


Social Work Supervision

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 High Anxiety

- Learning expectations and requirements
- Working through feelings about clients, authority and responsibilities
- Build self awareness and strengths
- Identify support systems
- 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 owl learning, more self-directed
- Exploring new challenges
- More concrete feedback
- Build on strengths and interests
- 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>