

# Clinical Supervision Resources

The [APA Guidelines for Clinical Supervision in Health Service Psychology](#) describe practices in seven domains for psychologists who supervise trainees or students. The guidelines provide information in the following domains:

1. Supervisor competence
2. Diversity
3. Supervisory relationships
4. Professional behavior and upholding ethical standards
5. Providing feedback and assessment and evaluation
6. Professional competence/performance
7. Adhering to ethical and legal/regulatory guidelines.

The APA's Guidelines on Trauma Competencies were created to guide education and training within the US and psychologists' self-monitoring. The guidelines consist of five broad trauma competencies and nine cross-cutting competencies. The trauma guidelines can serve as a foundation for training a trauma-informed mental health workforce. American Psychological Association. (2015). Guidelines on Trauma Competencies for Education and Training. Retrieved from: <http://www.apa.org/ed/resources/trauma-competencies-training.pdf>

## Center for Health Impact

The Center for Health Impact (CHI) is a Massachusetts non-profit organization that helps organizations and communities to develop sustainable organizational systems, stronger leaders and enhanced team capacity for promoting health and well-being. CHI offers several professional development opportunities and/or resources including:

- Community Health Worker Core Competency Course: [Community Health Workers \(CHWs\) - Center for Health Impact](#)
- Successful Supervision with Community Health Workers (CHW) Workshop: [Successful Supervision with Community Health Workers \(centerforhealthimpact.org\)](#)
- Successful Supervision with Community Health Workers Toolkit [successful-supervision-with-chws-toolkit.pdf \(centerforhealthimpact.org\)](#)

## Substance Abuse Mental Health Services Administration (SAMHSA) Treatment Improvement Protocols (TIPS)

SAMHSA TIPSs include tools and training materials for training for treating substance use. Part 1 of TIP 52 is for clinical supervisors and includes information about clinical supervision in substance abuse treatment and includes vignettes with scenarios that may occur during supervision. Part 2 is an implementation guide for program administrators and includes

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information about implementing clinical supervision and developing a clinical supervision model. Part 3 has literature that addresses both clinical and administrative concerns.

- Clinical Supervision and Professional Development of the Substance Abuse Counselor – SAMHSA Treatment Improvement Protocol (TIP) #52: [TIP 52: Clinical Supervision and Professional Development of the Substance Abuse Counselor \(samhsa.gov\)](https://www.samhsa.gov/tip-52)
- <https://www.institutebestpractices.org/wp-content/uploads/2021/04/17d.-Supervisory-Tools-from-TIP-52.pdf>

## SAMHSA Technical Assistance Publications (TAPs)

SAMHSA TAPs provide practical guidance and information regarding the delivery of substance use treatment services. TAP 21A describes competencies for effective supervision in substance use disorder treatment. It has step-by-step guidance for implementing comprehensive supervisory training and workforce development. Information in TAP 21A may be useful for clinical supervision more broadly.

- TAP 21-A: Competencies for Substance Abuse Treatment Clinical Supervisors: [TAP 21-A Competencies for Substance Abuse Treatment Clinical Supervisors \(samhsa.gov\)](https://www.samhsa.gov/tap-21-a)

## National Association for Alcoholism and Drug Abuse Counselors (NAADAC) - now known as the Association for Addiction Professionals

NAADAC, the Association for Addiction Professionals' Clinical Supervision: [An Overview of Functions, Processes and Methodology](https://www.naadac.org/resources/clinical-supervision) is a compendium of material related to clinical supervision for addictions treatment professionals and for other mental health professionals. The compendium was designed to be a resource to enhance overall understanding of clinical supervision.

- NAADAC. How to Structure Clinical Supervision: [Microsoft PowerPoint - 2019 12 13 How to Structure Clinical Supervision trainingslides \(naadac.org\)](https://www.naadac.org/resources/clinical-supervision)

## The National Council for Mental Wellbeing

The National Council for Mental Wellbeing developed a resource guide designed to assist community behavioral health providers and CCBHCs prepare for state certification. The resource guide has reference materials and practical guidance for clinics to understand and prepare for certification. The resource guide was designed for CCBHC grantees who are not already state certified, CCBHC grantees or community behavioral health providers who want to implement the CCBHC model.

- [CCBHC State Certification Resource Guide \(thenationalcouncil.org\)](https://www.thenationalcouncil.org/resources/ccbhc-state-certification-resource-guide)

## Certified Community Behavioral Health Clinic (CCBHC)

CCBHC Certification Criteria: <https://www.samhsa.gov/sites/default/files/ccbhc-criteria-2023.pdf>

### Videos:

- Best Practices in Clinical Supervision Pt 1: [Best Practices in Clinical Supervision Pt 1 \(youtube.com\)](#)
- Best Practices in Clinical Supervision Part 2: [Best Practices in Clinical Supervision Part 2 \(youtube.com\)](#)
- Best Practices in Clinical Supervision Part 3: [Best Practices in Clinical Supervision Part 3 \(youtube.com\)](#)
- The Importance of Supervision: <https://youtu.be/fUNuyhhY2Jk?si=Y2OGfX3W7ZXRhyUQ>
- Clinical Supervision for Counseling - Moving Sessions Beyond the Superficial: <https://youtu.be/oWMNskk8nzY?si=iRztVNpDoFvtUnNZ>
- Supervision - it's about checking in, not checking up: [https://youtu.be/CZ6Ob8tjgns?si=o2VqgoRSF2VUG\\_tA](https://youtu.be/CZ6Ob8tjgns?si=o2VqgoRSF2VUG_tA)

### Literature:

- Bradley, W. J., & Becker, K. D. (2021). Clinical Supervision of Mental Health Services: A Systematic Review of Supervision Characteristics and Practices Associated with Formative and Restorative Outcomes. *The Clinical supervisor*, 40(1), 88–111. <https://doi.org/10.1080/07325223.2021.1904312> Free at this link: [Clinical Supervision of Mental Health Services: A Systematic Review of Supervision Characteristics and Practices Associated with Formative and Restorative Outcomes \(nih.gov\)](#)
- Bailin, A., Bearman, S. K., & Sale, R. (2018). Clinical supervision of mental health professionals serving youth: Format and microskills. *Administration and Policy in Mental Health and Mental Health Services Research*, 45, 800-812. [Clinical Supervision of Mental Health Professionals Serving Youth: Format and Microskills \(springer.com\)](#)
- Schriger, S.H., Becker-Haines, E.M., Skriner, L. *et al.* Clinical Supervision in Community Mental Health: Characterizing Supervision as Usual and Exploring Predictors of Supervision Content and Process. *Community Ment Health J* 57, 552–566 (2021). <https://doi.org/10.1007/s10597-020-00681-w>
- Corey, G., Haynes, R., Moulton, P., & Muratori, M. (2010). *Clinical supervision in the helping professions: A practical guide* (2nd ed.). American Counseling Association. [Amazon.com: Clinical Supervision in the Helping Professions: A Practical Guide: 9781556204036: Corey, Gerald, Haynes, Robert, Moulton, Patrice, Muratori, Michelle: Books https://a.co/d/5fehQij](#)

- Heffner, C.L., & Cowan, J.A. (2022). *The Strength-Based Clinical Supervision Workbook: A Complete Guide for Mental Health Trainees and Supervisors* (1st ed.). Routledge. <https://doi.org/10.4324/9781003006558> <https://a.co/d/eobrGfo>
- *Clinical Supervision. A Competency-Based Approach, Second Edition*. [Clinical Supervision, Second Edition \(apa.org\)](https://www.apa.org/pubs/books/clinical-supervision)
- *Counseling Theories and Techniques for Rehabilitation and Mental Health Professional*.  [\(PDF\) Clinical Supervision \(researchgate.net\)](https://www.researchgate.net/publication/351111111)
- Full Book: <https://a.co/d/9OrJe33>
- Ellis, M. V., Berger, L., Hanus, A. E., Ayala, E. E., Swords, B. A., & Siembor, M. (2014). Inadequate and harmful clinical supervision: Testing a revised framework and assessing occurrence. *The Counseling Psychologist*, 42(4), 434–472. <https://journals.sagepub.com/doi/10.1177/0011000013508656>
- Choy-Brown, M., & Stanhope, V. (2018). The Availability of Supervision in Routine Mental Health Care. *Clinical social work journal*, 46(4), 271–280. <https://doi.org/10.1007/s10615-018-0687-0>
- What Is Supervision for Psychotherapists? Psychology Today: [What Is Supervision for Psychotherapists? | Psychology Today](https://www.psychologytoday.com/us/therapy/types/clinical-supervision)