



SUPERVISION AGREEMENT

Reflective Supervision Model

Reflective supervision provides a safe place for practitioners in the field of early intervention to reflect on their own self awareness, personal feelings, responses, and how that affects the therapeutic process working with families, as well as reflecting on possible causes of feelings and responses of children and families. Reflective supervision sessions provide a safe non-judgmental place to discuss the challenges of work with children and families.

Reflective supervision is a relationship of sharing support, learning, nurturing, understanding and exploring supervisees' emotional response as a parallel to the work in the treatment room. It is a shared experience between supervisor and supervisee in which both parties have knowledge and expertise to offer and are discovering together what is happening in this unique family system. This agreement will also include the supervisee's feedback regarding the supervision experience.

Context and Content of Supervision

Interventionist, OT, SP, and PT

Transdisciplinary group supervision is provided for a minimum of 1 hour a week. Individual consultation occurs on an as needed basis. Information that is discussed in supervision may be disclosed to senior management if related to CDI operations. Supervision is mandatory, however if you are unable to attend, please contact your supervisor.

MFT and MSW

Individual supervision is provided for 1 hour a week and transdisciplinary group supervision is provided for 2 hours a week or more if needed to cover clinical hours. Information that is discussed in supervision may be disclosed to senior management if related to CDI operations. Supervision is mandatory, however if you are unable to attend, please contact your supervisor.

Responsibilities of Supervisor & Supervisee

a. Supervisor:

- Provide consistent, safe and nurturing relationship.
- Provide a positive learning relationship that encompasses respect, encourages autonomy and enhances the training experience.
- Demonstrates cultural congruence in relationship to clients and the supervisory dyad.

- Collaboratively develops goals for supervision with the supervisee.
- Provide training and support in the theoretical orientation(s) directing interventions.
- Provide information about the organization and the supervisees' role within the mission.
- Ensure ethical guidelines and professional standards are maintained.
- Monitor basic micro-skills and advanced skills including transference and counter-transference.
- Direct intervention with a supervisee will occur if minimum competencies are not demonstrated.
- Encourage ongoing professional education.

b. Supervisee:

- Attend supervision in a regular and timely manner.
- Discuss client cases with the aid of written case notes and video tapes.
- Uphold ethical guidelines and professional standards.
- Demonstrates cultural congruence in relationship to clients and the supervisory dyad.
- Verbalize goals of treatment and treatment plan.
- Open to self reflection and one's own emotional process.
- Open to the facilitation of a positive learning relationship encompassing respect, encouraging autonomy and enhancing the training experience.
- Consult supervisor or designated contact person in cases of emergency.
- Maintain a commitment to continued professional education.

NOTES: (expectation of supervision, additional requests for support or feedback process)

Feedback and Evaluation:

It is vital for the supervisory relationship to have open communication. If at any time the supervisor or supervisee feels a concern or conflict, please bring it to the supervision session. We encourage feedback and input from our staff in order to continue to grow and provide the best training experience possible. A formal evaluation of the supervisee will be conducted three months after the start of training and then again 1 year after the internship start date. An unedited video of one counseling session will be reviewed quarterly. Written permission of the client will be required at these times.

Procedural Considerations

Supervisee’s written notes, diagnoses, action plans and videos may be reviewed in sessions. Issues related to the Supervisee’s professional development will be discussed.

Consult supervisor or designated contact person in cases of emergency and implement crisis intervention plan as developed with supervisor.

It is understood that important and sensitive issues experienced in the counseling setting will be raised and addressed in supervision.

This agreement is subject to revision at any time upon request by either Supervisor or Supervisee. The agreement will be reviewed every year on the approval of both the Supervisor and the Supervisee.

We agree, to the best of our ability to uphold the guidelines specified in the supervision contract and to manage the supervisory relationship process according to the ethical principles and code of conduct of the BBS and BOP.

Supervisee’s Signature: _____ **Date:** _____

Supervisor’s Signature: _____ **Date:** _____

This contract is in effect from _____ to _____

Please provide a copy of this form and the Supervisor’s Responsibility Statement to HR.