Preparation for Practice--Part B: Supervision and The Field Student

Academic Year 2017/2018
What is Supervision?
Supervision is the relationship between supervisor and supervisee that promotes the development of responsibility, skill, knowledge, attitudes, and ethical standards in the practice of clinical social work. The priority in the supervision process is accountability for client care within the parameters and ethical standards of the social work profession.

NASW
Supervision & the Field Student

Supervision is central to a field student internship.

The expectation is that a student would be engaged in one hour of supervision per week.

The intent is to provide a safe space where students engage in dialogue with a senior social worker to explore field issues, to engage in effective inquiry about what they are experiencing in the placement, and to be supported as a learner.
What Are Typical Topics That Would Be Covered in Supervision?

- Social Work Code of Ethics
- Professional Self
- Communication Skills
- Social Work Practice Skills
- Theoretical Framework
- Safety and Risk Management Issues
Four Goals of Supervision

I. Protect the welfare of the client
II. Promote supervisee growth and development through teaching
III. Monitor supervisee performance and gate keep for the profession
IV. Empower the supervisee to develop skills, awareness, and resources for self-evaluation.
Supervision Agreement

Field Instructor and Student Complete the ASU Supervision Agreement Form found in the ASU Learning Contract. The agreement form is to assist both the field instructor and student in setting up parameters for the supervision.
How Often Would I Meet With My Field Instructor for Supervision?

ASU Field Students are expected to engage in one hour of field supervision per week. Often times supervision may alternate between weekly individual sessions and group sessions depending on the setting.
Issues to Consider When Engaging in Supervision

1. Ground rules and policy regarding confidentiality.
2. Suitability of the type of supervision to the supervisees current needs.
3. The theoretical orientation, methods and techniques that will be used.
4. Emphasis of supervision e.g. process, content and relationship.
5. Practical considerations e.g. office space, frequency, duration, note taking, etc.
7. Goals, aims and objectives of supervision – making them SMART (Specific, Measurable, Attainable, Relevant and Time Limited).
8. Work through the rights and responsibilities of both the supervisee and supervisor.
9. How the effectiveness of supervision will be measured/evaluated.
10. How any problems or conflicts within the supervisory alliance will be handled from both the supervisee and supervisor perspectives.
11. The role of the field liaison assigned by the ASU School of Social Work.
13. How will issues that are outside the competence of the supervisor be handled?
15. The NASW Code of ethics that will be used.
16. How poor or incompetent practice (s) will be addressed from both a supervisee and supervisor perspective.
Supervision Agreement Form

Please Note: In the learning contract you will find the supervision agreement section that you and your field instructor would complete indicating the details of when and how supervision would occur.
Supervision:
3 Basic Functions

1. Administrative
2. Educational
3. Supportive
#1

Supervision:

Administrative Functions

- Monitoring of Policy/Procedures
- Monitoring of Paperwork
- Performance Evaluations
- The Role of Accountability
  - ... agency policy/procedure
  - ... licensure standards/rules
  - ... code of ethics
Most of the supervision focus is on the supervisee’s intervention strategies with clients. However, a considerable portion of supervision revolves around non-direct practice related issues:

- Professional goals
- Preparation for licensing
- Coping with burnout
- Personal development
- Working effectively with other helping professionals
- Conflicts with other professionals.
- Promoting “Good Conduct”
Supervision: Educational Functions

- Training regarding agency procedures
- Training regarding the service population
- Training regarding practice skills
- Development of sound judgment and critical thinking skills
Supervision:
Support Functions

• Provide support and encouragement to help supervisees accomplish the tasks of their job.

• Other Reasons supervisees need emotional support?
  
  – The Role of the Relationship in the Change Process
  
  – Burn-out Issues

  – Countertransference Issues
Legal & Ethical
Our Code of Ethics

ASU Field Instructors and Students are expected to adhere to the NASW Code of Ethics.

NASW Code of Ethics: Supervision References

• Sec. 1.04  Practice only within areas of competence

• Sec. 3.01/3.07 Supervision & Consultation
Promoting Good Conduct

- Promote the supervisee’s ethical knowledge and behavior
- Promote the knowledge and skills required to understand and work effectively with client’s individual and cultural differences
Supervisor’s Legal & Ethical Responsibility

- Supervisor is ultimately responsible, both legally and ethically for the actions of his/her trainees

- Provide feedback and evaluation to supervisees regarding their performance
Supervisor’s Legal Responsibility

Vicarious Liability

The supervisor is responsible for the supervisee’s practice, this includes negligent conduct by the supervisee. Thus the supervisee is responsible for keeping their supervisor informed of all practice issues.
Ethical Dilemmas

Five common areas where ethical dilemmas surface:

1. Informed consent
2. Confidentiality
3. Client Abandonment
4. Utilization review
5. Boundaries
Supervision Formats

Individual supervision
- One-on-one discussion
- Live observation
- Videotaping –
- Audio taping

Group supervision
Supervision Disagreements

What should a student do when there is a disagreement between themselves and their field instructor?

- Talk directly with the field instructor about the matter;
- If not resolved, speak with your field liaison;
- If no resolution, the field liaison will set up a meeting with both student and field instructor to work through the issues.
On completing this section please proceed to the following set of slides:

MSW Students: Part C
BSW Students: Part D