

Traditional Supervision Guidelines

Supervision should take many forms. It should be thought of as a process rather than an event or single repetitive action. The Supervisor should have skills or training in effective supervision which will be completed in a multidimensional way. Effective supervision requires that the supervisee is allowed to apply their own skills with direct as well as indirect oversight. This may at times involve live observation, case staffing or presentation, review of clinical notes, and dialogue regarding critical thinking and decision making relative to the processes incorporated by the counselor.

To ensure the most effective supervision/supervisee experience, the NDBCE strongly suggests the supervisor be on-site to provide immediate supervision, consultation and peer support. Optimal supervision experience takes place in a hospital setting, social service agency or mental health center, as opposed to a private practice setting that can be isolating and does not lend itself to the variety of experience and supervision needed.

The LAPC license status and supervision need to be documented in the informed consent agreement.

The supervision process involves the supervisee being active in on-going counseling sessions with clients, including treatment plans and progress notes. Intake or case management events do not qualify. At least ten separate clients must be seen during each year of the two year LAPC licensure, and the supervisee must log at least 400 client contact (counseling) hours. A group can count as one client.

A minimum of 100 hours of direct supervision must be received at regular and consistent intervals throughout the two year LAPC licensure. A proposed schedule of supervisor/supervisee meetings must be included in the Plan of Supervision, and any interruption of supervision or deviation from the approved Plan must be sent to the board immediately. The Plan of Supervision should also include the Supervisor's credentials and title and/or job description, and the supervisee's job description.

Supervisors must hold credentials equal to or greater than those the supervisee is seeking. This would include LPC, LPCC, LICSW, Licensed Psychologist, etc. The supervisor must be a Masters Level (or higher) licensed practicing mental health professional.

Supervision is a very fluid and active process that requires observation, interaction and communication on both parts to be successful.