

CLINICAL SUPERVISION – NOT FOR THE FAINT OF HEART

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PLAN FOR TODAY

- A LOOK AT THE LPC LAW
- DISCUSSION OF RECORD KEEPING IN SUPERVISION
- CONCERNS SUPERVISORS MAY FACE
- ETHICAL ISSUES RELATED TO SUPERVISION
- CASES & “SITUATIONS”

LPC SUPERVISION SURVEY OF KNOWLEDGE

1. There are specific guidelines for the maintenance of supervision records.

310:405-11-2 (b) “shall maintain records” **FALSE**

2. Supervision records shall be retained for at least 3 years beyond the termination or completion of the supervised experience.

310:405-1-2 (b) “supervisor shall maintain records for each supervisee for at least five years” **FALSE**

3. Group supervision may be conducted with a maximum of 6 supervisees.

310:405-11-3

TRUE

4. The LPC candidate must be employed at the same facility as the licensure supervisor.

310:405-11-3 (d) (1) (2)

FALSE

Candidates employed at the same facility as a person licensed in OK as LPC, LMFT, LBP, Psychologist, Psychiatrist, LCSW, or LADC and receiving supervision from an approved LPC supervisor.

5. When supervising an LPC candidate, the supervisor must be “on call” to the supervisee on a 24 hour basis and arrange for an alternate supervisor if not available.

310:405-11-4 (3)

TRUE

6. When an LPC candidate moves from internship into employment and retains the clients from his/her internship, she/he may continue seeing those clients while the formal licensure supervision is being approved. This allows for continuity of care for the client.

304:405-11-6 (a)

FALSE

Supervision agreement (with approval date written on it by the Board), Statement of Professional Disclosure and On-site supervisor Verification Form

7. An applicant who completes the required 3000 hours of on-the-job experience but has not yet passed the licensure exam must continue under supervision but the hours of required supervision for the candidate may be reduced.

310:405-11-5 (h)

FALSE

“applicant shall continue to practice under LPC supervisions as described in this subchapter”

8. Applicants for licensure must complete their supervised experience requirement within 5 years from the date of approval.

310:405-11-5 (i)

TRUE

9. The length of each supervision meeting may be adjusted based on the number of hours worked by the supervisee but shall not exceed one and one half hours.

310:405-11-5 (d)

FALSE

Weekly, face-to-face at the ratio of 45 minutes of supervision for every 20 hours of on-the job experience.

10. The 3 hours of required CEUs for approved supervisors must be in a face to face setting.

310:405-17-2 (c)(4)

TRUE

11. Approved supervisors must perform at least 2 observations (live or taped) and consult with the on-site supervisor at least 2 times each six month evaluation period .

310:405-11-5 (j) (k)

FALSE

two observations and one consult

12. As an approved supervisor, I do not need to know most of what has been discussed in the previous statements (1-11). That is the responsibility of the supervisee.

310:405-11-2 (a)

FALSE

“The supervisor and supervisee shall be **jointly** responsible for the following:

(1) Ensuring the requirements under this subchapter are fulfilled”

HOW DO YOU
DETERMINE WHO
WILL SUPERVISE?



SUPERVISION RECORDS

WHY KEEP THEM?

(OTHER THAN THE LAW REQUIRES IT 😊)

WHAT RECORDS WOULD YOU
KEEP?

SUPERVISION PROCESS NOTES

SUPERVISEE: DATE: LENGTH OF SESSION:

SUMMARY:

- 1) Job situation
- 2) Linda
- 3) Mary
- 4) Jim
- 5) Recordings

SUPERVISION NOTES

Therapist: _____ Client: _____

Date	Focus

Notes:

Six Month Supervision Record

Name _____ Date Supv Approved _____

Insurance Co & Renewal Date _____

Site Supv. _____ Contact #s _____

Dates Contacted _____

Tapes

1st 6 mo.—Dates _____

2nd 6 mo.- Dates _____

3rd 6 mo. – Dates _____

IMPORTANT MINUTIA

- Be sure you are using the most current forms. The appropriate evaluation form is dated 4/10/2010
- If you “forget” something, ask for grace—sometimes it is granted 😊
- Remind your supervisee this is a shared process and no one cares about them as much as they do!
- Ethics & Supervision CEUs have to be live
- Workshops & Seminars do not count toward candidates work hours
- Supervision hours are NOT included in the work hours
- 2.25 minutes per hour of work?

BREAK?



SUPERVISORY “GAMES”

adapted from Bradley & Ladany, Counselor Supervision: principles, process and practice, 2001, pp. 49-51

MANIPULATING THE LEVEL OF DEMAND

1. *TWO AGAINST THE AGENCY* – supervisee attempts to convince supervisor to “bend” agency rules “for the good of the client.”

2. *FLATTERY WILL GET YOU EVERYWHERE* - supervisee attempts to soften the evaluative focus on his/her interaction with the client

REDIFINING THE RELATIONSHIP

1. *PROTECT THE SICK AND INFIRM – TREAT ME; DON'T BEAT ME*

Supervisee exposes details of his/her personal life rather than focus on clinical work

2. *EVALUATION IS NOT FOR FRIENDS*

Redefines relationship into a more social and informal interaction = less accountability

3. *MAXIMUM FEASIBLE PARTICIPATION*

Stresses peer relationship giving supervisee extensive power in deciding what he/she needs to know

REDUCING POWER DISPARITY

1. IF YOU KNEW CARL ROGERS LIKE I KNOW CARL ROGERS

Designed to highlight supervisee's intellectual powers and ability to educate the supervisor

2. SO WHAT DO YOU KNOW ABOUT IT?

Supervisee alludes to his/her wealth of information in an area in which the supervisor has little expertise or life experience

CONTROLLING THE SITUATION

1. *I HAVE A LITTLE LIST* – supervisee brings in a series of work-related concerns to control and direct the supervisor's attention away from the trainee & clients
2. *HEAD 'EM OFF AT THE PASS* – supervisee Beats up self in order to solicit reassurance
3. *LITTLE OLD ME* – supervisee gains strength by feigning weakness and seeking a solution from the supervisor asking “What would YOU do?”

CONTROLLING (cont.)

4. *I DID IT LIKE YOU TOLD ME* – an angry game in which the supervisee follows the advice of the supervisor with “spiteful obedience” to put the supervisor on the defensive.

5. *IT'S ALL SO CONFUSING* – supervisee seeks suggestions and guidance from a number of authorities in an attempt to erode the supervisor's authority.

ETHICAL ISSUES

Bradley & Ladany, Counselor Supervision

1. Supervisor Competency as a Supervisor
2. Ability to Work With Alternative Perspectives
3. Financial Issues Related to Counseling
4. Financial Issues Related to Supervision
5. Confidentiality Issues in Supervision
6. Session Boundaries & Respectful Treatment
7. Orientation to Professional Roles & Monitoring of Site Standards

ETHICAL ISSUES

8. Disclosure to Clients
9. Crisis Coverage and Intervention
10. Multiple Roles
11. Performance Evaluation and Monitoring of Supervisee Activities
12. Expertise and Competency Issues
13. Modeling Ethical Behaviors and Responding to Ethical Concerns
14. Multicultural Sensitivity Toward Clients

ETHICAL ISSUES

15. Multicultural Sensitivity Toward Supervisee
16. Differentiating Supervision from Psychotherapy and Counseling
17. Sexual Issues
18. Termination and Follow-up Issues

AMY & ANTHONY

Anthony meets weekly with his supervisor, Amy, for individual supervision. He has completed his hours, passed the tests and is waiting for his license. In what is probably their last formal meeting, Anthony confesses to having a strong attraction to Amy and says he finds it difficult to maintain professional distance with her.

Though she has never overtly indicated it to Anthony, she also feels a strong attraction to him. What should she do?

BRANDON

You have been supervising Brandon for more than a year. His skill level seemed to gradually increase as his case load increased and diversified. However, in the last three months, you have felt that he is no longer progressing. In fact, you have also sensed some negative attitude from him when you have offered constructive criticism—even in the gentlest manner. What would be your next step with Brandon?

CAROL

Carol finished her master's degree in counseling and was offered a job at a local mental health agency. She was told that supervision for licensure would be offered as part of her employment contract. Although the salary was far below what she hoped for, the offer of free supervision made up for that lack. After starting the job, Carol realized quickly that this supervision would be very cursory and haphazard, the excuse being budget and time. However, she was continually reassured by her supervisor that he would sign off on her licensure form anyway. You are a colleague of her supervisor and have developed a casual but comfortable relationship with Carol. She comes to you for help. How would you advise her? (You are not in a position to take her a supervisee)

HARTLEY

During a supervision hour, Hartley confides to his supervisor that his 5-year personal relationship has just ended and that he is in a great deal of pain. As he describes in some detail what happened, he become very emotional. Hartley expresses his concern about his ability to work with clients, especially those who are struggling with relationships. How would you handle this situation?