

CLINICAL SUPERVISION

Section: Clinical

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Subject: Clinical Supervision

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PURPOSE

Supervision is essential for the support of the clinician and for the accomplishment of due diligence responsibilities of the organization. The intent of this standard is to ensure that all service providers are provided with appropriate support and direction.

POLICY

Clinical supervision will be provided to all clinical service providers at Davis Behavioral Health. The supervision will provide support and direction in contending with problematic client symptoms and behaviors, best methods for providing approved treatments, practice management, accuracy of assessments, and adequacy and timeliness of documentation.

PROCEDURE

1. Each master's level clinician will be assigned a clinical supervisor. Unless otherwise noted, the clinical supervisor will be the primary organizational supervisor for that employee. In some cases, a clinical supervisor may be assigned in addition to the organizational supervisor.
2. Clinical supervisors will be familiar with the quality of the clinical work of their supervisees. This includes a knowledge of the quality of the supervisee's
 - a. Assessment and (when applicable) diagnostic abilities.
 - b. Therapeutic engagement skills
 - c. Knowledge of preferred practices and approved treatments.
 - d. Documentation practices.
 - e. Practice management ability.
3. Clinical supervisors will conduct reviews of the quality of their supervisee's services at least quarterly. This review will consist of any of these activities:
 - a. Participation in the peer review process.
 - b. Review of clinical assessments, treatment plans, and progress notes.
 - c. Review of productivity against expectations.
 - d. Review of scheduling activities and practice management approach.
 - e. Personal supervision meeting.

4. Clinical supervision will result in a supervisory assessment of the treatment effectiveness of the service provider, and the degree of success in meeting his or her individual performance goals.

5. Regular, individual supervision will be provided in cases in which:
 - a. The service provider requires supervision because of training or licensure requirements.
 - b. The service provider requests such supervision due to unique client or provider circumstances.
 - c. The service provider is experiencing difficulties in therapy application, practice management, or documentation.

6. Team meetings will be incorporated into the supervision process. Staff meetings with licensed colleagues will be accessible for the presentation of clinical cases and group supervision.

7. Documented, formal clinical supervision will result in a productivity credit or other compensation.