

Clinical Supervision

Providing Effective Supervision, Navigating Ethical Issues and Managing Risk

This two-day course was developed for experienced, post-graduate, licensed clinicians who are interested in or have been providing clinical supervision. It is an intermediate level course designed to introduce practitioners to best practices for providing clinical supervision. The presentation reviews models of clinical supervision and discusses the advantages and disadvantages of each model, details building blocks for the provision of competent supervision, discusses individual versus group supervision, suggests various observation models to enhance feedback and demonstrates constructive feedback strategies. As supervision is often a multicultural experience, potential supervisors are taught to identify personal values, bias and expectations and utilize skills, techniques and strategies for supervising diverse populations. Every discipline recognizes the importance of clinical supervision in training new practitioners and has established specific guidelines related to supervision, this course reviews the major ethical issues involved in supervision, discusses key legal issues associated with supervision and provides specific risk management strategies to address these ethical and legal issues.

This experiential, in-depth seminar details the supervisory process, answers your questions about ethical issues, risk and liability, and prepares you to deliver competent clinical supervision.

Objectives

1. Develop best practices for providing clinical supervision, including the use of a written supervisory contract and thorough documentation procedures.
2. Analyze models of clinical supervision, including advantages and disadvantages of each.
3. Apply the six building blocks of providing competent supervision.
4. Conduct a self-assessment of your competencies as a supervisor.
5. Demonstrate the use of constructive feedback strategies as they relate to clinical supervision practices.
6. Utilize various observation methods for the purpose of providing ongoing feedback for supervisees to improve their clinical skills.
7. Create a detailed professional development plan for supervisees
8. Establish standards for identifying and addressing cultural or contextual bias within both the supervisory and the therapeutic relationship and developing “cultural humility”.
9. Identify personal values, bias and expectations and use skills, techniques and strategies for supervising diverse populations.
10. Use specific strategies for dealing effectively with an impaired supervisee.
11. Provide timely, clear, descriptive feedback to supervisees using multiple formats, methods and techniques.
12. Recognize the key legal issues and risks involved in being a clinical supervisor, particularly vicarious liability.
13. Articulate the major ethical issues involving supervision including: Competence, due process, informed consent, confidentiality, and multiple/dual relationships.
14. Summarize risk management strategies for supervision.

Speaker

George B. Haarman, PsyD, LMFT, is a Licensed Clinical Psychologist and a Licensed Marriage and Family Therapist with over 40 years of experience working in a variety of settings, including private practice, youth detention centers, juvenile group homes, child protective services, and juvenile probation. Dr. Haarman completed basic and advanced supervisor training required by the Kentucky Board of Psychology Examiners and maintains approval by the Board to act as a supervisor. In his private practice, Dr. Haarman has provided clinical supervision to clinical and counseling practicum students as well as consultation about clinical supervision to psychologists for over 25 years. He is a national speaker on clinical supervision, depression, school refusal, ADHD, emotional disorders in children and adults and the DSM-5®. He is the author of three books: *Clinical Supervision: Legal, Ethical, and Risk Management Issues*, *School Refusal: Children Who Can't or Won't Go to School*, and *Mastering DSM-5®*. Dr. Haarman received his doctorate in clinical psychology from Spalding University in 1989. He has been an instructor at Jefferson Community College, Bellarmine University, and Spalding University.

Speaker Disclosure:

Financial: George Haarman is in private practice. He receives a speaking honorarium from PESI, Inc.

Non-financial: George Haarman is a member of the American Psychological Association; and the Kentucky Psychological Association.

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2-DAY INTENSIVE COURSE

CLINICAL SUPERVISION

Providing Effective Supervision, Navigating Ethical Issues and Managing Risk

Dedham, MA
Monday & Tuesday
May 20-21, 2019



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2-DAY INTENSIVE COURSE

CLINICAL SUPERVISION

Providing Effective Supervision, Navigating Ethical Issues and Managing Risk

- Avoid common legal and ethical problems
- Gain skills for giving effective feedback
- Fresh ideas for established supervision methods

Dedham, MA
Monday & Tuesday
May 20-21, 2019



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Outline

Getting Started: How to Optimize the Initial Supervision Sessions

- Establish roles and responsibilities
- How to write a comprehensive Informed Consent Agreement and Supervisory Contract
- Setting clear expectations for supervision
- Documentation: If it’s not in writing, it didn’t happen
- Types of supervision: Individual, group, team, peer, case consultation

Practice Exercise: Writing a Supervisory Contract for Ned Newbie

The Supervisory Alliance: Building a Foundation for Everyone’s Success

- 10 myths about clinical supervision
- Supervision versus consultation
- Must-have knowledge, skills and attitude of the competent supervisor
- 10 factors contributing to the “best” and “worst” supervisors

The Supervisee’s Bill of Rights

The Building Blocks of Effective Supervision:

- Competence
- Diversity
- Supervisee relationship
- Professionalism
- Assessment/evaluation/feedback

Practice Exercise: Competency-Based Supervisor Self-Assessment

Models of Clinical Supervision: Find the Right Fit for You and Your Setting

Administrative versus clinical supervision

Models of supervision:

- The “No-Model” model
- Apprentice-master
- Expert
- One-size-fits-all
- Psychotherapy-based
- Parallel process
- Interactional
- Relationship

- Developmental
- Holistic

The Evaluation Process: The Key to Effective Supervision

- Legal and ethical implications
- Formats, methods, and techniques
- Formative evaluation versus summative evaluation
- 6 steps for handling a negative evaluation

Give Effective Feedback: Having Hard Conversations

- Six guiding principles for giving feedback
- How to structure constructive feedback
- Improve your constructive feedback skills
- “Unhelpful” constructive feedback
- Practice Exercise: Role Play ---The Supervisor From Hell Provides Feedback To The Problematic Supervisee
- Practice Exercise: Role Play -- The Constructive and Effective Supervisor Meets the Open Supervisee with an Issue

When Problems Arise: Resolve Supervisor/ Supervisee Tensions

- The 8000 pound elephant in the room
- 20 practical prevention strategies to avoid problems
- Common problems in supervision
- How to assess for supervisee limitations and impairment

Strategies for dealing with an impaired supervisee

Impairment and gatekeeping

How to write a Professional Development Plan

Practice Exercise: Writing a Performance Improvement Plan for Peter Problematica

Cultural Competence: Proactive Treatment of Cultural Differences

- When the supervisor-supervisee dyad is impacted
- Methods for introducing the topic of multicultural differences
- A continuum of cultural competence
- Cultural humility

Ethical and Legal Issues in Supervision: Protect Yourself, Your License, Your Agency and Your Client

- Legal primer for mental health practitioners
- Standard of Care for supervision
- Supervisory negligence/malpractice
- Who’s responsible? Direct and vicarious liability
- Ten activities required for ethical supervision
- Core ethical principles
- Supervisory ethical violations
- Major ethical issues related to supervision

- Competence
- Due process
- Informed consent
- Confidentiality
- Multiple/dual relationships
- And more!

Boundary crossings versus boundary violations

Sexual misconduct

Social boundaries: Factors to consider

Limitations of the research and potential risks

Target Audience:

- Counselors
- Social Workers
- Psychologists
- Case Managers
- Addiction Counselors
- Marriage & Family Therapists
- Psychotherapists
- Other Mental Health Professionals

Live Seminar Schedule (each day)

- 7:30 Registration/Morning Coffee & Tea
- 8:00 Program begins
- 11:50-1:00 Lunch (on your own)
- 4:00 Program ends

There will be two 15-min breaks (mid-morning & mid-afternoon). Actual lunch and break start times are at the discretion of the speaker. A more detailed schedule is available upon request.

Questions?

Call customer service at 800-844-8260



PESI Inc. is proud to offer this seminar (at these locations only) free of charge (on live seminar tuition) for veterans and active duty military personnel. Advanced online registration required.



Hassle-Free Cancellation Policy: If you contact us before the event date, you can exchange for a certificate to attend another seminar, or receive a tuition refund less a \$60 cancel fee. Substitutions are permitted at any time.

Have a seminar idea? A manuscript to publish? The nation’s top speakers and authors contact PESI first. If you are interested in becoming a speaker or have a new topic idea, please contact Kate Sample at ksample@pesi.com or call 715-855-5260.

Live Seminar Continuing Education Credit Information for the Entire Course

Credits listed below are for full attendance at the live event only. After attendance has been verified, pre-registered attendees will receive an email from PESI Customer Service with the subject line, “Evaluation and Certificate” within one week. This email will contain a link to complete the seminar evaluation and allow attendees to print, email or download a certificate of completion if in full attendance. For those in partial attendance (arrived late or left early), a letter of attendance is available through that link and an adjusted certificate of completion reflecting partial credit will be issued within 30 days (if your board allows). Please see “LIVE SEMINAR SCHEDULE” on this brochure for full attendance start and end times. NOTE: Boards do not allow credit for breaks or lunch.

If your profession is not listed, please contact your licensing board to determine your continuing education requirements and check for reciprocal approval. For other credit inquiries not specified below, or questions on home study credit availability, please contact cepses@pesi.com or 800-844-8260 before the event.

Materials that are included in this course may include interventions and modalities that are beyond the authorized practice of mental health professionals. As a licensed professional, you are responsible for reviewing the scope of practice, including activities that are defined in law as beyond the boundaries of practice in accordance with and in compliance with your profession’s standards.

PESI, Inc. offers continuing education programs and products under the brand names PESI, PESI Healthcare, PESI Rehab and Psychotherapy Networker.

ADDITION COUNSELORS: This course has been approved by PESI, Inc., as a NAADAC Approved Education Provider, for 12.5 CE in the counseling services skill group. NAADAC Provider #77553. PESI, Inc. is responsible for all aspects of their programming. Full attendance is required; no partial credit will be awarded for partial attendance.

COUNSELORS: This intermediate activity consists of 12.5 clock hours of continuing education instruction. Credit requirements and approvals vary per state board regulations. Please save the course outline, the certificate of completion you receive from the activity and contact your state board or organization to determine specific filing requirements.

MASSACHUSETTS COUNSELORS: Application for MaMHCA/MMCEP continuing education credits has been submitted. Please contact us at 800-844-8260 or info@pesi.com for the status of LMHC CE certification.

MARRIAGE & FAMILY THERAPISTS: This activity consists of 760 minutes of continuing education instruction. Credit requirements and approvals vary per state board regulations. You should save this course outline, the certificate of completion you receive from the activity and contact your state board or organization to determine specific filing requirements.

MASSACHUSETTS MARRIAGE & FAMILY THERAPISTS: This course has been submitted for review for continuing education approval. Credit is pending.

PSYCHOLOGISTS: PESI, Inc. is approved by the American Psychological Association to sponsor continuing education for psychologists. PESI maintains responsibility for this program and its content. PESI is offering this activity for 12.5 hours of continuing education credit. Full attendance is required; no partial credits will be offered for partial attendance.



SOCIAL WORKERS: PESI, Inc. Provider #:1062, is approved as a provider for social work continuing education by the Association of Social Work Boards (ASWB), www.aswb.org through the Approved Continuing Education (ACE) Program. PESI, Inc. maintains responsibility for the program. ASWB Approval Period: January 27, 2017 - January 27, 2020. Social workers should contact their regulatory board to determine course approval for continuing education credits. Social workers participating in this course will receive 12.5 (Clinical Practice) continuing education clock hours for this Intermediate course. A certificate of attendance will be awarded at the end of the program to social workers who complete the program evaluation. Full attendance is required; no partial credits will be offered for partial attendance.

OTHER PROFESSIONS: This activity qualifies for 760 minutes of instructional content as required by many national, state and local licensing boards and professional organizations. Save your course outline and certificate of completion, and contact your own board or organization for specific requirements.

How to Register 2 Day Intensive Course: Clinical Supervision: Providing Effective Supervision, Navigating Ethical Issues and Managing Risk

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Check Tuition:

Tuition with seminar manual

- Early Bird Tuition \$399.99 per person (postmarked 3 weeks prior to event) -gr- for two or more people registering together.
- Standard Tuition \$439.99 per person

Indicate method of payment:

ALL REGISTRATIONS MUST BE PREPAID. Purchase orders welcome (attach copy).

Check enclosed payable to PESI, Inc.

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ADA NEEDS

We would be happy to accommodate your ADA needs; please call at least two weeks prior to the seminar date.

WALK-INS

Walk-ins are welcome but admission cannot be guaranteed. Call M-F 7:00-6:00 Central Time for space availability if registering within one week of seminar.

TUITION OPTIONS

- FREE Military Tuition: PESI Inc. is proud to offer this seminar (at these locations only) free of charge (on live seminar tuition) for veterans and active duty military personnel. Advanced online registration required.
- \$60 Tuition: If you are interested in being our registration coordinator for both days, go to: www.pesi.com/coord for availability and job description, or call our Customer Service Dept. at 800-844-8260.
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