

CCPA NATIONAL CLINICAL SUPERVISION FRAMEWORK: AN OVERVIEW

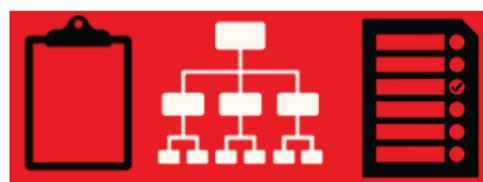


DOMAIN 1: PROFESSIONAL PREPAREDNESS

Clinical supervisors hold a graduate degree in counselling or a related discipline. Additionally, they have education and training in clinical supervision. They are able to articulate their personal model of clinical supervision and can conduct clinical supervision using various modalities to meet supervisees' needs. Clinical supervisors remain current by engaging in ongoing professional development related to both counselling and clinical supervision.

DOMAIN 2: STRUCTURING

Organizing the supervisory experience requires managerial competence. Developing a professional disclosure statement and supervision contract, and explicitly outlining roles, rights, and responsibilities of both supervisees and supervisors, provides the building blocks for the supervisory relationship and process.



DOMAIN 3: RELATIONAL

Regardless of the clinical supervision model(s) espoused, clinical supervisors must facilitate the establishment, strengthening, and growth of the supervisory relationship. Effective clinical supervisors create an open, safe, and encouraging supervisory environment that allows for the personal growth of supervisees and the development and refinement of their conceptual and technical competencies.

DOMAIN 4: ASSESSMENT, FEEDBACK, EVALUATION, AND REPORTING

“Evaluation is an essential and defining component of clinical supervision” (Ladany & Bradley (2010, p. 337) and is undertaken as a collaborative process with the supervisee. The processes of assessment and evaluation include setting goals, monitoring progress toward those goals, and delivering concrete, constructive, timely, and ongoing feedback prior to summative evaluation and reporting. Supervisors serve as gatekeepers to the profession, and duty to the public takes precedence in final evaluations.

DOMAIN 5: ETHICAL, LEGAL, AND REGULATORY

As gatekeepers of the profession, clinical supervisors must be well informed about ethical, legal, and regulatory standards for practice. The focus is always on safeguarding the wellbeing of clients and the public at large. Clinical supervisors articulate and model how they resolve ethical dilemmas and discuss direct and vicarious liability with supervisees. An informed consent agreement is a first step in reducing the potential for ethical transgressions.

DOMAIN 6: DIVERSITY AND SOCIAL JUSTICE

Intracultural and intercultural dynamics are inherent in the clinical supervision process. Culturally relevant clinical supervision must acknowledge and explicitly address cultural differences, validate cultural identities, and explore power, privilege, and intersectionality in the supervisory relationship. Supervisor self-awareness, openness to vulnerability, and humility are key attributes that are consonant with a valuing of diversity and commitment to social justice.



DOMAIN 7: PROFESSIONALISM

Professionalism is a core competency in clinical supervision and manifests in beliefs, attitudes, values, and manner of conduct. Professionalism is associated with a well-developed sense of professional identity that is cultivated by membership and active involvement in professional associations and regulatory colleges, ongoing formal and informal education and professional development, and clinical supervision across the career span. Clinical supervisors intentionally foster professional identity development in supervisees.

