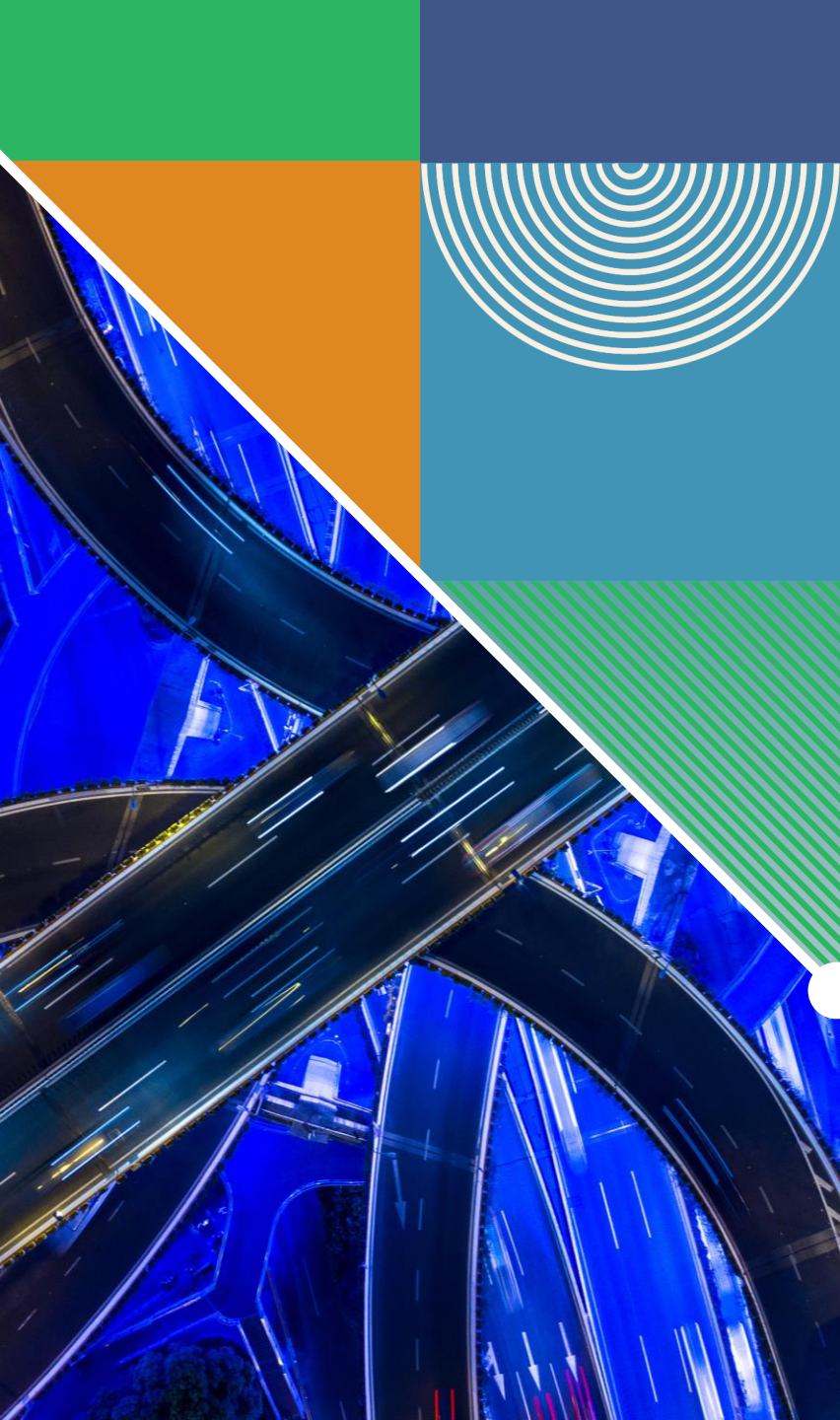


# The Basics of Supervision for Counselors: Best Practices in Counseling Supervision





# INTRODUCTION

IN RESPONSE TO EVOLVING EDUCATIONAL STANDARDS AND SOCIETAL SHIFTS, IT'S CRUCIAL TO ENSURE THAT OUR SUPERVISORY PRACTICES IN COUNSELING ARE CONTEMPORARY, CULTURALLY RESPONSIVE, AND JUSTICE-ORIENTED. THIS PRESENTATION WILL GUIDE US THROUGH ESSENTIAL UPDATES ALIGNED WITH THE 2024 CACREP STANDARDS AND OUR COMMITMENT TO FOSTERING AN INCLUSIVE ENVIRONMENT THAT ADVOCATES FOR SOCIAL JUSTICE



# CACREP 2024 Standards for MASTER'S SUPERVISION

The information aligns with the standards for supervision outlined in the CACREP 2024 Standards, representing the most recent version of CACREP accreditation criteria for counseling programs.

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In the CACREP 2024 Standards, requirements for site supervisors for Masters Level students are found in Section 4: Professional Practice, covering all aspects related to practicum and internship experiences.

Specific standards related to supervision are often located under subsections such as **“Practicum Supervision”** and **“Internship Supervision”** located within Section 4.

## **Supervisor Qualifications:**

- a minimum of a master's degree, preferably in counseling or a related profession;
- active certifications and/or licenses in the geographic location where the student is placed, preferably in counseling or a related profession;
- a minimum of two years post-master's professional experience relevant to the CACREP specialized practice area in which the student is enrolled;
- relevant training for in-person and/or distance counseling supervision;
- relevant training in the technology utilized for supervision; and
- knowledge of the program's expectations, requirements, and evaluation procedures for students.

[2024 CACREP Standards - CACREP](#)

# CACREP 2024 Standards for DOCTORAL SUPERVISION



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The information aligns with the standards for supervision outlined in the CACREP 2024 Standards, representing the most recent version of CACREP accreditation criteria for counseling programs.

In the CACREP 2024 Standards, requirements for site supervisors for Doctoral Level students are found in Section 6 covering all aspects related to practicum and internship experiences.

Specific standards related to supervision are often located under subsections such as **Doctoral Standards for Counselor Education and Supervision** located within Section 6.

## **Supervisor Qualifications:**

- A master's degree in counseling or a similar field.
- Current professional certifications or licenses.
- At least two years of independent practice in the relevant counseling area.
- Training in both traditional and online counseling supervision.
- Proficiency with technology for supervision.
- Knowledge of the counseling program's guidelines and student evaluation criteria.

# ACA Ethical Codes for Supervision

## ACA Code of Ethics 2022 Edition Section F: MASTER'S SUPERVISION

### Relevant Sections for Master's Level Supervision:

#### F.6.c. Counseling for Supervisees:

- If supervisees request counseling, the supervisor assists in identifying appropriate services. Supervisors do not provide counseling services to supervisees but address interpersonal competencies impacting clients, the supervisory relationship, and professional functioning.

#### F.6.d. Endorsements:

- Supervisors endorse supervisees for certification, licensure, employment, or program completion only when qualified. They refrain from endorsing supervisees believed to be impaired in a manner affecting their duties.

#### F.8. Student Welfare:

- **F.8.a. Program Information and Orientation:** Educators provide information on program expectations, training goals, evaluation policies, and employment prospects.
- **F.8.b. Student Career Advising:** Counselor educators offer career advisement and inform students of opportunities in the field.
- **F.8.c. Self-Growth Experiences:** Counselor educators ensure ethical principles are followed in self-growth experiences.
- **F.8.d. Addressing Personal Concerns:** Educators may require students to address personal concerns affecting professional competency.

# Social Justice and Advocacy in Supervision: ACA Ethical Guidelines

## **Ethical Supervision for Social Justice:**

- Ethical supervision includes a commitment to social justice, empowering supervisees to enact change and advocate for equity in their professional roles.
- Supervisors model and teach the integration of social justice principles in counseling practice, emphasizing the impact on client well-being and community health.

## **Call to Action:**

- Encourage active engagement with social justice issues within the counseling profession and broader community.
- Foster an environment where supervisees feel empowered to challenge systemic inequalities and advocate for change.
- **Empowering Ethical Practices:** Supervisors uphold the ACA Code of Ethics, emphasizing the importance of social justice in fostering an equitable and respectful supervisory environment
- **Advocacy and Endorsement:** Encourage supervisees to advocate for underserved and marginalized populations, reflecting a commitment to social justice
- **Cultural Competency and Diversity:** Guides supervisees in developing the skills and awareness necessary to address the cultural and socio-economic factors affecting clients.

# ASCA Ethical Codes Section C: School Counselor Administrators/ Supervisors

- **Advocacy and Resources:** Advocating for comprehensive school counseling programs and ensuring fair resource distribution.
- **Professional Development:** Providing supervision, training, and development opportunities based on current research.
- **Ethical and Legal Standards:** Eliminating unethical practices and monitoring policies for consistency with ASCA standards.
- **Section D: School Counseling Intern Site Supervisors**
- **Qualifications:** Must be licensed/certified with a grasp of comprehensive counseling programs.
- **Supervision Model:** Using a collaborative model, considering cultural factors, and maintaining objectivity.
- **Technology and Communication:** Competency in supervision technology and adapting to communication differences in virtual settings.
- **Performance Evaluation:** Fair and timely evaluations using standards-aligned tools, communicating limitations, and assisting with professional development.

# Purpose of Clinical Supervision

## Facilitating Supervisee Personal and Professional Development

- Supervision in master's level counseling serves to facilitate the personal and professional growth of supervisees. Supervisors enhance their counseling skills through regular feedback, reflective practice, and guided learning experiences and develop a deeper understanding of themselves as practitioners (Bernard & Luke, 2015; Miserentino & Hannon, 2022).

## Promoting Counselor Competencies, Knowledge, and Skills

- Supervisors play a crucial role in promoting counselor competencies, knowledge, and skills among supervisees. By providing guidance, mentorship, and opportunities for experiential learning, supervisors help supervisees build a strong foundation in counseling theory and practice (Wilder et al., 2022).

## Providing Opportunities in Learning about the School Environment

- For school counselors, supervision offers opportunities to learn about the school environment and its impact on counseling services. Supervisees gain insights into school culture, policies, and procedures, which are vital for effectively delivering comprehensive school counseling programs (Tang, 2020).

## Safeguarding Clients/Students and Promoting Trainee Development

Supervision in master's level counseling safeguards the welfare of clients/students while promoting trainees' development. Supervisors create a supportive and structured learning environment where supervisees can explore clinical issues, seek guidance, and grow as competent professionals (Fajriani et al., 2023)



# Significance of Counseling Supervision

## Enhancing Service Delivery

Effective supervision enhances the delivery of counseling services by promoting the development of counselor competencies, knowledge, and skills. Supervisees receive guidance on evidence-based practices, client-centered approaches, and culturally responsive interventions, ultimately improving client outcomes (Tang, 2020; Wilder et al., 2022).

## Ensuring Ethical Practice

Supervision ensures ethical practice among counseling professionals by providing guidance on ethical dilemmas, promoting adherence to ethical standards, and monitoring ethical conduct in counseling sessions (Bernard & Luke, 2015; Bledsoe et al., 2019).

## Facilitating Professional Growth

Counseling supervision plays a crucial role in facilitating the professional growth of counselors-in-training. Through structured feedback, reflective practice, and experiential learning opportunities, supervisees enhance their counseling skills and develop into competent practitioners (Miserentino & Hannon, 2022).

# Continued... Significance of Counseling Supervision



## **Gatekeeping of the Profession**

Supervisors serve as gatekeepers to the counseling profession, ensuring that only competent and ethical individuals enter the field. Through assessment, evaluation, and feedback, supervisors identify strengths and areas for growth in supervisees, guiding them toward licensure and certification (Borders, 2006).

## **Supporting Personal and Professional Well-being**

Counseling supervision provides a supportive environment for supervisees to explore personal and professional challenges, seek guidance on self-care practices, and receive validation for their experiences. Supervisors promote supervisee well-being, resilience, and self-awareness, contributing to long-term professional success (Fajriani et al., 2023).

# Best Practices in Clinical Supervision

## Utilizing Evidence-Based Strategies

Implement evidence-based strategies and interventions in clinical supervision. Drawing from research and best practices ensures the effectiveness and quality of supervision outcomes (Wilder et al., 2022).

## Encouraging Self-Reflection

Foster a culture of self-reflection and self-awareness among supervisees. Encouraging regular reflection on clinical experiences promotes personal and professional growth (Bernard & Luke, 2015; Borders, 2006).

## Promoting Cultural Competence

Prioritize the integration of cultural competence in clinical supervision. Supervisees should develop an understanding of diverse cultural perspectives and apply culturally sensitive approaches in their practice (Fajriani et al., 2023).

## Facilitating Case Conceptualization

Guide supervisees in the development of effective case conceptualization skills. Analyzing clinical cases enhances critical thinking and problem-solving abilities (Tang, 2020; Wilder et al., 2022).

## Addressing Ethical Challenges

Supervisees should have the knowledge and skills to navigate ethical complexities while upholding professional standards (Bernard & Luke, 2015; Terrell & Osborne, 2020).

# Supervision Best Practice Guidelines

## Establishing Collaborative Relationships:

- Foster open communication and trust.
- Encourage mutual respect between supervisors and supervisees.

## Providing Structured Feedback:

- Offer constructive feedback on clinical work.
- Focus on strengths and areas for growth.

## Promoting Ethical Awareness:

- Emphasize adherence to professional standards.
- Discuss ethical dilemmas and confidentiality.

## Integrating Multicultural Competence:

- Explore cultural biases and enhance sensitivity.
- Apply culturally responsive approaches in counseling.

## Encouraging Reflective Practice:

- Promote self-awareness and critical thinking.
- Support ongoing professional development through reflection.

## Supporting Supervisee Well-being:

- Provide resources for stress management and self-care.
- Address burnout and vicarious trauma.



# Ethical Considerations & Documentation

## **Importance of Ethical Practice:**

- Emphasize the significance of ethical practice in counseling.
- Discuss ethical principles such as beneficence, non-maleficence, autonomy, and justice (Bernard & Luke, 2015; Bledsoe et al., 2019).

## **Confidentiality and Informed Consent:**

- Highlight the importance of confidentiality and informed consent in counseling practice.
- Discuss procedures for obtaining informed consent and maintaining client confidentiality (Tang, 2020; Terrell & Osborne, 2020).

## **Boundaries and Dual Relationships:**

- Address boundaries and dual relationships in counseling relationships.
- Provide guidance on maintaining professional boundaries and managing potential conflicts of interest (Borders, 2006; Wilder et al., 2022).

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**Diversity and Inclusion:**

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Emphasize the importance of diversity and inclusion in counseling practice.

Promote cultural humility and sensitivity towards clients from diverse backgrounds (Fajriani et al., 2023; Tang, 2020).

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**Advocacy for Social Justice:**

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Advocate for social justice and equity in counseling and beyond.

Address systemic issues such as discrimination, oppression, and inequality (Bledsoe et al., 2019; Wilder et al., 2022).

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**Ethical Awareness and Decision-making:**

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Enhance ethical awareness among supervisees.

Discuss ethical dilemmas, confidentiality, and informed consent (Bernard & Luke, 2015; Terrell & Osborne, 2020).

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**Multicultural Competence:**

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Integrate multicultural competence into supervision practices.

Support supervisees in understanding diverse cultural perspectives and applying culturally responsive approaches ( Miserentino & Hannon, 2022).

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**Client Advocacy:**

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Advocate for the well-being and rights of clients.

Empower clients to advocate for themselves within the counseling process (Tang, 2020; Wilder et al., 2022).

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**Professional Integrity:**

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Uphold professional integrity and ethical standards.

Model ethical behavior and decision-making in all aspects of counseling practice (Bernard & Luke, 2015; Bledsoe et al., 2019).

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# Diversity, Advocacy, and Ethical Considerations

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# Importance of Cultural Competence

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## Why Cultural Issues Matter in Supervision

Culturally competent supervision is crucial for ensuring equitable and effective mental health services.

Understanding the diverse cultural backgrounds and experiences of both clients and supervisees enhances the quality of care provided.

Day-Vines (2017) emphasizes that integrating cultural competence into supervision practices fosters a supportive environment for supervisees from diverse cultural backgrounds.

Addressing cultural issues in supervision helps reduce the risk of misunderstandings, biases, and cultural insensitivity, thus promoting positive therapeutic outcomes.

# Broaching Cultural Issues

## What is Broaching Cultural Issues?



Broaching cultural issues involves supervisors and supervisees initiating discussions about cultural differences, beliefs, and values within the supervisory relationship.



It entails creating a safe and respectful space for dialogue where both parties can explore how cultural factors influence client care.

(Day-Vines et al., 2021)



# Continued...Broaching Cultural Issues

## Strategies for Broaching Cultural Issues

### Establish

- **Establish Trust:** Build trust between supervisors and supervisees to encourage open communication about cultural concerns.

### Normalize

- **Normalize Cultural Discussions:** Frame discussions about cultural issues as a routine aspect of supervision to reduce stigma and discomfort.

### Use

- **Use Reflective Listening:** Practice active listening and reflect on cultural perspectives shared by both supervisors and supervisees without judgment.

### Provide

- **Provide Education and Resources:** Offer cultural competency training and resources to enhance understanding and awareness of diverse cultural backgrounds.

# Continued... Strategies for Broaching Cultural Issues

## Strategies for Effective Broaching:

### Supervisor's Role:

- **Facilitate Open Communication:** Encourage supervisees to express cultural concerns and questions freely.
- **Provide Guidance:** Offer support and guidance to supervisees in navigating cultural discussions and addressing challenges.
- **Model Cultural Competence:** Demonstrate cultural humility and openness to learning from supervisees' cultural perspectives.

### Supervisee's Role:

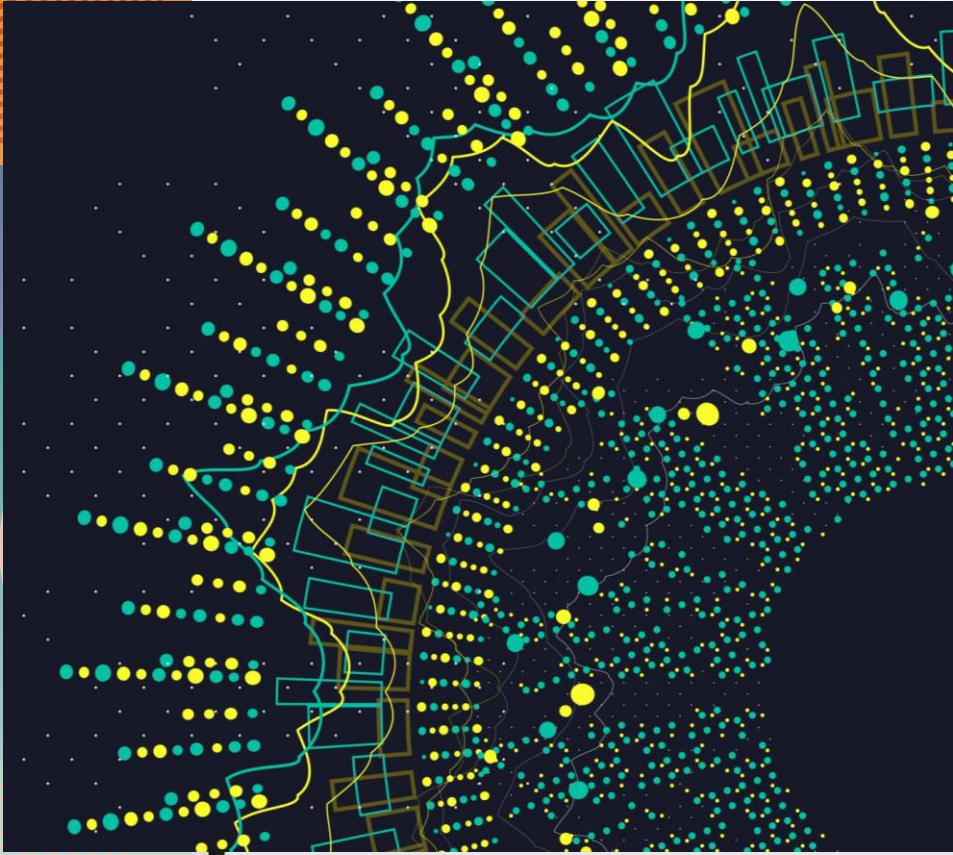
- **Share Experiences:** Communicate personal experiences and observations related to cultural differences in client interactions.
- **Seek Clarification:** Ask questions and seek clarification from supervisors about cultural issues that arise in supervision.
- **Commit to Growth:** Engage in cultural competency training and self-reflection to continuously improve cultural competence.

### Collaborative Approach:

By fostering a collaborative approach to broaching cultural issues, supervisors and supervisees can create a supportive environment for cultural exploration and learning

(Day-Vines et al., 2021)

# Promoting Cultural Competence Together



**Collaborative Effort:** Building on the strategies for broaching cultural issues, and promoting cultural competence requires a joint effort from both supervisors and supervisees. Open communication and mutual respect are essential for fostering meaningful discussions about cultural differences.

**Embrace Diversity:** Following the initial discussions on broaching cultural issues, supervisors and supervisees should create an inclusive environment where diverse perspectives are valued and celebrated within the supervisory relationship.

(Day-Vines et al., 2021)

# EVALUATION & SUPERVISION IN COUNSELING

Importance of Supervision:

Emphasize the crucial role of supervision in counselor training and professional development.

Discuss how supervision promotes skill development, self-awareness, and ethical practice (Bernard & Luke, 2015; Bledsoe et al., 2019).

Supervisory Models and Techniques:

Introduce various supervisory models and techniques used in counseling.

Discuss models such as the Discrimination Model, Reflective Practice Model, and Developmental Models (Miserentino & Hannon, 2022; Wilder et al., 2022).

Evaluation Methods:

Explore different evaluation methods used in counseling supervision.

Discuss methods such as feedback-informed treatment, reflective supervision, and outcome evaluation (Terrell & Osborne, 2020).

Supervisory Relationship:

Highlight the importance of the supervisory relationship.

Discuss factors such as trust, rapport, and communication in fostering effective supervision (Miserentino & Hannon, 2022).

Multicultural Considerations:

Address multicultural considerations in supervision and evaluation.

Discuss the importance of cultural competence and sensitivity in supervisory practices (Fajriani et al., 2023; Borders, 2006).

Professional Development:

Discuss how supervision contributes to ongoing professional development.

Explore opportunities for skill enhancement, continuing education, and career advancement (Tang, 2020; Wilder et al., 2022).

# THE SUPERVISOR'S ROLE

## **Mentorship and Guidance:**

- The supervisor serves as a mentor, guiding and supporting supervisees throughout their professional journey (Miserentino & Hannon, 2022).
- They offer insights, share experiences, and provide direction to help supervisees navigate challenges and make informed decisions (Terrell & Osborne, 2020).

## **Gatekeeping Responsibility:**

- Supervisors play a crucial role as gatekeepers to the counseling profession, ensuring that only qualified individuals enter the field (Bernard & Luke, 2015).
- They assess supervisee competence, monitor performance, and endorse certification or licensure based on their judgment of readiness (Bledsoe et al., 2019).

## **Cultivating Reflective Practice:**

- The supervisor fosters a culture of reflection and self-awareness among supervisees (Borders, 2006).
- They encourage supervisees to examine their counseling practices critically, explore personal biases, and continuously strive for professional growth (Fajriani et al., 2023).

# SUPERVISION TRAINING

## Importance of Training:

Training in supervision is essential to prepare counselors for their supervisory roles (Miserentino & Hannon, 2022).

It equips counselors with the necessary skills, knowledge, and competencies to effectively supervise others (Wilder et al., 2022).

## Foundational Concepts:

Supervision training covers foundational concepts such as ethical guidelines, multicultural competence, and legal considerations (Bledsoe et al., 2019).

Counselors learn about ethical decision-making, cultural humility, and navigating legal and ethical issues in supervision (Bernard & Luke, 2015).

## Supervisory Models and Techniques:

Training programs introduce various supervisory models and techniques used in counseling (Borders, 2006).

Counselors learn about different models such as developmental, systemic, and integrative approaches to supervision (Terrell & Osborne, 2020).

# CONTINUED...SUPERVISION TRAINING

## **Practical Skills Development:**

- Supervision training focuses on developing practical skills for effective supervision (Fajriani et al., 2023).
- Counselors practice giving feedback, conducting evaluations, and managing supervisory relationships in simulated or real-world settings (Tang, 2020).

## **Multicultural Considerations:**

- Training programs emphasize multicultural considerations in supervision (Borders, 2006).
- Counselors learn about cultural competence, sensitivity, and awareness to effectively supervise counselors from diverse backgrounds (Miserentino & Hannon, 2022).

## **Continuing Education:**

- Supervision training also includes opportunities for continuing education and professional development (Wilder et al., 2022).
- Counselors engage in ongoing learning, attend workshops, and seek mentorship to enhance their supervisory skills (Bledsoe et al., 2019).

# BASIC CONCEPTS OF THE DISCRIMINATION MODEL OF SUPERVISION

The Discrimination Model of Supervision is a systematic approach used in counseling supervision to assess and address supervisee development (Bernard & Goodyear, 2018).

## **Key Components:**

1. Identification: Supervisors identify specific areas for growth and improvement based on supervisee performance and developmental needs (Brejcha, 2021).
2. Discrimination: Supervisors discern between different factors influencing supervisee performance, including skills, personal characteristics, and contextual factors (Brejcha, 2021).
3. Intervention: Based on discrimination, supervisors strategically intervene to address identified areas of concern or opportunities for growth (Bernard, 1979).



# CONTINUED...BASIC CONCEPTS OF THE DISCRIMINATION MODEL OF SUPERVISION

## **Supervisory Process:**

- The Discrimination Model involves a cyclical process of assessment, discrimination, and intervention (Crunk & Barden, 2017).
- Supervisors continuously assess supervisee performance, discriminate between various factors affecting performance, and intervene to support supervisee growth and development (Brejcha, 2021).

## **Application:**

- The Discrimination Model is applicable across diverse counseling settings and specialties (Crunk & Barden, 2017).
- It provides a structured framework for supervision that enhances supervisee skill development, self-awareness, and overall effectiveness (Bernard & Goodyear, 2014).

## **Benefits:**

- Promotes individualized and targeted supervision tailored to each supervisee's unique needs (Brejcha, 2021).
- Fosters a collaborative supervisory relationship and facilitates supervisee autonomy and professional growth (Lambert & Barley, 2001; Norcross & Lambert, 2014).

# Supervision Roles: Discrimination Model

Introduced by Janine M. Bernard, the Discrimination Model outlines **three key supervisor roles: teacher, counselor, and consultant**. It's a framework that continues to guide how supervisors support and teach those training to be counselors.

## **Teacher:**

- Personalizes learning, tailoring theory to fit the supervisee's style.
- Sharpens conceptual skills for understanding client dynamics.
- Guides practical intervention tactics.

## **Counselor:**

- Fosters personal and professional growth.
- Helps integrate personal experiences with counseling practices.
- Influences thoughtful intervention choices.

## **Consultant:**

- Advises on professional identity development.
- Supports in-depth case conceptualization.
- Recommends specific, individualized intervention strategies. Sure, here's how you can combine those citations into one in-text citation:

(Bernard, 1979; Bernard & Goodyear, 2018)

# Foci of the Discrimination Model



The Discrimination Model prioritizes personalized guidance( **personalization**), thorough **conceptualization**, and targeted **intervention**. Personalization ensures supervision meets individual needs, while conceptualization deepens the understanding of counseling dynamics. Through intervention, evidence-based strategies are implemented to foster growth.

## Personalization:

- Tailoring supervision to individual supervisee needs and characteristics.
- Recognizing and capitalizing on unique strengths and challenges.

## Conceptualization:

- Analyzing and synthesizing case material to deepen understanding of counseling dynamics.
- Formulating conceptual frameworks to guide intervention strategies.

## Intervention:

- Implementing targeted and evidence-based strategies to address supervisee goals.
- Providing feedback, guidance, and resources to enhance counseling skills.

(Bernard, 1979; Bernard & Goodyear, 2018)

# Discrimination Model: Supervisee Skills

In the Discrimination Model of Supervision, supervisee skills play a crucial role in the supervisory process (Bernard & Goodyear, 2018).

## Key Skills:

**Clinical Competence:** Supervisees demonstrate proficiency in counseling techniques, assessment, and treatment planning (Crunk & Barden, 2017).

**Self-Awareness:** Supervisees possess insight into their personal biases, limitations, and areas for growth (Brejcha, 2021).

**Cultural Competence:** Supervisees exhibit sensitivity and competence in working with diverse populations (Crunk & Barden, 2017).

**Ethical Decision-Making:** Supervisees adhere to ethical principles and guidelines in their counseling practice (Bernard, 1979).

## Development and Enhancement:

Supervisors play a key role in facilitating the development and enhancement of supervisee skills through feedback, modeling, and skill-building activities (Crunk & Barden, 2017).

## Evaluation and Feedback:

Regular evaluation and feedback sessions help assess supervisee skills, identify areas for improvement, and track progress over time (Bernard & Goodyear, 2018)

## Benefits:

Supervisees with well-developed skills are better equipped to provide effective counseling services, promote client well-being, and contribute to the profession (Lambert & Barley, 2001; Norcross & Lambert, 2014).

### Key Tips:

- **Establish Clear Expectations:** Clearly outline expectations for the supervisory relationship.
- **Build Trust and Rapport:** Foster a supportive and trusting supervisory relationship.
- **Provide Constructive Feedback:** Offer specific, timely feedback focused on strengths and areas for improvement.
- **Promote Self-Reflection:** Encourage students to engage in self-reflection and critical thinking.
- **Facilitate Skill Development:** Offer opportunities for students to practice and refine counseling skills.
- **Address Ethical Issues:** Discuss ethical dilemmas and decision-making processes

### Strategies:

- Use role-playing and case studies to simulate counseling sessions.
- Encourage seeking supervision from multiple perspectives.
- Utilize technology tools and resources for supervision.

### Benefits:

- Empowers students to become competent, ethical, and culturally sensitive professionals.
- Prepares students to address diverse client needs and contribute meaningfully to the profession.

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# Tips & Strategies for Supervising Counseling Students

# Advantages of Supervising Counseling Students



## Overview:

Supervising counseling students offers numerous advantages for both supervisors and students.

## Advantages:

- **Professional Development:** Enhance skills and knowledge through mentorship and teaching.
- **Fresh Perspectives:** Stimulate creativity and growth with new ideas and perspectives.
- **Contributing to the Profession:** Shape and mentor the next generation of counselors.
- **Recruitment and Networking:** Facilitate networking opportunities and potential recruitment.
- **Mutual Learning:** Foster mutual learning and growth from student's unique experiences.
- **Personal Fulfillment:** Find satisfaction in guiding and supporting students in their counseling journey

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