

Ethical Considerations for Conducting Systemic Supervision

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Learning Objectives

Participants will...

- ★ Demonstrate understanding of basic licensure requirements for supervisors across mental health disciplines in the state of Oklahoma.
- ★ Develop a contextually-informed approach to supervision.
- ★ Discuss gatekeeping methods for working with difficult supervisees.
- ★ Apply ethical-decision making to common presenting clinical issues in relational therapy.

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**What is your primary
professional licensure?**

Oklahoma Licensure Refresher

Supervisee**Supervisor**

- Responsible for negotiating supervision contract with an approved supervisor and following all requirements
- May accrue supervision hours in academic, governmental, or private-not-for-profit and private for-profit settings
 - Can only accrue sup hours in private practice if an employee & other licensed clinicians are immediately available
 - Approved supervisor is not required to work at same private practice location
- 3 years or 3,000 hours of F/T clinical experience under supervision
 - For each 1,000 clock hours, 350 must be direct client contact hours (1,050 CC hours total)
- Weekly face-to-face supervision; 45 min/20 hours
 - No more than ½ of sup hours can be group
 - No more than 56.25 tele-sup hours
- Must continue supervision until passing licensure exam
- Supervised experience must be completed in 5 years
- Evaluation of Supervised Experience form submitted semi-annually

- Must maintain supervision records for each supervisee for at least 5 years beyond termination
- Termination of Supervision Agreement Form must be submitted to the Board within 3 business days
- Supervision experience:
 - Focus on raw data
 - Clearly distinguishable from therapy
 - Individual= 1 supervisee + 1 supervisor
 - Group= 2-6 supervisees + 1 supervisor
 - Tele-supervision must be approved beforehand
- All academic requirements must be completed by supervisee prior to beginning supervision for licensure
- Agreement to be on-call 24-hours or have a backup sup
- 3-hours of supervision CEUs each renewal period
- Max of 12 supervisees/licensure candidates at a time
- Must perform 2 raw data (live/tape) observations / 6 months
- Must consult with on-site supervisor at least 1x / 6 months

Supervisee**Supervisor**

- Responsible for negotiating supervision contract with an approved supervisor and following all requirements
- May accrue supervision hours in academic, governmental, or private-not-for-profit and private for-profit settings
 - Can only accrue sup hours in private practice if an employee & other licensed clinicians are immediately available
 - Approved supervisor is not required to work at same private practice location
- 2 years of post-grad clinical work + pass licensure exams (2) first
 - 1,000 hours of direct client contact, incl. 250 relational hours
- Weekly face-to-face supervision; 6.25 sup hours / 42 CC hours; At least 150 total supervision hours required
 - No more than 42 hours of CC hours can be counted in a 4-week period unless approved
 - No more than 75 sup hours can be group
 - No more than 75 tele-sup hours
- Evaluation of Supervised Experience form submitted semi-annually & a Final form at the end

- Supervision Agreement must be submitted prior to accruing sup hours
- Must maintain supervision records for each supervisee for at least 7 years beyond termination
- Supervisor Evaluation Form must be submitted semi-annually
- Supervision experience:
 - Focus on raw data
 - Clearly distinguishable from therapy
 - Individual= 1-2 supervisees + 1 supervisor
 - Group= 3-6 supervisees + 1 supervisor
 - Tele-supervision must be approved beforehand
- All academic & exam requirements must be completed by supervisee prior to beginning supervision for licensure
- Max of 12 supervisees/licensure candidates at a time
- Must perform 2 raw data (live/tape) observations / 6 months
- Must consult with on-site supervisor at least 1x / 6 months



Supervisee

- Responsible for negotiating supervision contract with an approved supervisor and following all requirements
- May NOT accrue licensure hours in private practice or independently
- 2 years of post-grad clinical work + pass licensure exam first
 - 4,000 hours of social work experience, including 3,000 of direct client contact
- 1 sup hours / 20 work hours per week; At least 100 total supervision hours required
 - No more than 1/2 total sup hours can be group per evaluation period
- Termination of supervision form must be submitted to Board within 14 days of termination
- Must notify Board within 30 days of any job change
- Periodic written evaluation:
 - No less than 6 months & total of 25 sup hours
 - No less than 12 mon / 50 sup hours
 - No less than 24 mon / 100 sup hours

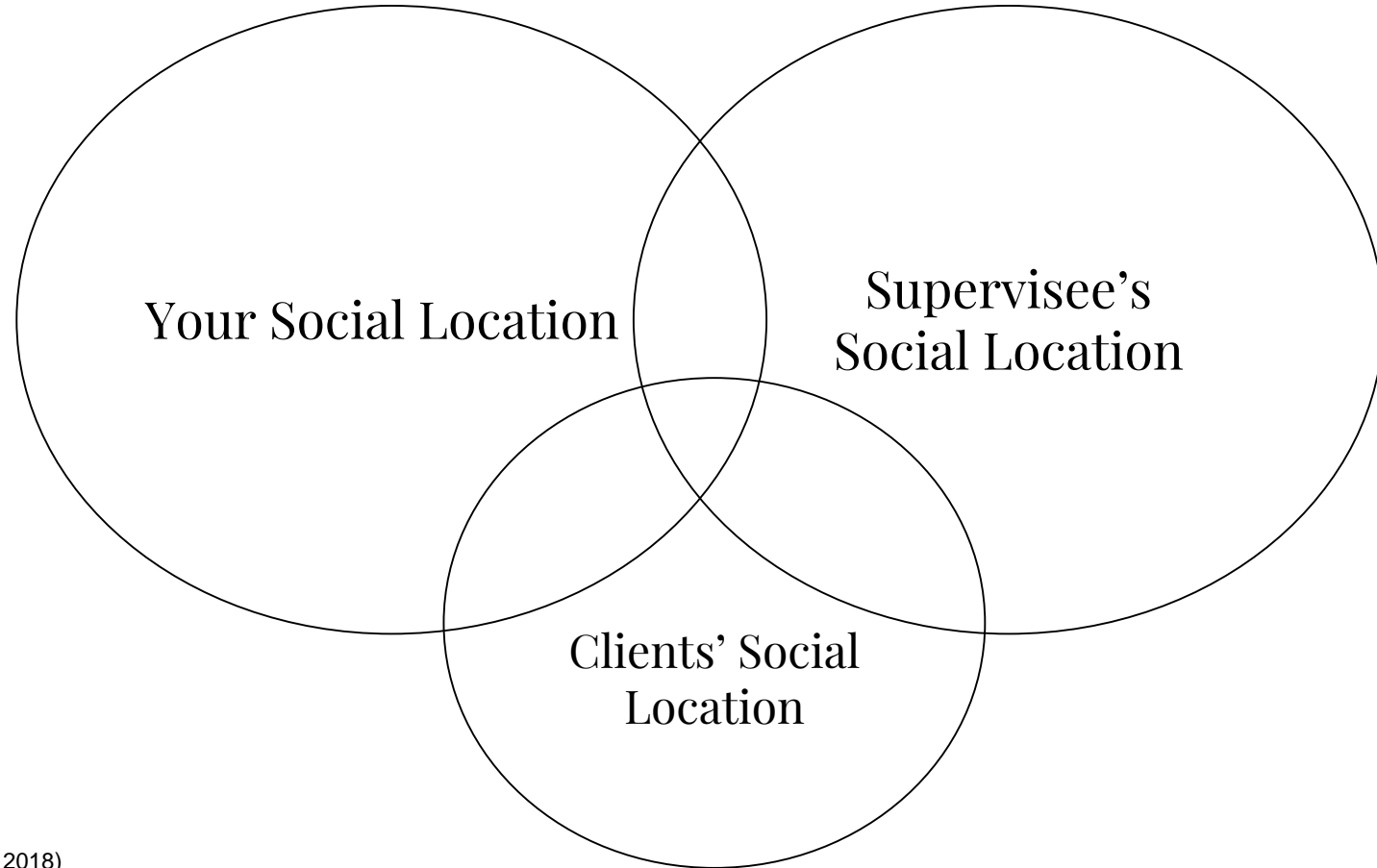
Supervisor

- All academic & exam requirements must be completed by supervisee prior to beginning supervision for licensure
- Supervision Contract must be submitted prior to accruing sup hours
- Supervision experience:
 - Individual= 1 supervisee + 1 supervisor
 - Group= No more than 4 supervisees
- Must be familiar with on-site functions and policies
- Termination of supervision form must be submitted to Board within 14 days of termination

What similarities and differences did you note across disciplines?

Being a contextually-
informed supervisor

Being socioculturally attuned



My Social Location

- Cisgendered female
- White
- 37 years old
- Educated
- Middle-class SES
- Urban upbringing
- Spiritual / Christian
- Able-bodied
- Divorced
- No children
- Academic
- Oldest child in FOO
- Packers fan ☺

My Supervisee's Social Location

- Cisgendered male
- White
- 25 years old
- Educated
- Middle-class SES
- Rural upbringing
- Christian / LDS
- Able-bodied
- Single
- No children
- Agency-setting
- Middle child in FOO
- Cowboys fan ☹

Client's Social Location

- Transgender female
- White
- 31 years old
- Educated
- Lower class SES
- Urban upbringing
- Atheist
- Able-bodied
- Married
- No children
- Youngest child in FOO
- Not a sports fan

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What is your social location?

Importance of Contextual Fit

- Be humble and realistic about the value of supervision
- Balance ideal standards with realism
- Give prominence to the supervisory relationship in the context of interest
- Make the complexities of diversity and power explicit
- Develop a philosophy reflecting the expected scope of supervision practice

Importance of Contextual Fit

- Ground supervision and therapy in multiple indicators of effectiveness
- Fulfill broad and specific purposes for the relevant context
- Embrace new technology for therapy and supervision
- Highlight systemic premises throughout supervision

Gatekeeping

Gatekeepers can offer protection and reassurance to...

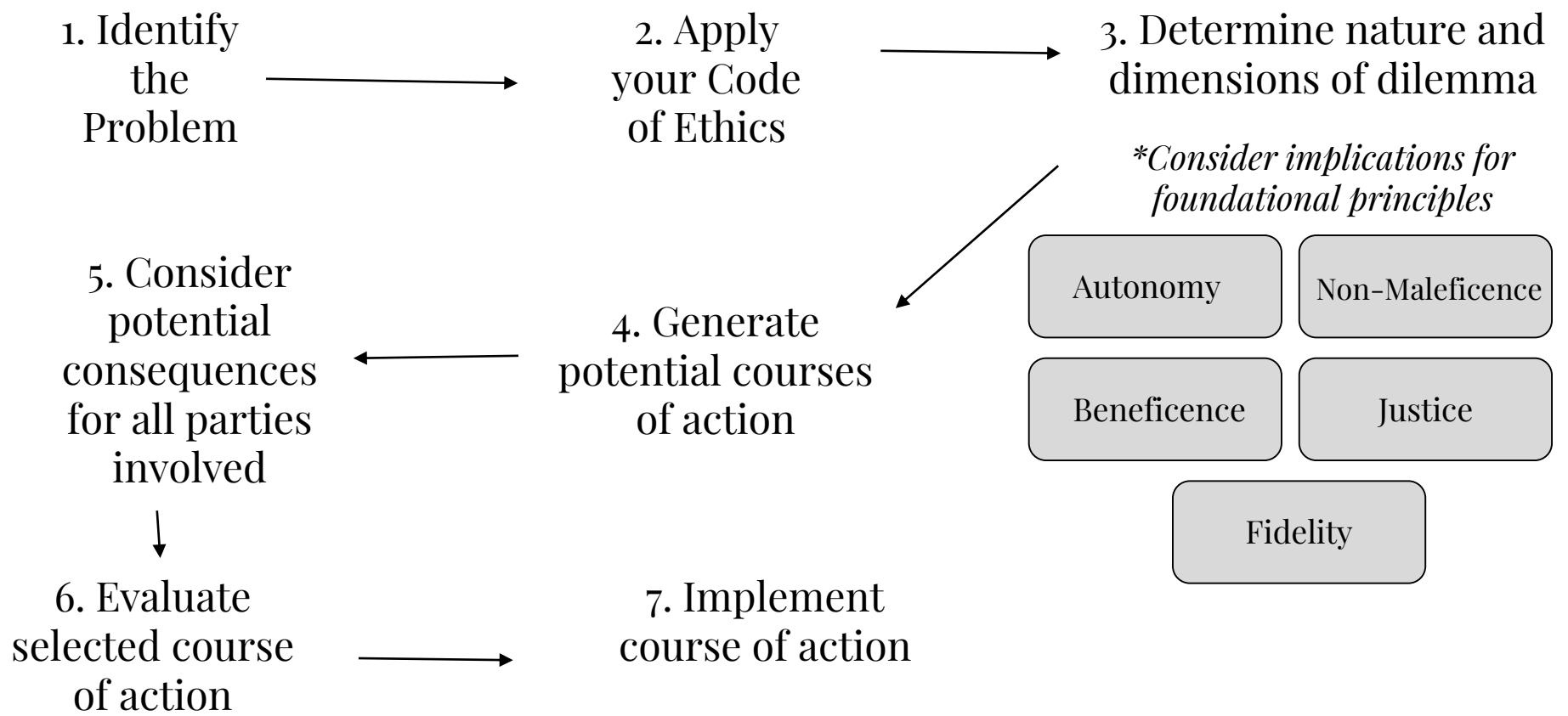
CLIENTS

THE PUBLIC

THE FIELD OF
MENTAL HEALTH

SUPERVISEES

Ethical Decision-Making as a Supervisor



Common Issues with Supervisees

Poor boundaries with clients

Lacking clinical competency

Disengaged in supervision

Behind on paperwork

Inconsistent supervision attendance

Ignores supervisor instructions

What else?

Potential Gatekeeping Methods

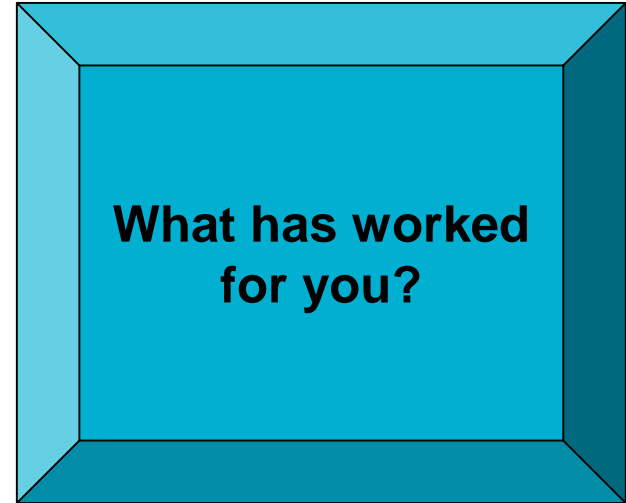
Establish a strong supervision contract

Utilize clear evaluation processes

Consult trusted supervisor peers

Remediation

Due process / Documentation



Ethical Dilemmas in Systemic Therapy

Common Systemic Issues Brought to Supervision

- Conducting individual therapy with one or both partners of an ongoing couple therapy case
- Individual vs. relational therapy
- Parent consent for treatment with children of divorce/separation
- Individual play/child therapy vs. family therapy
- Conducting teletherapy with partners/family members located in different states
- History of violence in a couple system
- Confidentiality with adolescents/children

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**Which systemic dilemma
would you like for the
group to discuss?**

Let's Discuss!

Questions/Comments?

The logo for Friends University, featuring the words "FRIENDS UNIVERSITY" in a white serif font on a maroon rectangular background.

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Thank you for attending!

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