Social Work Supervision

- Gets at issues that are at the core of effective social work practice.
- Entails building skills, feedback, reflection and ability to examine critical issues.
- Weekly supervision is required by Council on Social Work and NY State Education Department. (Schedule Weekly)

### Stages of Supervision

**Beginning**
- Learning expectations and requirements
- Working through feelings about clients, authority and responsibilities
- Build self awareness and strengths
- Identify areas for future learning
- Discuss feelings and questions
- Orientation Plan; Clarify roles

**Stage Two:** Engagement
- Learning expectations and requirements
- Building a solid supervisory relationship
- Building self awareness
- Assistance with major problems and decisions
- Exploring feelings about support, authority and independence
- Talking with peers, field educator and liaison about doubts and fears
- Stress management skills

**Stage Three:** Relative Mastery
- Taking more initiative in own learning, more self-directed
- Exploring new challenges
- Identify areas for future learning
- Find ways to contribute to the agency

**Stage Four:** Closure
- Start closure process early
- Develop an ending plan
- Reflect on past experiences
- Share feelings with peers and Field Educator
- Reflect on growth and learning
- Use learning to develop new goals and future plans

### Three General Content Areas

**Supportive**
- Giving Feedback
- Advice

**Educational**
- Knowledge; Skills
- Reflection

**Administrative**
- Policies and Procedures
- Resources

### Sample Topics

Some topics may require weekly, monthly, or semester-long review.

- **Coursework & Integration with Field**
  - Agency Policies & Procedures, i.e. Safety

- **Agency Documentation, i.e. Treatments Plans, Case Notes**
  - Roles & Responsibilities

- **Learning Contract Development Activities**
  - Upcoming Deadline & Due Dates

- **Learning Contract Review, i.e. Activities and Related Progress**
  - SSW Paperwork, i.e. Timesheet, Supervision Record Form

- **Clinical Issues, i.e. Engagement, Self-Awareness, Parallel Process**
  - Learning Styles

- **Feedback on Performance**
  - Student Participation & Preparedness, i.e. for Supervision

- **Supervisory Styles, Power Differential**
  - Discuss and Complete Evaluation in Taskstream

### Developmental Progression

**Stage One: Beginning Anxiety**
- Stage Two: Reality Confrontation; Engagement
- Stage Three: Relative Mastery
- Stage Four: Closure Termination

### Mutuality: Students & Educators

Students share their observations, and bring questions; they ask for input & feedback.

Field educators bring critical feedback that is systematic, objective and consistent.

### University at Buffalo: SSW Tools

**Supervision Module**
- Supervision Agenda ( Helpful Tool)
- Supervision Record Form (Required)
- Developmental Supervision Module

[http://socialwork.buffalo.edu/field-educators-liaisons/field-educator-resources/orientation-and-training/supervision.html](http://socialwork.buffalo.edu/field-educators-liaisons/field-educator-resources/orientation-and-training/supervision.html)