Best Practices in Supervision Intensive
Led by Drs. Anthony Salerno and Lydia Franco of CTAC & the McSilver Institute, May-June 2019

Overview

**The Training**
Utilizing a CQI (continuous quality improvement) approach, participants devised Supervisory Action Plans to implement in their organizations between 2 in-person trainings.

**Components**

- **Part 1**
  - n=63
  - Learning about Supervision
  - Best Practices and Developing a Supervisory Action Plan

- **Part 2**
  - n=47
  - Evaluating Outcomes of Supervisory Action Plan and Determining Next Steps

**Evaluation**

**Supervisory Self-Assessment**
(n=62)

- Professional development
- Team building
- Supportive supervision
- Enhance quality supervision
- Change management
- Data guided decisions
- Managerial administrative functions

In a Supervisory Self-Assessment rating the alignment, importance, and practicality of 6 supervisory domains, supervisors reported a discrepancy between their alignment to the domains listed and their ratings of importance and practicality. This suggests that there is room for improvement in each of these domains, especially within supportive supervision.

**Clinical Supervisor Tasks and Time Survey**
(n=45)

Participants rated the importance and time spent on supervisory activities. The greatest amount of time reported spent weekly was on Administrative Tasks (34.59%), and the least on Clinical Quality (16.76%), despite having a higher importance rating than Direct Service to Clients.

**Follow-Up Survey**
(n=47)

- Over half (53%) of participants were able to implement their action plan.

**Barriers included:**
- Lack of time
- Staff dynamics
- Lack of leadership support

**Feedback and Looking Forward**

Feedback was highly positive regarding the practicality and necessity of the training, and was especially recommended that future offerings “engage with CEOs, board of directors, etc.” to attain “support from higher-ups in implementing and maintaining changes.”

The Best Practices in Supervision intensive indicated a need and desire to enhance quality supervision, particularly within professional development, team building, and supportive supervision, as seen by the surveys and feedback.