

BCACC Supervision of Supervision Orientation

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Purpose

To provide information regarding BCACC's implementation of Supervision of Supervision (SoS) (aka Meta-supervision, Supervision Mentoring, Consultative Supervision)

To create a platform to dialogue with individuals interested in becoming Supervisors of Supervision.

BCACC History of Clinical Supervision Development

Current Legacy Stats, Aug 12, 2024

- RCC-ACS 458
- RCC-ACS Provisional 62
- Application completed, waiting to review 50

ACS Regular Pathway Stats since March 1, 2024

- Applications received 28

- 2017 – Formation of a 3-member clinical supervision taskforce; began to develop a legacy application process for current members with supervision training and experience to become BCACC designated Approved Clinical Supervisors (ACS).
- 2019 – BCACC clinical supervision committee (CSC) was created and four additional clinical members were added. Continued revisions and refinement of the legacy application process occurred.
- 2020 - Implementation delayed due to COVID 19.
- 2022 January - Launch of a 2-year legacy application period, ending February 2024.
- The CSC together with BCACC member services staff continued to develop a regular pathway for new applicants to become ACSs.
- 2024 March – Launch of the ACS Regular Pathway
- Here we are! Needing Supervisors of Supervision for the incoming regular pathway applicants.

Definitions and Descriptions of Clinical Supervision and Metasupervision/SoS

- **Clinical Supervision** is a planned, goal- directed and systemic activity that takes place on a regular basis and is contracted between a more experienced and trained clinical supervisor and a trainee/counsellor/ supervisee. It is the oversight of a counselling/therapy practice.
- **Metasupervision or Supervision of Supervision (SoS)** refers to the supervised practice of a qualifying supervisor-in-training (SIT) also known as a supervisor candidate.
- However, metasupervision is also gaining ground as a significant practice for newly credentialed supervisors, as well as experienced supervisors and may also be referred to as supervision mentoring (CACFT) or consultative supervision (UK/Australia).

Goals of Supervision of Supervision

1. Cocreate a safe learning environment and an authentic SoS relationship.
2. Recognize the ethical imperative that clinical supervisors require supervision education, training, and supervised experience.
3. Oversee the application of clinical supervision theories and a developmental approach to supervision practice.
4. Structure supervision sessions using various modalities and process models of supervision in both individual/paired and group supervision.
5. Evaluate the development of appropriate clinical skills and competencies of trainees/counsellors/ supervisees.
6. Engage in self-reflective practice, both as a supervisor candidate and SoS.
7. Manage and resolve theoretical/therapeutic differences and interpersonal tensions.
8. Provide effective assessment and evaluation as well as a gatekeeping role in the profession.
9. Facilitate the development of a supervisor candidate's personal philosophy and style of supervision practice.

Key Competencies for Supervisor Candidates

SoS is the supervision of clinicians who are in training to develop their supervisory relationship and skills and/or enhance their existing supervision practice.

- Facilitate a collaborative, respectful relationship.
- Apply the principles of adult learning theory to supervisory interactions.
- Ability to monitor the supervisee's developmental progress and learning needs.
- Work with a variety of supervision theories, models and approaches.
- Demonstrate awareness of ethical, legal and professional issues.
- Practice multicultural competencies and humility.
- Use of live/video material and self-reflective practices.
- Develop and practice a range of supervision feedback and evaluation skills.
- Develop a professional identity as a supervisor

BCACC Qualifications for Supervisor of Supervision

- minimum of a Master's degree in counselling or related field.
- clinical supervisor who is certified/approved/designated by a professional/regulatory body (e.g. BCACC-ACS, CCPA -CCS, CACFT-S, etc); OR, pre-approved by BCACC on an individual basis..
- minimum of 5 years of clinical supervision experience.
- participated in receiving or providing supervision of supervisors.
- willing to attend BCACC's SoS orientation.

Roles and Responsibilities/Process

- Ensure philosophies of supervision, their clinical approaches, and their interpersonal styles are compatible.
- Contract discussed and signed; fees, duration and frequency of meeting, outline responsibilities of both parties, ethical practice, etc.
- Schedule and structure meetings based on supervisor candidate's learning objectives and required competencies of clinical supervisors.
- Provide a comprehensive oversight of the supervisor candidate's supervision of counsellors/trainees/supervisees.
- Provides direct supervision of supervision; in-person or online; watching or observing a video of the supervision session.
- Provides indirect supervision of supervision: session with a candidate, self reporting, no live material.
- Monitor reflective practice of supervisor candidates.
- On-going assessment, feedback and submission of a final evaluation report to BCACC.
- Review of the supervisor candidate's Clinical Supervision Philosophy paper.

Expanded Identity of a Supervisor of Supervision

- Learn to think and view oneself as a SoS; shift from clinical supervisor to trainer/educator/evaluator role.
- Shift in language and terminology; from supervision of counselling and therapy to supervision of supervision practice.
- Understand adult learning; visual, auditory, and kinesthetic.
- Engage in self-reflective and assessment practices.
- Comfortable and competent in the role of evaluation and gatekeeping.
- Foster and invest in developing leadership qualities and functions.
- Engage in on-going professional development and provision of PD for practicing supervisors.

Documentation



SOS ROLES AND
RESPONSIBILITIES



PROFESSIONAL
DISCLOSURE STATEMENT



SUPERVISOR OF
SUPERVISION CONTRACT



ACS Candidate Training Component Plan Checklist

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- ☐ **I have taken a 30–36-hour fundamental clinical supervision course**
 - Before providing clinical supervision for the training component of the ACS program
 - Within the last 5 years of the application submission

- ☐ **I have a Supervisor of Supervision who**
 - has a minimum of master's degree in counselling psychology or in a related field
 - is a certified/designated supervisor from a professional/regulatory body (e.g., RCC-ACS, CCS, CACFT-S, CACFT-SM etc); or pre-approved by BCACC
 - has a minimum of 5 years of clinical supervision experience
 - has participated in receiving or providing supervision of supervision and is willing to attend BCACC's Supervisor of Supervision orientation
 - can provide at least 18 regularly scheduled supervision-of-supervision sessions, a minimum of one hour per session

- ☐ **I have discussed and signed a supervision of supervision contract**

- ☐ **I have read and understood the supervisor of supervision's professional disclosure statements**

- ☐ **I have personalized supervision contract and professional disclosure statement templates and will submit copies to BCACC as a part of the training component documentation**

- ☐ **I am aware of the following requirements of supervised practice**
 - At least 100 hours of supervision should be provided by the applicant within 12 to 24 months.
 - Out of the 100 hours, at least 70 hours should be individual/paired supervision and rest of the hours can be group supervision facilitated by the applicant.
 - At least 4 supervisees should be supervised by the applicant within 12 to 24 months.
 - Each supervisee should have at least 3 month-long period of supervision relationship with the applicant considering the preferred ratio of 1 individual supervision hour per 5 client contact hours.

Signature

Signature: _____

Date: _____

A pair of black-rimmed glasses is positioned diagonally across the upper half of the image, resting on a stack of papers. The entire scene is overlaid with a semi-transparent blue filter. The text 'Supervisor of Supervision Contract Sample' is written in a white, sans-serif font across the lower half of the image.

Supervisor of Supervision Contract Sample

Supervisor of Supervision Contract Sample (Pg 1)

BCACC Supervision of Supervision Contract (Sample Template)

A Supervision of Supervision Contract must be completed by a qualified Supervisor of Supervision (SoS) and Supervisor Candidate. This contract sets out the parameters of the working relationship based on the BCACC requirements of a 100 hours of supervised practice of supervision and a minimum of 18 hours of supervision-of-supervision.

Supervisor-of-Supervision Information:

Full Name: _____

Professional Association/Regulatory Body Membership: _____

Supervisory Designation (e.g., RCC-ACS, CCS, CAMFT-S): _____

Contact Information:

- Phone # _____
- Email Address _____

Supervisor Candidate Information:

Full Name: _____

Supervisor candidate BCACC Member Number # _____

- Phone # _____
- Email Address _____

Schedule of Meetings - Minimum 18 hours of Supervision of Supervision within a 12-24 month period

Fee for Service – Rate based on a 60-minute hour of supervision of supervision

Supervisor of Supervision Contract Sample (Pg 2)

Supervision of Supervision Process and Style

- Preference to meet face-to-face, however, virtual online sessions may occur.
- Both direct and indirect supervision of supervision will be practiced; self-reporting as well as live or recorded sessions of supervision practice are required.
- _____

Supervisor Candidate's Learning Preferences

Supervisor of Supervision Responsibilities

- Engage in a collaborative, respectful manner.
- Prepare for and structure each supervision of supervision session based on the supervisor candidate's learning objectives.
- Provide feedback at each session and a formal evaluation after completion of the supervision of supervision contract.
- Review supervisor candidate materials (assignments, reflective practices, videotapes, etc.)
- Complete supervision of supervision record at each session.
- Provide guidance for the supervisor candidate's development of a philosophy of supervision.

Supervisor Candidate Responsibilities

- Prepare for and attend scheduled sessions.
- Complete homework or assignments.
- Watch videotapes of supervision sessions and complete a tape critique.
- Keep supervisor of supervision informed regarding all supervisory issues and progress.
- Maintain liability insurance at all times
- Complete supervision records of each trainee/supervisee.

Supervisor Candidate Learning Goals for Supervision-of-Supervision

Supervisor of Supervision Contract Sample (Pg 3)

Methods of Evaluation

- SoS will provide on-going feedback at each supervision of supervision session.
- A collaborative narrative evaluation will occur between the SoS and the supervisor candidate at midpoint (or as necessary) of the supervision of supervision relationship and learning progress.
- The SoS will review the Philosophy of Supervision paper and process the learning with the supervisor candidate.
- A formal final evaluation will be completed and discussed with the supervisor candidate and submitted to BCACC following the completion of all requirements.

Ethical Standards of Conduct

- Compliance with BCACC Code of Ethics and other applicable Professional Codes of Ethics.
- Clients are informed that supervision of the counsellor/therapist is occurring by a supervisor candidate who is receiving supervision of supervision from an SoS.
- Identify limits of confidentiality in the supervision of supervision relationship.
- Discuss the inevitability of multiple relationships in the context of a supervision of supervision relationship.
- Ensure professional liability coverage of the supervisor candidate.
- Process and manage any disagreements or complaints.

Process and Contacts in Case of Emergency

Terms of the Contract

We have agreed, to the best of our ability, to uphold the terms of this supervision of supervision contract and to conduct our interactions according to the ethical principles of our professional associations.

Supervisor Candidate _____ Date _____

Supervisor of Supervision _____ Date _____

A close-up photograph of a person's hands writing on a document with a black pen. The image is overlaid with a semi-transparent blue filter. The text 'Supervisor of Supervision Professional Disclosure Statement Sample' is written in white, bold, sans-serif font across the center of the image.

Supervisor of Supervision Professional Disclosure Statement Sample

Professional Disclosure Statement Sample (Pg 1)

Supervisor-of-Supervision Professional Disclosure Statement (Sample Template)

Name & Titles
Business Address
Contact information

Supervisor of Supervision Qualifications

- The SoS's relevant degrees, discipline of degree and year degree received.
- All relevant credentials (professional registrations, licenses, certificates, etc.).
- Clinical Experience: Number of years and a brief description of preferred theoretical orientations and models of counselling/therapy
- Clinical Supervision Experience: Documentation of clinical supervision education/training, and experience in providing supervision, teaching, and research.

Nature of Supervision of Supervision

- Briefly present your understanding of the nature of change and clinical supervision practice.
- Provide a general statement addressing the models, theories and approaches to clinical supervision.
- Identify key elements of your philosophy and style of clinical supervision.
- Identify the differences between clinical supervision of counselling/therapy and supervision of supervision for supervisor candidates and/or credentialed practicing supervisors.
- Provide a description of feedback and evaluation procedures used in supervision of supervision as well as gatekeeping responsibilities of the profession.

Goals of Supervision of Supervision

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- Guide the structuring of supervision sessions using various modalities and process models of supervision in both individual/paired and group supervision.
- Evaluate the development of appropriate clinical skills and competencies of trainees/counsellors/ supervisees.
- Engage in self-reflective practice, both as a supervisor candidate and SoS.
- Manage and resolve theoretical/therapeutic differences and interpersonal tensions.
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- Facilitate the development of a supervisor candidate's personal philosophy and style of supervision practice.

Ethical Practice in Supervision of Supervision Practice

- Identify limits of confidentiality as it pertains to supervision of supervision.
- Discuss the multiple relationships that may occur in a supervision of supervision relationship.

Professional Disclosure Statement Sample (Pg 2)

- Present the possibility of shared information with association or regulatory bodies and, reference/recommendation requests for certification, licensure or a job.
- Professional relationships may overlap in academia, conferences, educational offerings, etc.
- Professional liability coverage of supervisor candidates
- Security of documents
- Emergency procedures

Scheduling and Session Fees

- Agree to length of contract and frequency of sessions.
- Length of each session and rate per 60-minute hour.
- Specific additional fees charged for viewing recordings, completion of documentation and report-writing as applicable.
- Methods of payment accepted (cash, check, credit card, e-transfer, etc).

Supervisor Candidate Responsibilities in Supervision

- Prepare for and attend scheduled sessions.
- Complete homework or assignments.
- Watch videotapes of supervision sessions and complete a tape critique.
- Keep supervisor of supervision informed regarding all supervisory issues and progress.
- Maintain liability insurance at all times
- Complete supervision records of each trainee/supervisee.

Supervisor of Supervision Responsibilities

- Engage in a collaborative, respectful manner.
- Prepare for and structure each supervision of supervision session based on the supervisor candidate's learning objectives.
- Provide feedback at each session and a formal evaluation after completion of the supervision of supervision contract.
- Review supervisor candidate materials (assignments, reflective practices, videotapes, etc.)
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- Provide guidance for the supervisor candidate's development of a philosophy of supervision.

Process of Addressing Concerns and Conflicts (Describe)

Emergency Contact

- In case of emergency, you can reach me by phone () _____.
- Other resources in case of emergency.

Closing Statement (By supervisor of supervision)

I have read and understand the information provided in this document regarding the parameters of a supervision of supervision relationship.

Supervisor Candidate _____ Date: _____

Supervisor of Supervision _____ Date: _____

Evaluation Expectations and Templates



Evaluation expectations
and responsibilities of
the SoS



Self-evaluation of
supervisor candidates



Present evaluation form
with rubric

Evaluation Rubric Chart

| | Definition |
|---------------------|--|
| Exceed Expectations | The candidate demonstrates an excellent understanding of the concept or learning objective and consistently applies it to their overall framework. |
| Meet Expectations | The candidate demonstrates a general understanding of the concept or learning objective and can apply it to their overall framework. |
| Developing | The candidate may have some understanding of the concept or learning objective but struggles to apply it to their overall framework. |

Evaluation Learning Objectives

- The supervisor candidate understands the major clinical supervision models philosophically.
- The candidate can describe a personal supervision model drawn from the existing supervision models and can demonstrate implementation of their chosen models in their practice as needed.
- The candidate shows professionalism (i.e., punctuality, engagement, preparedness) in their supervision-of-supervision sessions and supervision practice.
- The candidate can facilitate the healthy and ethical processing and evaluation of the supervisor-clinician-client relationships.
- The candidate can identify and evaluate clinical challenges in the clinician-client relationships.
- The candidate can identify and navigate clinical diversity in the supervisor-clinician relationships.

Evaluation Learning Objectives (Cont.)

- The candidate can structure their supervision, address challenges, and respond appropriately with supervisory interventions in different session styles/settings.
- The candidate understands the ethical and legal responsibility of a clinical supervisor.
- The candidate demonstrates clear and appropriate professional boundaries and ethical behaviour with the supervisees.
- The candidate is aware of power and privilege considerations (such as culture, gender, ethnicity, and social location) and demonstrates their awareness and sensitivity to these dynamics in the relationship with the supervisees.
- The candidate can build a supportive, open learning environment and encourage the development and creativity of the supervisees.
- The candidate is aware of the different stages of development of the supervisee and can adapt the supervision as needed.

Evaluation Learning Objectives (Cont.)

- The candidate understands the diverse adult learning styles.
- The candidate is knowledgeable of resources to support their supervisees' development.
- The candidate can facilitate the different development of the supervisees in their unique therapist self.
- The candidate can provide formative/corrective evaluative feedback to the supervisees through thoughtful, respectful, and supportive communication.
- The candidate can arrange a clear contract for supervision from the beginning of the supervisory relationship with the supervisees and utilize the contract in a meaningful manner throughout the process.
- The candidate can demonstrate self-reflection, identify their own development as a supervisor, and recognize room for further growth.

Ethical Considerations

Competence

Boundaries and Multiple
Relationships

Professional Disclosure Statement

Feedback

Specialization

Legal Considerations



LICENSURE AND
CERTIFICATION



LIABILITY



DOCUMENTATION



MANDATED
REPORTING



RISK
MANAGEMENT

References

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- Hawkins, Peter. & McMahon, Aisling. (2020). Supervision in the helping professions, London: Open University Press, (Chapter 9, p.157-179).
- Shepard, B., Martin. L. & Robinson, B. (Ed.). (2016). Clinical supervision of the Canadian counselling and psychotherapy profession, Ottawa: Canadian Counselling and Psychotherapy Association, (Chapter 4. p.100-112).
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