The University of Kansas  
School of Social welfare  

Macro Practice Selective  

SW 864 CLINICAL SOCIAL WORK SUPERVISION  

Master Syllabus  

Prerequisite: Advanced level MSW student  

Credit Hours: 3  

I. COURSE RATIONALE  

The University of Kansas School of Social Welfare recognizes that effective clinical social work practice involves more than the direct service skills and interventions with specific clients. Effective social work practice also involves the ability to influence the organizational and community context of the provision of direct services on behalf of client groups to fill gaps in services, ameliorate oppressive social conditions, and improve social policies. Clinical Social Work Supervision is designed to help students develop the knowledge and skills to work on behalf of diverse sets of clients in indirect ways that ultimately improve direct services and client well being. Students who complete this course will be able to provide clinical social work supervision to staff with a framework of knowledge, values, practice methodologies, and skills.  

Clinical Social Work Supervision builds on the foundation curricula and advanced clinical courses to provide a practice centered curriculum that integrates the themes of the school regarding a strengths perspective, critical perspective, social justice and diversity. The Clinical Social Work Supervision course can prepare clinical students for the types of indirect services that they are likely to encounter as beginning MSW clinicians and is organized around helping the student achieve knowledge and skills in the indirect practice area of clinical supervision. Prerequisite: Students should be in the clinical track and be concurrently enrolled in or have completed SW 810 to be eligible for the Clinical Social Work Supervision course.  

Clinical Social Work Supervision is an integral part of professional social work preparation and social work practice. Social workers in supervisory positions are increasingly accountable for the practices of their subordinates and in addition, have responsibility for effective and efficient functioning of the administrative components of their department, unit, team, or groups of employees. Ultimately the supervisor is responsible for the quality of services delivered to clients in the community.  

Clinical Social Work Supervision is designed to prepare clinical social work students for clinical supervision roles within public, educational, and private social service agency settings. This course is intended to focus specifically on the role and function of the social work supervisor in social work agencies and communities. This course will examine the historical background, theoretical concepts, and practical applications of supervisory methods in clinical social work supervision. This course will describe the process of supervision and address such issues as ethics, values, diversity, impact of agency policies, and the use of research and evaluation.
II. EDUCATIONAL OUTCOMES

By the end of the semester students will be able to:

1. Describe and reflect critically upon the implications of social work theory, research, policy, and practice on clinical social work supervision. (Reflects Clinical Concentration Objectives 3, 5)

2. Identify and define the purpose, role, function and objectives of clinical social work supervision in agency-based practice as well as other modes of clinical social work practice. (Reflects Clinical Concentration Objective 3)

3. Demonstrate an understanding of the major models and tenets of clinical social work supervision and how to supervise employees as individuals and groups. (Reflects Clinical Concentration Objective 3)

4. Identify and understand the interconnectedness between clinical and administrative supervisory responsibilities. (Reflects Clinical Concentration Objective 3)

5. Begin to assess and develop a professional model of clinical social work supervision, related to one’s knowledge, learning style, theory, skills, use of self, and ethics. (Reflects Clinical Concentration Objectives 3, 6)

6. Demonstrate knowledge, awareness, and sensitivity to the cultural, ethical, and legal issues involved in clinical social work supervision practice. (Reflects Clinical Concentration Objectives 5, 6)

7. Articulate how gender, ethnicity, race, culture, and sexual orientation affect the relationship between supervisor, supervisee, worker/client and the impact on the client/consumer, agency and community. (Reflects Clinical Concentration Objectives 3, 5, 6)

8. Apply the NASW Code of Ethics in solving ethical problems that arise during supervision, evaluation, and consultation. (Reflects Clinical Concentration objectives 3, 6)

9. Extensively review and critically examine existing literature in the area of clinical supervision and be able to identify research that informs supervisory practice. (Reflects Clinical Concentration Objective 4)

10. Demonstrate skill in the use of evaluative and research data in providing supervisory and consultative information to social workers and administrators as a means of improving overall effectiveness at the micro and macro levels. (Reflects Clinical Concentration objectives 3, 7)
III. CURRICULUM THEMES

Honoring the School’s commitment to educational approaches that directly and explicitly enhance the connection of theory and concepts to clinical social work practice and the demands of everyday practice, this course is designed to educate students for advanced level clinical practice in supervision of staff through:

1. Examining the application of strengths based clinical supervision as it applies to supervisor, employees, agencies, and clients.
2. Demonstrating a critical perspective in examination and evaluation of theories, research, methods, and practice in clinical social work supervision.
3. Understanding and valuing the diversity of issues that employees and clients face, based on culture, ethnicity, face, geography, social class, sexual orientation, and physical/mental abilities.
4. Examining how issues of social and economic justice affect clients, employees, and agencies, and how these injustices have been perpetuated by economic, political and social structures.

IV. THE LIBERAL ARTS PERSPECTIVE

Building upon the liberal arts perspective, students in this course are expected to: (1) think and write clearly and effectively about their practice and clinical supervision activities, the effects of those activities, and specific ways in which employee and client system outcomes can be improved; (2) understand ways in which knowledge is gained and applied through review of practice research findings and analysis of various practice theories relevant to clinical social work practice and clinical supervision; (3) use knowledge of the social, biological, and behavioral sciences in completing broad based bio-psycho-social assessments of clients' problem situations and use clinical supervision to impact policies and services to client and client systems; (4) use knowledge of history in understanding the impact of a history of oppression on different ethnic groups' current functioning and the influence of family history on individual functioning; (5) understand the effects of variations in worker/client values on the clinical helping process through knowledge of clients whose cultures are different from their own.

V. PROFESSIONAL PURPOSES AND VALUES

The overall goal of a macro practice selective is for the student to achieve knowledge and skills in a particular area of indirect practice. As noted in the course rationale, one purpose of this course is to prepare clinical students for the types of indirect service that they are likely to encounter as beginning MSW clinicians.

This course will also examine the role and function of the supervisor as clinical supervision relates to social work ethics, issues of diversity, and social and economic justice.

This course also requires that students have a sense of safety about the information they discuss both in class and in their written work. Students are expected to follow the following simple, yet essential guidelines:
Always disguise the name and other personal identifying information when you speak and write about a person.

If you are going to write in great detail about a client, ask permission from the client.

Share nothing about specific clients or other students outside of the classroom.

Any information you share with the instructor will be confidential, within the parameters defined by the *NASW Code of Ethics* and Kansas State guidelines.

VI. **PREPARATION FOR PRACTICE WITH DIVERSE POPULATIONS**

In keeping with the mission and themes of the University of Kansas School of Social Welfare, this course promotes an approach to social work practice that challenges dominant norms and worldviews that work to marginalize persons who present with issues pertaining to gender, ethnicity, culture, race, sexual orientation, religious and spiritual beliefs, ability, social class, and age. This course is organized around understanding diversity and the application of that understanding to clinical social work supervision. The student will be presented information on the supervisory process as it relates to the unequal status of individual clients, client groups, and employees.

VII. **TOPICS**

1. **Must be covered:**

   - Historical development of supervision in social work
   - Definition and framework of clinical social work supervision
   - Role of ethics, policy, and legal issues in clinical social work supervision
   - Models and theories of clinical supervision
   - Interconnectedness between clinical and administrative supervisory responsibilities
   - Individual and group supervision
   - Supervision in cultural context: gender and sexual orientation
   - Supervision in cultural context: race and ethnicity
   - Evaluation of supervisor, supervisee and supervision process

2. **Recommended Topics**

   - Power and authority in the supervisory relationship
   - Stressors in supervision
   - Supervision in rural areas
   - Issues in moving from staff social worker to supervisor
   - Mediating conflict
   - Supervisor as consultant

VIII. **RECOMMENDED READINGS**

Books: One or more of the following suggested texts and the NASW Code of Ethics.


**Articles:**


**Recommended Assignments**

Assignments consist of readings, written assignments, oral presentation(s), and class discussions.
Written Assignments

I. Critical Incidents  3 per semester; 2-5 pages each

Identify an issue presented in a field practicum or social service agency that relates to a supervision issue. Identify and articulate the salient points of the issue and present any ethical, policy, or legal considerations. These may include personal issues, professional issues, policy, macro-level issues or micro level issues that can impact the supervisory relationship, the supervisee, the client/consumer relationship, the agency or system. It is expected the student will suggest ways to address these issues incorporating supervisory and practice knowledge and skills. These written assignments should provide an opportunity to critically reflect upon and integrate what is being presented in class through the readings and lectures, the student’s learning in class, learning in practicum, and who the student is as a person. (Optional: Each student will be expected to present one critical incident to the class in a 10-15-minute presentation during the semester).

II. Reflection Paper. Becoming a Social Worker: What I learned through supervision. (10-15 Pages)

This paper should be a personal reflection of the student’s experience as a supervisee; it’s impact on understanding of self and what social work means and how to be a social worker. Some of the areas of growth to consider include: ways of learning, learning to think systemically, becoming aware of cultural differences and previously unrecognized biases, use of “self”, connecting theory with case plans and interventions, implications of policy and practice on client/consumer systems, learning to reflect and critically examine practice issues, social work ethics, and developing one’s own model of practice and supervision. Reflect upon what aspects of the supervisory relationship/process facilitated development as a social worker and practitioner. The paper does not have to be heavily referenced, as the emphasis is personal.

III. Paper & Oral Presentation: Review and Critique of Clinical Supervision Research
   Paper 15-20 pages

Select a focused aspect of clinical supervision. Examples include: cross gender supervision, supervision in hospital settings, strengths based supervision, supervision of child welfare staff, culturally sensitive supervision, supervision in a managed care environment, supervision in rural delivery areas, evaluation instruments in supervision, strategies for evaluating supervisees, preparing culturally competent social workers, critique of theory development in social work supervision, feminist model of supervision, parallel process in supervision, supervision in criminal justice settings, and management of multiple relationships in supervision.

Review professional literature regarding supervision in social work and other adjacent disciplines (for instance, marriage and family, psychology, education, psychiatry, nursing, and counseling psychology) that inform thinking about the issue selected as the focus of the paper. Critique the conceptualization of the topic, clinical insights and any available empirical evaluation. Conclude with recommendations for the field that address conceptual and methodological issues as well as implications for clinical social work supervision. This assignment will be presented in oral form to the class and the written assignment is expected to be final paper.
IX. GRADING
Class Participation and attendance
Oral presentation(s)
Written Assignments

X. SPECIAL CONSIDERATIONS
If there are any circumstances, which require that the professor and/or the class adapt to a student’s special needs, please consult with the professor. Circumstances include such things as a disability or a family emergency that may interfere with the student completing the assignments as assigned, or meeting the due dates for assignments. The University of Kansas has supportive programs in place to assist those students who have special learning needs in order that the student have a fair opportunity to perform in class.

Please notify professor if the student’s religious observances conflict with class or due dates for class assignments so appropriate arrangements can be made.

XI. INSTRUCTOR AVAILABILITY
Provide students with information on how to see and/or reach professor.

XII. INCLEMENT WEATHER POLICY
If the University closes due to bad weather announcements will be on the media or you may call the inclement weather line, 864-SNOW after 6 a.m.; the University Information Center, 864-3506; or if hearing impaired and have TTY/TDD equipment, (800) 766-3777.