

## Clinical Supervision Foundations E-Learning Course

### Overview

The Clinical Supervision Foundations course was developed as an introduction to the essential elements of supervisory practice. In response to the need for an educational program which helps supervisors qualify for credentialing, the course presents participants with the knowledge and skills necessary to assure quality of care and promote the professional development of addictions counselors. The 14.0-hour (13.5 NASW), ten-module online course is self-paced, and can be taken as a standalone. It is intended to introduce basic concepts and resources, while providing a conceptual overview of the work of a clinical supervisor.

### Successful Completion

This course offers up to 14.0 contact hours for NAADAC and 13.5 contact hours for NASW. To receive contact hours, participants must submit a completed evaluation and request for credit form and complete the course with a satisfactory grade of 80% or higher on all module quizzes. NASW, NAADAC and non-CE Certificates of Completion are available immediately for electronic download upon satisfactory completion of the course.

### Objectives

#### Module 1 Objectives:

- Define clinical supervision.
- Describe the responsibilities of the clinical supervisor.
- Identify the role of the clinical supervisor
- Distinguish between clinical supervision, administrative supervision, and counseling

#### Module 2 Objectives:

- Recognize that various models can be applied to clinical supervision.
- Recognize what description dimensions are and how they are influenced by personal preference.
- Differentiate key aspects of selected treatment-based and integrated models
- Apply new learning to case studies

#### Module 3 Objectives:

- Recognize the value of an effective supervisory alliance.
- Describe the parallel process in relation to the supervisory alliance.
- Identify key factors that can either strengthen or compromise the supervisory alliance.
- Recognize interpersonal conflict and resistance in supervision and identify methods to minimize or resolve such conflicts

#### Module 4 Objectives:

- Define the different modalities used in clinical supervision and the value of each.
- Select the most appropriate modality in a sample situation.
- Describe methods of clinical supervision including their function, advantages, and disadvantages.
- Identify key requirements and challenges when using direct observation, both live and recorded.
- Describe techniques of clinical supervision including modeling, skill demonstrations, and role playing.

#### Module 5 Objectives:

- Describe the developmental skill levels counselors experience.
- Define the characteristics for each stage of development and relate these characteristics to a supervisory approach.
- Explain the developmental levels and characteristics experienced by supervisors in the three states of growth.
- Describe the steps necessary to develop an effective mentoring relationship.
- Recognize the differences in learning styles and identify one's own style of learning.

#### Module 6 Objectives:

- Recognize the role of evaluation in clinical supervision.
- Explore how TAP 21 Rating Forms and the Rubrics can be used as evaluation tools.
- Recognize the value of strength-based feedback using the "Praise Sandwich" method and the ORAL model.
- Recognize the value of structure in the supervisory interview.
- Recognize the process in creating a Professional Development Plan to improve performance.

#### Module 7 Objectives:

- Reflect upon the cultural context of the clinical supervisor relationship.
- Gain awareness of how one's attitudes, beliefs, and perceptions are a product of one's life experience.
- Begin to assess your level of cultural competence.

#### Module 8 Objectives:

- Define ethics.
- Describe ethical principles as they apply to supervision in addictions counseling.
- Identify legal considerations that affect clinical practice.
- Explore the concept of vicarious liability.
- Describe an ethical decision-making model

#### Module 9 Objectives:

- Realize the importance of time management in supervision.
- Utilize techniques for managing conflict.
- Recognize your role in ensuring compliance with regulatory authorities, contractors, and agency policies and procedures.
- Recognize the differences between clinical supervision, administrative supervision, and counseling.
- Describe the additional duties and tasks of administrative supervision.

#### Module 10 Objectives:

- Define Leadership and its importance in a clinical supervision setting.
- Describe the basic concepts of emotional intelligence and its application in the role of clinical supervisor.
- Identify the competencies and qualities of effective leadership.

#### **Presenters**

Mitchell Doig, CADC II; Maxine Henry, MSW, MBA; Paul Hunziker, MA, LMFT, SUDP; Megan Kiernan, LCMHC, LADC and Lynsey Parrish, LICSW.

#### **Planning Committee**

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**Commercial Support** – There is no commercial support for this program.

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#### **Accreditation Statements:**

##### **National Association of Social Workers (NASW)**

This program is approved by the National Association of Social Workers (Approval # 886867499-8705) for 13.5 continuing education contact hours.

**Association for Addiction Professionals (NAADAC)**

This course has been approved by The University of Missouri-Kansas City (UMKC) School of Nursing and Health Studies, as a NAADAC Approved Education Provider, for 14.0 CE(s). NAADAC Provider #64973, The University of Missouri-Kansas City (UMKC) School of Nursing and Health Studies is responsible for all aspects of its programming.

**Enduring Materials** – Contact hours will be awarded for this program through December 31, 2026.

Contact Angela Bolen at [bolena@umkc.edu](mailto:bolena@umkc.edu) or 816-235-6611 if you have questions regarding continuing education credit.