

Questions & Answers regarding the Supervisor Training and Accreditation Program.

Q 1: What is involved in the Supervisor Training and Accreditation Program?

A: It is a 2-stage **training and evaluation program** for seeking Board accreditation as a supervisor for the Supervised Practice Program, followed by an accreditation maintenance process, which will include:

Part A: Initial training and accreditation as a supervisor:

- 2 day training workshop
- An evaluation and accreditation process over a period of four to six months after attending the workshop. The evaluation process will consist of: measure of knowledge about supervision and ability to apply this knowledge to case studies; supervisory skills as demonstrated in the video of supervision session; self-reflection regarding supervisory ability; measures of supervisory competence; and supervisee feedback. Participants will receive written and verbal feedback.

Part B: Refresher Course to be attended every three years to maintain accreditation as a supervisor.

- 1-day 'master class' with a focus on advanced issues and process skills in supervision practice. (see Q 13 for further details on the Refresher workshops).

Q 2: Who provides the training and evaluation?

A: The core team consists of four individuals who all have extensive experience in the supervision of psychologists in training. **Dr Analise O'Donovan** has focused on supervision and training effectiveness as her main area of research. She has designed materials and conducted training in supervision in the community and in academic settings. She has coordinated the Internship clinical supervision of postgraduate students at Griffith University for the last ten years. **Prof David Kavanagh** was the team leader on the Queensland Health supervision project that provided supervision training to hundreds of allied health supervisors and supervisees. The project included two of the largest randomized controlled trials of supervision training ever undertaken, and was based on extensive surveys and consultations on training needs in supervision. He was directly involved in the design and production of the program and materials and in the delivery of workshops.

Mr Roger Dooley is a private practitioner and has been a long-term consultant in supervision with the University of Queensland, where he is an Adjunct Professor. He has also supervised numerous psychologists for APS and College registration purposes and work related/personal professional development. He has also supervised multidisciplinary teams in clinical workplaces. **Ms Lynda Melville** has been in private practice for many years. She has also been a consultant in supervision to Griffith University, and has considerable experience in providing supervision to probationary registrants.

In addition to this core group, there are a number of **psychologists who represent specialist areas**, and who have been trained in providing the evaluation of participants' assessments. All evaluators have attended the workshop and been independently evaluated themselves. They are recognised for their advanced supervision and professional competencies. Participants will be asked to indicate their area of specialty, and the program will endeavor to provide specialist markers to match the area of individual participants.

Q 3: Who is required to participate in the Program?

A: It is a statutory requirement for psychologists who wish to become accredited supervisors for the Psychologists Board of Queensland Supervised Practice Program for probationary registrants, to participate in this program. This condition has been in place since 1 May 2007.

Q 4: Are there exceptions to who needs to participate? For example, what about those individuals who have already undergone extensive supervision training in a postgraduate program or who have attended other training programs in supervision?

No, there are no exceptions to the statutory requirement for persons to participate in this training program if they wish to be accredited by the Board as approved supervisors. This training program is specifically designed for supervisors of probationary registrants undertaking the Supervised Practice Program and is the only program endorsed by the Board as providing supervisors with the required knowledge and demonstrated competencies to undertake this role.

Q 5: I have been supervising for many years and hold a senior position in psychology. All my supervisees have been perfectly happy with my work. What could I possibly learn from this program?

A: There are a number of issues to consider in response to this question:

- a. The Board has no means other than supervisee feedback of knowing whether registrants are effective supervisors and is thus not in a position to decide who should do the program or not. Everyone is treated as equal in the requirements. The Board has a responsibility toward supervisees that those individuals, whom they have endorsed as supervisors, are actually competent. Therefore, the Board needs evidence of this.
- b. Individuals may feel uncomfortable with the evaluation aspect of this program. Many of us have not been in the position of having our work observed by others for a very long time. However, without evaluation of your skills, you may not be aware of what you do well or don't do well. Supervisees' feedback directly to supervisors is often not completely truthful, and thus cannot be assumed to be fully accurate. This process provides objective feedback that allows supervisors to know what they are good at and what, if any, aspects of their supervision may benefit from further development.
- c. The literature indicates that without training, supervisors largely base their supervision on what has been modeled to them. If you have not had effective supervision yourself, this may limit your own effectiveness. Supervision is a complex task, and it seems to be the one area where people believe they can perform the work without any training. The literature has indicated that practising as a supervisor without training is considered unethical, and training also increases the degree to which supervision is taken seriously. This is important in providing best practice to our supervisees.

Q 6: What will happen if I refuse to participate in the program?

A: Since May 2007, if you are not a currently STAP accredited supervisor you are not entitled to be the primary supervisor for a probationary registrant. You could be an assistant supervisor to a STAP accredited supervisor and the supervisee could count a maximum of 25 hours of their supervision with you under their Supervised Practice Program.

Q 7: Who pays for the Program?

A: The development of the Program was paid for by the Psychologists Board of Queensland. This demonstrated their commitment to this program. The development process included:

- A Workbook used in the training program as well as being a resource for participants to refer to in the future.
- The initial and refresher workshop planning.
- A process of evaluation and measures of supervisor effectiveness.

The Workshops and Evaluation for Accreditation component are paid for by *individual participants* at the time they occur. Participants may be able to obtain part/full financial sponsorship from their workplace or university. The costs are:

Part A: Workshop = \$718.

Evaluation for Accreditation = \$469.

Part B: Workshop only for continued accreditation = \$384

Q 8: How is this cost justified?

A: Costs of the **workshop** include: venue hire, refreshments, travel and teaching costs of presenters. The **evaluation process** involves training of consultant markers, monitoring the process, and providing both written and oral feedback on individual assessments. This process is estimated to take 3 – 4 hours for each participant. Then there are **administration costs** that include providing an office; photocopying and distribution of workbooks, assessments and other information; postage; and coordinating billing. This 5-year project requires considerable co-ordination, and the price does not include the costs of management of the process.

Putting this into perspective, even if supervisees are only paying \$30 for a supervision session, the supervisor would have recouped the cost of initial accreditation (Part A of the program) in only a third of the required hours provided to one supervisee. It is likely that those supervisors who undergo the training will probably supervise more than one person over the next five years, as there are at present approx 900 probationary registrant supervisees who need to be supervised. This figure will only increase, and supervision is a task that will thus be of ongoing demand. In some cases, participants may be able to negotiate with their workplace to contribute to the cost of their training.

Q 9: How is the Program evaluated?

A There are two aspects to the evaluation of the program:

- An evaluation of participants' satisfaction and suggestions for the program.
- Pre-post measures of changes in knowledge and application of supervision practice.

This information is collated on an ongoing basis to ensure best practice in the Program.

Additionally, the Board has conducted an independent evaluation of the program in 2007. A copy of this report is available on the Board website.

Q 10: How will this training in Supervision make a difference to my practice?

A: Participants will benefit by a combination of increased knowledge in the area of supervision practice and theory; improvement of supervisory skills through practice and suggestions of techniques; and the opportunity to reflect on your practice via the in-depth feedback on your knowledge and skills. Furthermore, the program provides training on the Board's Supervised Practice Program and competency requirements.

Q 11: Does this program attract APS Professional Development points?

The Program has been endorsed by the APS and attracts 28 Generalist Professional Development points.

Q 12: What is my next step if I want to participate in this program and attend the initial 2-day workshop?

A: Currently the introductory 2-day workshop is run in Brisbane on a demand/financial viability basis. If you are interested, please contact the STAP office as indicated below, and / or submit your workshop application form (available on the Board website). Your name will be put on a waiting list. Workshops will be arranged when there are sufficient numbers of participants to put on a workshop.

Supervisor Training and Accreditation Program

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If you have further queries, please contact: **(07) 3735 3385**

Q 13: What is happening about the Refresher workshops?

A: The STAP office will send reminders by email to all accredited supervisors to inform them about the Refresher workshops that will be run in time for them to retain their accreditation status.

Despite the opportunity to increase prices for the Refresher, the STAP team has decided to maintain the price quoted in 2004, at \$384, considering the importance of retaining our accredited supervisors.

The Psychology Board has provided an extension policy for continued accreditation as an approved supervisor.

To allow sufficient time for supervisors accredited and approved in 2006 to attend a Refresher Workshop the Board approved the following policy:

- (1) Supervisors who completed STAP and were accredited by the Board during 2006 will remain on the List of Approved Supervisors for six months past the expiry of the three year period since their date of accreditation. Supervisors who are unable to comply

with this six month extension policy, (for example, if a Refresher Workshop is not offered in their region within the required time frame), should apply to the Board in writing (email accepted) requesting a further extension. The supervisor should provide reasons why a further extension is needed and the Board will decide each application individually.

- (2) Accredited supervisors may attend a Refresher Workshop up to six months prior to the date of expiry of their accreditation status.

Each STAP accredited supervisor has been issued with a Certificate on which their date of accreditation is notified. You should use this date to calculate when you are due to do your 3 years-on refresher workshop, and use the formula above to calculate the time margin allowed by the Board to maintain accreditation.