

Suggested Topics in Supervision

Supervision provides the opportunity for you to develop a professional, supportive relationship with your CSW supervisee. This meeting time provides monitoring and support of their learning and progress. Use the time to learn about social work in your agency and beyond; challenge them and yourself to think critically; review ethical considerations and provide evaluation and honest feedback.

Coming prepared for supervision by both the supervisor and supervisee, ready to discuss concerning issues demonstrates engagement in the process. To prepare, it is recommended that supervisors and supervisees choose a topic to discuss or issue to explore from the previous session or at the beginning of each session. Examples of topics and issues are included below.

1. Identify the differences between volunteer, CSW supervisee and employee roles in the agency.
2. Review agency policies and procedures that need further clarification, i.e. confidentiality.
3. Identify methods of communication/feedback that are most helpful.
4. CSW supervisee's first impression of the agency and the impact it had/has on them.
5. Discuss techniques to process what has been learned in the clinic or classroom and applying it to CSW supervisee's micro, mezzo and macro practice.
6. Negotiate learning experience based on CSW supervisee's style of learning, confidence level and abilities to learn about client groups, and target populations the agency serves.
7. Discuss what to learn and what not to learn at the agency.
8. Discuss boundary concerns and ways to handle them.
9. Discuss dual relationships and the impact the practice setting; rural vs urban
10. Address strengths and vulnerabilities.
11. Issues related to policies and procedures
12. Reflect on the highs and lows of the practicum experience
13. Clarify expectations.
14. Explore value differences.
15. Professional role behavior/ethics.
16. How to get the most out of the supervision experience
17. Confidentiality, release of information and other sensitive issues
18. Understanding the differences between ethical problem vs. ethical dilemma
19. Identify on-going learning opportunities and challenges.
20. How to work with difficult clients and the ones "you don't like."
21. Discuss the "types of clients" with whom the supervisee cannot provide services.
22. Transference/counter-transference
23. Understanding the organization – limitations, politics, fiscal, change
24. Address issues of diversity – examine challenges, barriers and benefits.
25. Identify stressors and learn techniques to cope with stressful situations – self-care.
26. Use/misuse of authority and power with clients, staff
27. Identifying types of supervision that are effective and ineffective
28. Importance of using consultation to problem solve
29. Review supervision contract – negotiate additional experiences and/or eliminate certain activities.
30. Resistance to self-awareness and change
31. Ethical analysis and decision making
32. Practice issues – how personal style affects practice.
33. Techniques to evaluate practice
34. Evaluating practice as an active learner and practitioner in micro, mezzo and macro practice
35. Demonstration of independence and accountability in practice
36. Discuss understanding of social and organization change.
37. Utilizing culturally sensitive intervention approaches
38. Discuss projects/activities that can contribute to the agency.
39. Importance of collaboration and team building
40. Improving inter-professional relationships
41. Preparing for termination – clients, staff, supervisor, agency
42. Potential problems in termination process
43. Life after field experience
44. Workplace skills learned from practicum
45. Importance of developing networking skills
46. Reviewing progress and areas for future growth
47. Concluding the supervisory relationship
48. Review frustrations, lessons and joys of experience.



49. Discuss risk assessments for harm to self and others.
50. Discuss duty to warn and mandatory reporting.
51. Discuss informed consent, privacy and safety concerns including HIPAA, CFR42, and state regs.
52. Discuss use of technology by the supervisee and their clients.
53. Discuss the appropriate use of self-disclosure.
54. Discuss social media policies
55. Discuss self-care, complacency and burn-out
56. Discuss the role of supervisor and accepting honest feedback.