

Best Practices in Supervision Intensive

Led by Drs. Anthony Salerno and Lydia Franco of CTAC & the McSilver Institute, May-June 2019

Overview

The Training

Utilizing a CQI (continuous quality improvement) approach, participants devised Supervisory Action Plans to implement in their organizations between 2 in-person trainings.



63 supervisors

Key Takeaway

There is demand for enhancing quality clinical supervision on an individual and an organizational level.

Components

Part 1

n=63

Learning about Supervision Best Practices and Developing a Supervisory Action Plan

Part 2

n=47

Evaluating Outcomes of Supervisory Action Plan and Determining Next Steps

Evaluation

Supervisory Self-Assessment

(n=62)

- Professional development
 - Team building
- Supportive supervision
- Enhance quality supervision
 - Change management
 - Data guided decisions
- Managerial administrative functions

In a Supervisory Self-Assessment rating the alignment, importance, and practicality of 6 supervisory domains, supervisors reported a discrepancy between their alignment to the domains listed and their ratings of importance and practicality. This suggests that **there is room for improvement in each of these domains, especially within supportive supervision.**

Follow-Up Survey

(n=47)

Over half (53%) of participants were able to implement their action plan.

Barriers included:

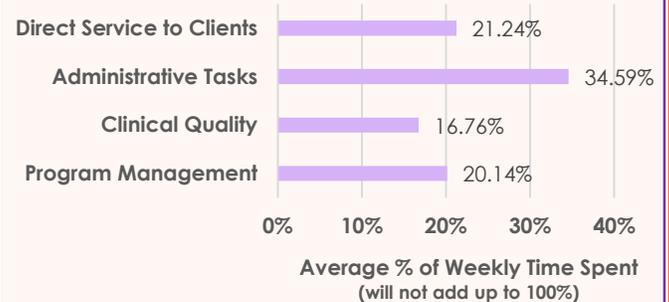
- Lack of time
- Staff dynamics
- Lack of leadership support

Clinical Supervisor Tasks and Time Survey

(n=45)

Participants rated the importance and time spent on supervisory activities. The greatest amount of time reported spent weekly was on Administrative Tasks (34.59%), and the least on Clinical Quality (16.76%), despite having a higher importance rating than Direct Service to Clients.

Average Weekly Time % Spent on Clinical Supervisor Tasks and Time



Feedback and Looking Forward



Feedback was highly positive regarding the practicality and necessity of the training, and was especially **recommended that future offerings “engage with CEOs, board of directors, etc.” to attain “support from higher-ups in implementing and maintaining changes.”**

The Best Practices in Supervision intensive **indicated a need and desire to enhance quality supervision, particularly within professional development, team building, and supportive supervision,** as seen by the surveys and feedback.

