



Disclosures

- EBS provided travel costs for this conference

Session Objectives

- Identify benefits of supervisory training
- Name 3 essential skills needed when providing supervision

State Requirements

- 11 states do not require licensure for new grads/CFs in SLP or Audiology
- 16 states require state licensure for school-based SLPs
- 2 states require training for supervisors of provisionally licensed/CFs in SLP
- ASHA will require training for supervisors in 2020
- What is the discussion in your state?

<http://www.asha.org/practice/clinical/competencies/standards>
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Supervision Training

- Three recent reports address the fundamental need for supervision training: ASHA's ad hoc committees on supervision (2013) and supervision training (2016) and CAPCSD (2013).
- General consensus that clinical educators should receive training in the theory and practice of supervision;
- No national standards for supervision training in SLP or Audiology at present time.

Does Supervision Training Make a Difference?

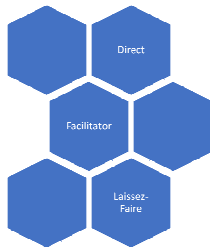
- Literature contains many anecdotal descriptions of behavioral patterns that typically occur between supervisors and supervisees. These patterns emerge because of lack of training and/or lack of use of varied theoretical models to understand the supervision process (Geller & Foley, 2009; Shahmoon-Shanok & Geller, 2009).
- Evidence has revealed that the quality of supervisor-supervisee relationships plays a critical role in the supervisees' clinical development and overall performance (Geller & Foley, 2009; Giffam et. al 1990; Pasupathy & Bogschutz, 2013; Shapiro & Anderson, 1989).

Streetcar Stop

- What behavioral patterns have you seen occurring between supervisors and their supervisees that have had a negative effect on the supervisees' clinical development and overall performance?



Supervisory Styles




Does Supervision Training Make a Difference?

- The supervisory style and overall clinical experience "may shape the future clinician's perception of his/her clinical success" (Kimble & Turner, 2012, p. 13).
- Without training, supervisors tend to dominant talk time, control supervision meetings, engage in problem solving and decision-making without the supervisee's input (Dowling, 2001).

Streetcar Stop

- How could supervisory style affect the performance of the new clinician?





In Support of Required Training: Where's the Evidence?

ASHA Strategic Pathway

ASHA Membership: Conduct research on the effectiveness of methods of clinical education/supervision and the effectiveness of supervision training.

(ASHA Ad Hoc Committee on Supervision Training (AHCST), 2016)

ASHA Publications

- Expand publication opportunities related to clinical education/supervision* The ASHA Leader
- Seek clinical education/supervision-related article ideas for possible publication as an issue theme * ASHA Academic Affairs and Research Education (AARE)
- Include clinical education/supervision funding opportunities in Access Academics & Research e-newsletter
- Promote, in general, clinical education/supervision as a viable area of research
- Include clinical education/supervision as an area of research in the CLARC program
- Offer the Scholarship of Teaching and Learning (SOTL) of clinical education/supervision as a future topic for the Researcher-Academic Town Meeting (RATM) at the ASHA Convention

In Support of Required Training: Talking Points

The Benefits of Supervision Training

- Supervision training provides you with methods and support for doing your part to continue the vibrancy of the professions through excellence in supervision.

The Benefits
of
Supervisory
Training

- Supervision training helps you learn and apply models for effective supervision based on best practices in the field and research on adult learning styles through courses, programs, publications, and web-based tools.

The Benefits
of
Supervisory
Training

- Supervision training provides you with methods for building cultural competence, for responding to different communication styles, and for developing supportive, trusting relationships with supervisees.

The Benefits
of
Supervisory
Training

- Supervision training connects you to mentors and experts in supervision who can provide practical information on how you balance it all—i.e., how you contribute to the continued growth of the professions through top-notch supervision and handle your day-to-day responsibilities.
