.D., LPC, LPC-s, NCC

References

- Beanard, J. & Goodyear, R. (2009). Fundamental of Clinical Supervision 3rd. Allyn and Bacon, Boston.
- Burck, C. and Daniel, G. (Eds.)(2010). *Mirrors and Reflections: Processes of Systemic Supervision*. London; Karnac.
- Haley, J. (1996). *Learning and Teaching Therapy*; NY; Guilford
- Lee, R. E., and Nelson, T. S. (2014). *The Contemporary Relational Supervisor*, NY; Routledge.
- Liddle, H., Breunlin, D. & Schwartz, R. (1988). *Handbook of family therapy training and supervision*. NY: Guilford Press.
- Schaal, C. (2022, April 8). *Clinical Supervision Models & Theories*. Study.com.
<https://study.com/academy/lesson/what-is-clinical-supervision-definition-models-policy.html>
- Thomas, F. N. (2013). *Solution Focused Supervision; A Resource-Oriented Approach to Developing Clinical Expertise*. NY; Springer.
- Todd, T. & Strom, C. (2003). *The Complete Systemic Supervisor*. NY; Authors Choice Press.

ABG Professional Development Solutions

Alberta Green, CEO, M.Ed., LPC, LPC-s, NCC

Questions and Answers

Clinical Supervision for LPCs, LMFTs, and LCSWs



**Thank
You!**

Contact Information:

Alberta B. Green, PHD
**ABG Professional Development
Solutions**

Phone: 318-503-0183
Email: alberta.green@abgpds.com

Website: www.abgpds.com