

Formative evaluation of group supervision supervisors

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Programs must provide evidence that doctoral students will demonstrate knowledge, skills, and practices beyond the entry-level program requirements in *GROUP SUPERVISION*.

Instructions:

For each of the following practices/standards rate the student's performance according to the following scale:

A. KNOWLEDGE	<u>Exceptional</u>	<u>Accomplished</u>	<u>Developing</u>	<u>Not attempted</u>
1. Understands the purposes of clinical supervision.		X		
2. Understands theoretical frameworks and models of clinical supervision.	X			
3. Understands the roles and relationships related to clinical supervision.		X		
4. Understands legal, ethical, and multicultural issues associated with clinical supervision.		X		
5. Demonstrates knowledge of the major counseling theories including their strengths & weaknesses, as well as their theoretical basis for efficacy, applicability to multicultural populations, & ethical/legal considerations.		X		
6. Understands various methods for evaluating counseling effectiveness and competence.	X			
7. Identifies multicultural issues and relevant topical and political aspects of counseling & supervision and how these may affect the		X		

client-counselor-supervisor relationships.				
B. SKILLS & PRACTICE				
1. Demonstrates the application of theory and skills of clinical supervision.	X			
2. Develops and demonstrates a personal style of supervision and is consciously aware of his/her own developmental process.		X		
3. Demonstrates the ability to assess the needs of counselors in training and develop techniques to help students develop into competent counselors.		X		
4. Demonstrates ability to implement various methods of evaluating the counselor's in training skills and competence.			X	
5. Demonstrates effective application of various counseling theories as part of the supervisory process.		X		
6. Demonstrates understanding of case conceptualization and effective interventions across diverse populations as part of the supervisory process.		X		

COMMENTS:

Alisa is a strong supervisor and has earned the respect of the group she supervised. She excels at developing and maintaining a supervisory relationship with her supervisees. During group supervision, she intently listens to the supervisee and often finds greater meaning in what she hears from the group. This skill is often interpreted as wisdom by the supervisees, and drives their greater clinical development. Working from a theoretical perspective, she identifies the developmental levels of the counselors-in-training and adjusts her roles to best foster clinical growth for the student. One of Alisa's strengths is balancing group supervision between the talkative and quiet members to assure each voice is included. Alisa's group has offered her several challenges, each of which she has met and exceeded their expectations earning her their respect and appreciation. The group expected excellence in their supervision and she exceeded their expectations. While Alisa has many strengths, an area to focus on for improvement is confidence in her knowledge and skills. While this may be area for future growth, I am certain this will be achieved with experience.