Counselor Supervision  
COUN 6090, Spring 2010

Course Description

The course will include a critique of the literature in counselor supervision. A discussion with didactic emphasis on: defining and conceptualizing various supervision models; the dynamics of supervisory relationships and counselor development; supervision methods and techniques; multicultural concerns; ethical, legal and professional issues; and executive and administrative tasks.

Core Curricular Experiences Covered: Curricular experiences will provide an understanding of the following:

<table>
<thead>
<tr>
<th>Core Curricular Experience</th>
<th>CACREP</th>
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<tbody>
<tr>
<td>1. Theories and practices of counselor supervision.</td>
<td>CES IIc2</td>
</tr>
<tr>
<td>2. Ethical and legal considerations in supervision</td>
<td>CES IIc7</td>
</tr>
</tbody>
</table>

Student Learning Outcomes (SLOs) Assessed: The student will demonstrate knowledge, skills, and practices necessary for success as a professional counselor via his or her participation in key assessments in this course. SLOs for this course are as follows:

<table>
<thead>
<tr>
<th>CES Outcomes</th>
<th>CACREP</th>
<th>Evaluation</th>
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<tbody>
<tr>
<td>1. Understands the purposes of clinical supervision.</td>
<td>A1</td>
<td></td>
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<td>2. Understands theoretical frameworks and models of clinical supervision.</td>
<td>A2</td>
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<td>3. Understands the roles and relationships related to clinical supervision.</td>
<td>A3</td>
<td></td>
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<td>4. Understands legal, ethical, and multicultural issues associated with clinical supervision.</td>
<td>A4</td>
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<td>5. Demonstrates the application of theory and skills of clinical supervision.</td>
<td>B1</td>
<td></td>
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<tr>
<td>6. Develops and demonstrates a personal style of supervision.</td>
<td>B2</td>
<td></td>
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Methods of Instruction

- Lectures and demonstrations
- PowerPoint presentations
- Clinical skills critiques
- Interactive discussions
- Experiential activities
- Group supervision
- Supervised practical application

Required Textbooks/Readings


Course Requirements and Evaluation Criteria

Grading Scale:  

<table>
<thead>
<tr>
<th>Grade</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>A</td>
<td>90-100</td>
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<tr>
<td>B</td>
<td>80-89</td>
</tr>
<tr>
<td>C</td>
<td>70-79</td>
</tr>
<tr>
<td>F</td>
<td>&lt; 70</td>
</tr>
</tbody>
</table>

- On-going, semester-long supervision of one or more master’s level advanced techniques student(s) is required. This includes meeting (and being on time) with the instructor of the advanced techniques course and on-time attendance at these master’s level classes as required. (10% of grade for attendance to these matters with a professional and responsible attitude and behaviors)
- Weekly supervision notes of supervision experience with each of your master’s level supervisees to be turned in weekly (total 10 per supervisee, see course schedule). In written notes to be turned in, refer to supervisee (and clients) only by initials. Weekly write up must include current assessment of supervisee’s developmental level (including current strengths and weaknesses), and reflect supervision clinical techniques utilized, such as: recommendations, guidance, and processing. Use professional terminology in your write up. Your skills performance grade will partially depend on this requirement. (40% of grade [4% for each log])
- Final supervision termination summary report. In written summary to be turned in, refer to supervisee (and clients) only by initials. This is a comprehensive review of the supervision experience including: needs and requirements of supervisee through the course of the semester; supervision techniques employed to assist in supervisee awareness and growth; final evaluation of supervisee’s skills (strengths and weaknesses); recommendations for supervisee’s continued growth. (10% of grade)
- Two recorded supervision sessions to be turned in on designated dates. Recordings do not have to be same supervisee. (20% of grade [10% each recorded session])
One in class presentation (total about 50 minutes) of a supervision session (includes an additional 3rd recording, not one you already turned in for a grade). Must introduce presentation with a 15-20 minute PowerPoint prior to showing 15-20 minute recording of a session. Allow for 10 minute discussion and feedback at end. PowerPoint describes the supervisee’s strengths, weaknesses, and needs and supervisor’s response, as in techniques applied and their efficacy. At time of presentation, provide a photocopy of PowerPoint handout to each member of the class, including instructor. On written PowerPoint, refer to supervisee (and clients) by initials only. (10% of grade)

On-time attendance and participation in supervision class with a professional and responsible attitude and behaviors. This also includes attention to required readings and preparation for discussion of readings and lecture topics. (10% of grade)

NOTE: The schedule, policies, and assignments in this course are subject to change in the event of extenuating circumstances or by mutual agreement between the instructor and students.

Course Outline

I. Supervisory relationship and counselor development
   A. Developmental stages of supervisory relationship
   B. Conditions of the supervisory relationship
   C. Sources of supervisee and supervisor anxiety
   D. Games supervisees and supervisors play
   E. Developmental levels of counselor competence
II. Supervision methods and techniques
    A. Supervisory roles: teacher, counselor, consultant
    B. Initiating the supervision process
    C. Evaluation in counselor supervision
    D. Case conceptualization
    E. Skills training and interventions
    F. Micro skills training
    G. Modeling and role-playing
    H. Live observation
    I. Interpersonal process recall
    J. Parallel process
    K. Group Supervision
    L. Termination of supervision
III. Models of supervision
IV. Multicultural issues in Supervision
V. Ethical, legal and professional issues in supervision
VI. Executive and administrative tasks
Instructor Information

Contact information- (the best ways to reach me are thru e-mail and cell phone)
Cynthia K. Chandler, Ed.D., LPC-S, LMFT-S
Professor, Counseling Program, Department of Counseling and Higher Education
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E-mail: cynthia.chandler@unt.edu
Snail mail: 1155 Union Circle, #310829, University of North Texas, Denton, TX 76203
Office location: Stovall Hall, Room 155, University of North Texas, Denton, TX

Office hours, Spring 2010: Mondays, 4:00-5:30; Thursdays, 1:00-5:30 p.m.

Instructor’s Biographical sketch –
Dr. Cynthia K. Chandler received her doctorate degree in Educational Psychology from Texas Tech University in 1986. She has been on the graduate faculty of the University of North Texas (UNT) Counseling Program since August, 1989. She has over 20 years experience as an instructor, counselor, and supervisor. She is a Licensed Professional Counselor and Supervisor and a Licensed Marriage and Family Therapist and Supervisor in Texas. She is the founder and director of the UNT Center for Animal Assisted Therapy. For over 10 years, she has co-taught the LPC Board approved Institute in Counselor Supervision, training supervisors from across the State of Texas to qualify for approved supervisor status. She has taught the following graduate core courses for several semesters over the course of 20 years: basic techniques in counseling, practicum in counseling, adult appraisal in counseling, research in counseling (doctoral level), and counselor supervision (doctoral level). In addition, she created and teaches the following popular graduate elective courses: animal assisted therapy, and women’s emotional health. She has authored/co-authored three books, two of which are in multiple editions. She has numerous journal articles and professional presentations, including presentations in several other countries: Canada, Greece, Austria, South Korea, and Hong Kong. Over the years, she has received numerous state and national professional awards:
Association for Creativity in Counseling Thelma Duffey Award for Innovation, Creativity and Passion (division of the American Counseling Association, ACA), 2009;
Professional Writing Award for her book Animal Assisted Therapy in Counseling, Texas Counseling Association (TCA), 2006;
Beyond Limits Award for Pet Partner Instructor and Therapy Team Evaluator, Delta Society, 2006;
National Publication in Counselor Education Award for co-authored book, The Professional Counselor, Association for Counselor Education and Supervision (ACES), 2005;
Outstanding Supervisor Award, Texas Association of Counselor Education and Supervision (TACES), 2003;
Professional Service Award, National Association for Counselor Education and Supervision (ACES), 1996;
Distinguished Professional Service Award, Texas Counseling Association (TCA), 1996;
Disability Accommodation

The University of North Texas (UNT) is on record as being committed to both the spirit and letter of federal equal opportunity legislation; reference Public Law 92-112 – The Rehabilitation Act of 1973 as amended. With the passage of new federal legislation entitled Americans with Disabilities Act (ADA), pursuant to section 504 of the Rehabilitation Act, there is renewed focus on providing this population with the same opportunities enjoyed by all citizens.

As a faculty member, I am required by law to provide "reasonable accommodations" to students with disabilities, so as not to discriminate on the basis of disability. If you are a student with a disability, your responsibility primarily rests with informing me of your need for accommodation by providing me with your letter from the UNT Office of Disability Accommodation.

Information regarding specific disability diagnostic criteria and policies for obtaining academic accommodations can be found at www.unt.edu/oda. Also, you may visit the Office of Disability Accommodation in the University Union (room 321) or phone (940) 565-4323.

EagleConnect

All UNT students should activate and regularly check their EagleConnect (e-mail) account. EagleConnect is used for official communication from the University to students. Many important announcements for the University and College are sent to students via EagleConnect. For information about EagleConnect, including how to activate an account and how to have EagleConnect forwarded to another e-mail address, visit https://eagleconnect.unt.edu. This is the main electronic contact for all course-related information and/or material.
1st NOTE: The schedule for this course is subject to change.

2nd NOTE: You must also adhere to the schedule and requirements for doctoral student supervisors for the masters-level course to which you are assigned to provide supervision (either advanced techniques or practicum).

Meetings: Tuesdays at 9 to 11:50 a.m.

Jan 19
- Introductions, Review course requirements
- Lecture topics: Supervisor roles, Models of supervision
- Reading assignment:
  - Borders & Brown, pp. 1-17
  - Bernard & Goodyear, pp. 1-19 & 77-108
- Supervision of supervision

Jan 26
- Lecture topics: Supervisor competencies, Supervisor self evaluation
- Reading Assignment:
  - Borders & Brown, pp. 104-123
  - Engels, Ray, & Barrio Minton, Complete the Supervisor Self Evaluation
  - ACA Code of Ethics
    - Section C.2.g, Impairment
- Supervision of supervision

Feb 2
- Lecture topics: Initial supervisee session, Supervisee assessment, “Supervisee’s Bill of Rights”
- Reading Assignment:
  - Borders & Brown, pp. 18-28
  - Bernard & Goodyear, pp. 20-49, 193-217, & 311-316
- Supervision of supervision

Feb 9
- Lecture topics: Group supervision
- Reading Assignment:
  - Borders & Brown, pp. 58-66
  - Bernard & Goodyear, pp. 244-262
- Supervision of supervision

Feb 16
- Due today: First weekly supervision notes (write up in these notes everything relevant to experience with supervisee completed thru Feb 12, including initial assessment of
supervisee and ongoing assessment/evaluation; see syllabus for more detailed instructions).

- Lecture topics: Supervisory relationship and process issues
- Reading Assignment:
  - Borders & Brown, pp. 67-80
  - Bernard & Goodyear, pp. 149-170 & 171-192
- Supervision of supervision

Feb 23
- Due today: Second weekly supervision notes (write up everything relevant to experience with supervisee completed since last notes, including ongoing assessment/evaluation).
- Lecture topics: Supervisor feedback and ongoing evaluation of supervisee, Supervision interventions, Multicultural issues in supervision, Technology in supervision
- Reading Assignment:
  - Borders & Brown, pp. 29-57, 88-96, & 97-103
  - ACA Code of Ethics
    - Section A.12.Technology Applications
- Supervision of supervision

March 2
- Due today: Third weekly supervision notes (write up everything relevant to experience with supervisee completed since last notes including ongoing assessment/evaluation).
- Lecture topics: Supervisor development, Executive/administrative tasks
- Reading Assignment:
  - Bernard & Goodyear, pp. 284-302, 303-310, & 317-352
- Supervision of supervision

March 9
- Due today:
  - First supervision session recording to be graded.
  - Fourth weekly supervision notes (write up everything relevant to experience with supervisee completed since last notes including ongoing assessment/evaluation).
- Lecture topics: Ethics of supervision, training and teaching
- Reading Assignment:
  - ACA Code of Ethics
    - Section A.2.b., client informed consent of supervision
    - Section A.12.g., technology and client informed consent
    - Section B.6.c., Permission to observe
    - Section C.3.f., self-promotion
    - Section F, “Supervision, Training, and Teaching”
  - Borders & Brown, pp. 81-87 & 124-130
  - Bernard & Goodyear, pp. 50-76 & 353-360
- Supervision of supervision
March 16
✓ No class, Spring break

March 23
✓ Due today: Fifth weekly supervision notes (write up everything relevant to experience with supervisee completed since last notes including ongoing assessment/evaluation).
✓ Lecture topics: as needed or elaboration/continuation of previous topics
✓ Supervision of supervision

March 30
✓ Due today: Sixth weekly supervision notes (write up everything relevant to experience with supervisee completed since last notes including ongoing assessment/evaluation).
✓ Lecture topics: as needed or elaboration/continuation of previous topics
✓ Supervision of supervision

April 6
✓ Due today:
  • Second supervision session recording to be graded (session must have occurred after the first supervision session recording that was turned in was made). *Turn in to Stovall 155 to my mailbox.*
  • Seventh weekly supervision notes (write up everything relevant to experience with supervisee completed since last notes including ongoing assessment/evaluation). *Turn in to Stovall 155 to my mailbox.*
✓ No class today, time off to prepare for your in-class presentation
✓ Supervision of supervision *on an as needed basis*; supervision by telephone (call my cell phone #) or make an appointment to come by my office during the week.

April 13
✓ Due today: Eighth weekly supervision notes (write up everything relevant to experience with supervisee completed since last notes including ongoing assessment/evaluation).
✓ Supervisee case presentation and session viewing (recorded session must have occurred after the second supervision session recording that was turned in was made): Three in-class student presentations (see detailed instructions in syllabus)
✓ Supervision of supervision

April 20
✓ Due today: Ninth weekly supervision notes (write up everything relevant to experience with supervisee completed since last notes including ongoing assessment/evaluation).
✓ Supervisee case presentation and session viewing (recorded session must have occurred after the second supervision session recording that was turned in was made): Three in-class student presentations
✓ Supervision of supervision

April 27
✓ Due today: Tenth weekly supervision notes (write up everything relevant to experience with supervisee completed since last notes including ongoing assessment/evaluation).
- Supervisee case presentation and session viewing (recorded session must have occurred after the second supervision session recording that was turned in was made): Four in-class student presentations
- Supervision of supervision

May 4
- Last class day.
- Due today: Written, final supervision termination summary report (see detailed instructions in syllabus)
- Lecture topics: Course summary and review and final discussion
- Supervision of supervision