



Supervisor Training & Approval Program

Evaluation of Recorded Supervision Session [ERS]

These seven areas will be used to assess supervisory practice competence:

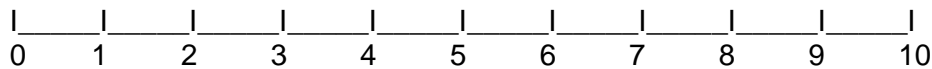
1. Positive supervisor characteristics (warmth, support, care, respect etc).
2. A range of roles as appropriate to session (e.g. teacher, evaluator).
3. Effective administration and structure in session.
4. Effective supervisory skills (constructive feedback, good listening skills).
5. Evidence of an effective Supervisory Alliance.
6. Degree of knowledge of content specific to speciality area, and of important aspects of psychology in general.
7. Appropriate ethical behaviour and knowledge, and evidence of supervisor acting according to range of supervisory responsibilities.

Supervisor's Name: _____

Evaluator's Name: _____

Directions

The following scale is used to rate the supervisory functions, ranging from 0 (extremely poor) to 10 (extremely high). A rating below 5 indicates supervisory standards were not met. (Most of these points will be relevant to each supervisory session, a few may not be).



Participants will have to demonstrate some aspects in their recording of each of the seven areas indicated above. However, it is not expected that all assessments will demonstrate all of the possible aspects of supervision as indicated by the range of questions. Please do not orchestrate a recording which attempts to meet all criteria. The recording should reflect an authentic supervisory session.

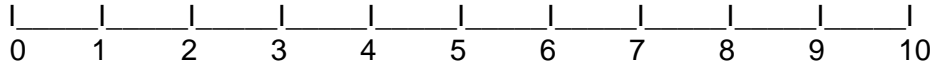
Although markers are required to maintain confidentiality of all content on the recording, please still ensure that client information is kept to a level where they cannot be readily identified especially by full name or address or other distinguishing features.

Participants must submit a completed copy of this **form [ERS]** with their recording, thus providing a self-assessment of their own work. You are required to;

- a) indicate on each scale corresponding to every relevant question the level you believe you obtained,
- b) write comments of evaluation of the session for each criterion.

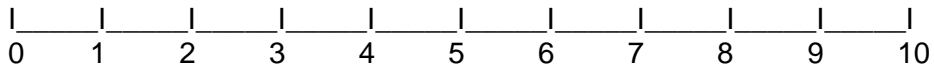
Positive Supervisor Characteristics

1. Supervisor consistently demonstrates a manner which is positive toward the supervisee (e.g. is warm, supportive and respectful).



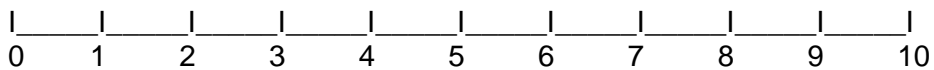
Comments:

2. Supervisor demonstrates a non-defensive and open manner to supervisee's feedback and/or suggestions.



Comments:

3. Supervisor demonstrates a genuine interest in the supervisee and his/her clients.

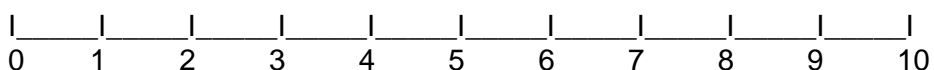


Comments:

Supervisory Roles

4. Supervisor effectively employs supervisory roles:

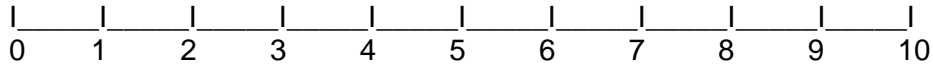
Teacher



N/A

Comments:

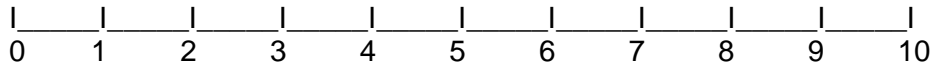
5. Support



N/A

Comments:

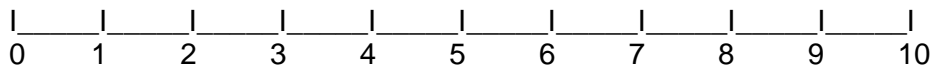
6. Consultant



N/A

Comments:

7. Evaluator

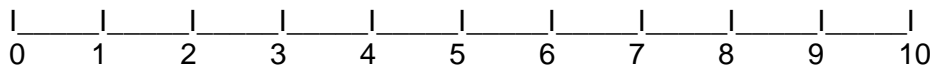


N/A

Comments:

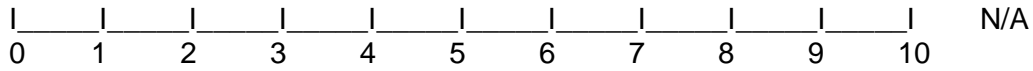
Administration and Structure

8. The session has a clear, negotiated agenda; and as appropriate, the supervisor ensures that the session in general sticks to the agenda.



Comments:

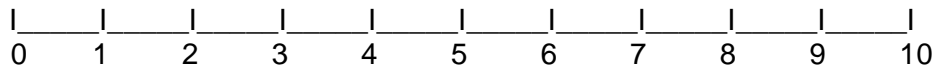
9. Supervisor provides overview of supervisory process (goals, roles, expectations, length of session meetings, time and place for meetings, ethics, confidentiality, evaluation, etc). This point is mainly applicable if it is the first contracting session.



N/A

Comments:

10. The supervisor took notes during the session and was up to date with the supervisee's current practice issues.

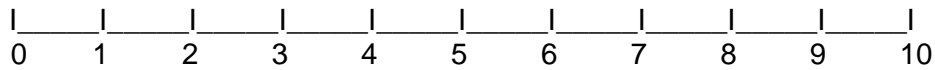


N/A

Comments:

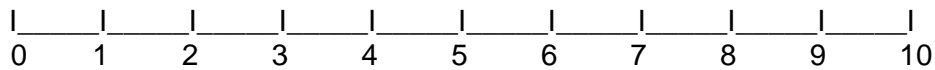
Effective Supervisory Skills

11. Supervisor listens to and encourages supervisee to discuss issues.



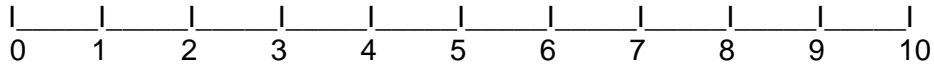
Comments:

12. Supervisor attends to both verbal and nonverbal behaviours of the supervisee.



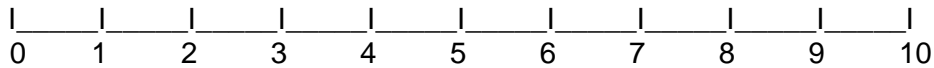
Comments:

13. Supervisor accurately reflects both the content and affect of supervisee's message.



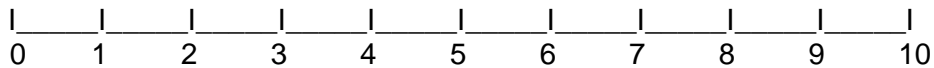
Comments:

14. Supervisor understands supervisory functions and if directive, this is appropriate for the supervisory situation. Regardless of the level of appropriate directiveness, they are always respectful of the supervisee's views.



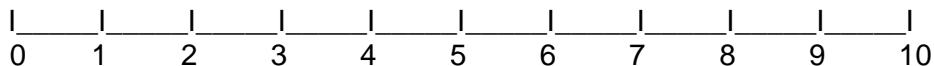
Comments:

15. Supervisor demonstrated effective feedback skills, including constructive feedback, praise, and offering concrete alternative examples when necessary. Supervisee was not left guessing what they were to do.



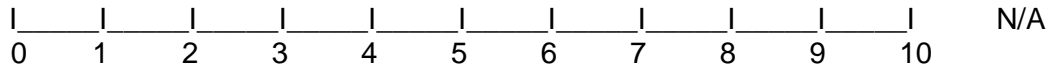
Comments:

16. Supervisor appropriately pitches supervision at supervisee's developmental level, by not over-stretching them, but consistently encouraging greater competence and efficacy.



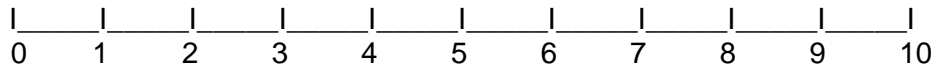
Comments:

17. Supervisor models effective interventions, and/or engages in role-plays with the supervisee to assist learning and problem solving.



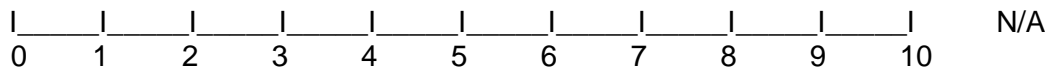
Comments:

18. Supervisor ensures that the process of evaluation is as positive and constructive as possible, so that the supervisee learns from the experience rather than is demoralised.



Comments:

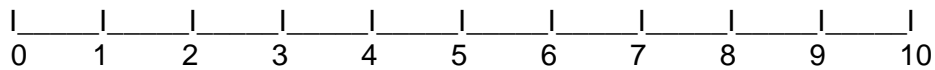
19. Supervisor manages difficult situations effectively, e.g. providing feedback about the supervisee’s weaknesses.



Comments:

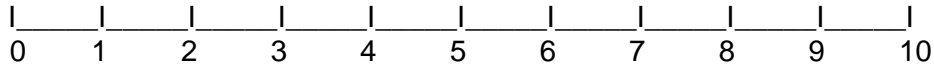
Evidence of Effective Supervisory Working Alliance

20. The supervisor and supervisee appear at ease and comfortable with each another. There clearly has been the establishment of a safe and nurturing learning environment.



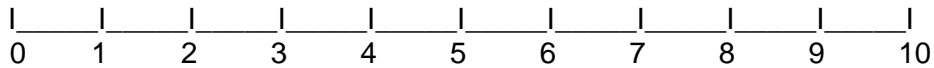
Comments:

21. The supervisor and supervisee demonstrate a high level of open disclosure about case material and supervisory process.



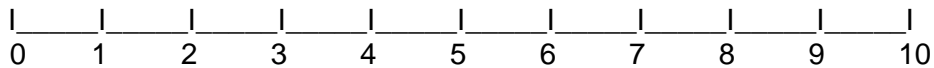
Comments:

22. There is evidence that the supervisor is aware of and appropriately responds to supervisee needs, e.g. anxiety or learning needs.



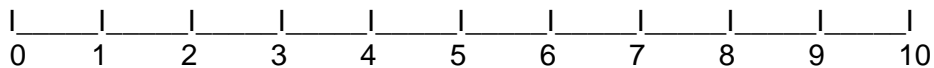
Comments:

23. There is evidence of supervisor and supervisee working collaboratively on tasks.



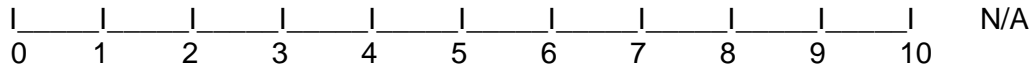
Comments:

24. The supervisor does not abuse their position of power.



Comments:

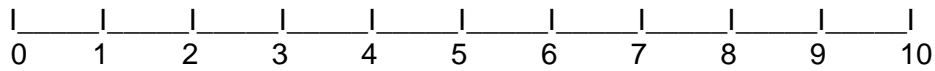
25. The supervisor moves to swiftly and effectively resolve relationship issues if problems arise. This will require the supervisor to be aware of problems in supervision.



Comments:

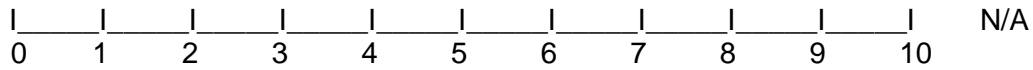
Knowledge of Content Relevant to Type of Supervision

26. Supervisor displays good knowledge of the area in which they are supervising.



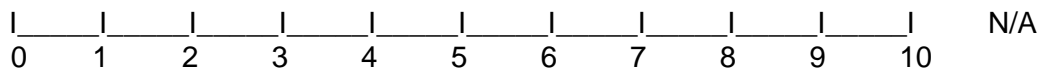
Comments:

27. Supervisor suggested appropriate sources for further consultation, e.g. books, referral agents.



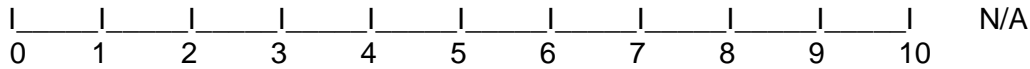
Comments:

28. Supervisor is able to assist supervisee with content specific queries and issues related to their client practice needs.



Comments:

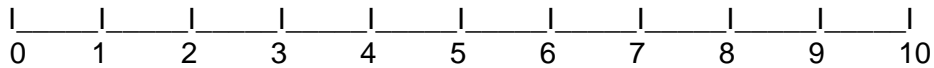
29. If supervisor does not know an answer, they are honest about this, indicating to supervisee when they will be able to provide an answer or refers supervisee to appropriate person who may be able to assist in specific issue.



Comments:

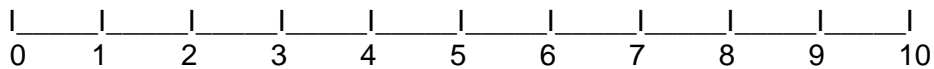
Ethical, Legal and Responsibility Issues

30. Supervisor focuses on ethical issues related to client practice as required, and provides correct guidance to the supervisee if needed.



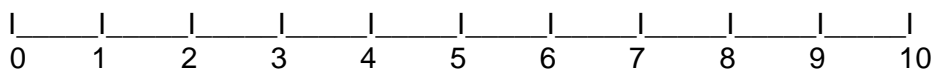
Comments:

31. Supervisor ensures ethical practice within supervision, e.g. maintains appropriate boundaries in supervision.



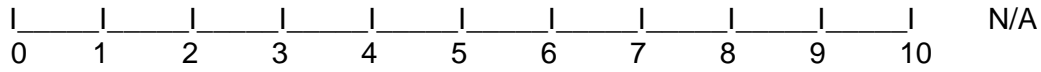
Comments:

32. Supervisor demonstrates knowledge and practice of their responsibilities as a supervisor.



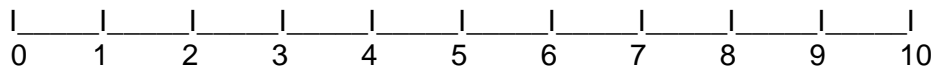
Comments:

33. If there is evidence that the supervisee is providing ineffective interventions to a client, the supervisor will deal with this issue and not avoid difficult situations.



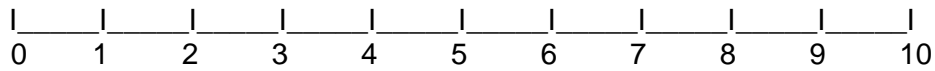
Comments:

34. Supervisor does nothing which is harmful to the supervisee (e.g. is inappropriate, demeaning, overly harsh and insensitive, or neglectful).



Comments:

35. Supervisor does nothing which is potentially harmful to the clients of the supervisee (e.g. gives directions in supervision regarding treatment which may lead to poor practice).



Comments:

36. Comments on your own evaluation:

Overall Comments on Assessment (completed by evaluator):

Evaluator's signature: _____

Date: _____

A number of these questions are based on a worksheet by Bradley and Ladany (2001).