

## ***LPC Supervision Contract***

This contract serves as verification and description of the counseling supervision provided by Candice Norris-Brown, Ph.D, LPC, NCC, ACS (Supervisor), to \_\_\_\_\_ (Supervisee)

Prior to first session supervisee is instructed to read the American Counseling Association Code of Ethics and Standards of practice.

### **Purpose, Goals and Objectives**

- Monitor and ensure welfare of clients seen by supervisee
- Promote development of supervisee's professional counselor identity and competence
- Fulfill academic requirement for supervisees practicum

### **Context Services**

- Two hours of group supervision biweekly on TBA
- Supervision will revolve around counseling conducted with students at Supervisee's work place
- The Discrimination Model, interpersonal process-recall and tape review will be used in supervision.

### **Method of Payment**

- I agree to pay \$80 for each scheduled hour of individual supervision
- I understand that if I fail to pay for services, Dr. Norris-Brown will not verify or sign my LPC application
- All payments are cash or credit

### **Method of Evaluation**

- Feedback will be provided by the supervisor during each session
- Specific feedback provided by the Supervisor will focus on the Supervisee's demonstrated counseling skills

### **Duties and Responsibilities of Supervisor and Supervisee:**

#### *Supervisor*

- View/listen to video or audio tapes of Supervisee's counseling sessions
- Encourage Supervisee to articulate theory, practices and best practices techniques applicable to cases
- Make relevant suggestions for clinical interventions; direct supervisee to take particular actions to protect client welfare if supervisor becomes aware of risk to client
- Monitor Supervisee's basic attending skills
- Verify supervision hours and sign LPC application when all fees have been paid in full

#### *Supervisee*

- Uphold your Professional *Code of Ethics*
- Be prepared to discuss your working client case conceptualization and the progress of your approach and techniques in a collaborative spirit
- Identify three therapeutic skills or goal that you would like to further develop:
  1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

**Supervision Process and Approach**

My personal approach to supervision is one of providing an environment of growth for a student, to honestly evaluate his/her r work performance, counseling skills and personal issues they bring into their practice. Supervision will be a mixture of case review, collaborative problem solving, chart review and support. As your supervisor, I will serve as teacher, consultant, and evaluator. We will work on accountability to ethics and best practice principles through reflecting together on your work. This process may include considering your objectivity and professional boundaries with clients, detailed focus on your personal awareness, the importance of establishing and maintaining trust of clients, and journeying with clients towards therapeutic goals that make sense to the client. I hope to create a “safe space” in which you can look at your skills, become exposed to new ideas, and take the risk of trying those new ideas and methods to enable yourself to grow clinically. Supervision is also the time to address issues, such as counter transference, that affect your work and personal self. Even though Supervision is never intended to be a personal counseling session, bringing personal issues that affect your ability to effectively work with your families is encouraged. My desire is for you to grow as a counselor and an individual through the supervision process.

**Terms of the Contract**

This contract is subject to revision at any time, upon the request of either the supervisor or supervisee. We agree, to the best of our ability, to uphold the directives specified in this supervision contract and to conduct our professional behavior according to the ethical principles of our professional association.

\_\_\_\_\_  
Supervisor’s Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisee’s Signature

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Date

## *Supervision Questionnaire*

Each practitioner will be required to answer the following set of questions to help formulate a structure for supervision for the supervision and begin to identify key areas of identified professional and personal development.

The questions are outlined below:

1. What would you like to get out of supervision?
2. Are there areas of practice or topics about which you would like to learn more about?
3. What would need to happen in supervision to make it worth the time?
4. What is one thing you would most like to take away from this experience?
5. What are some ideas you have from your other supervision experiences that might help improve supervision?
6. How can supervision be of most help to you as you work with your clients?
7. What do you see yourself professionally in 3 years from now?