

Key Areas for Evaluation of Clinical Supervision

COMPETENCIES		RATINGS / COMMENTS			
	<u>Comment</u>	Exemplary	Standard	Unacceptable	
	Supervisor's communication uses counselling interventions with supervisee, such as:				
a.	Open-ended questions				
b.	Closed questions				
c.	Paraphrasing				
d.	Summarization				
e.	Reflection of feelings				
f.	Tuning into nonverbal language				
g.	Information giving				
i.	Use of Motivational Interviewing				
j.	Problem identification				

COMPETENCIES	RATINGS / COMMENTS			
	<u>Comment</u>	Exemplary	Standard	Unacceptable
Supervisor's communication uses counselling interventions with supervisee, such as:				
k. Mutual goal setting				
l. Use of humor, role playing, etc.				
m. Creating therapeutic climate/alliance (e.g. trust, rapport)				
n. Overall empathy				
o. Skillful feedback				
p. Focuses/connects to professional development				
q. Ensures that service to client is safe, ethical and competent				
r. The capacity to recognize and facilitate the co-evolving relationships between the worker-client and supervisor-worker-client relationships, identifying and addressing problems that arise. Explore various relationships of staff; supervisor/staff; management, etc and issues are addressed as needed.				

COMPETENCIES	RATINGS / COMMENTS			
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Supervisor's communication uses counselling interventions with supervisee, such as:				
s. Culturally sensitive approach				
t. Knowledge of the service delivery protocol and treatment standards as well as the ethical mandates of relevant professional bodies and the ability to provide such information, as relevant in supervisory session.				
u. Use of supervision log constantly				
v. Advanced knowledge of the major issues experienced by clients (e.g. mental illness, alcoholism, drug abuse)				
w. Emphasis on self-care/staff wellness				
x. Supervisor has printed and brought to supervision, Caseload Performance Report and referred to it during supervision session.				