

SUPERVISORY COMPETENCIES

The University of Memphis

School of Communication Sciences and
Disorders

Clinical supervisors should demonstrate competency in the following five areas.
These guidelines are to be used as a guide for the semester evaluation.

PREPARATION/ORGANIZATION

- Discusses specifically his/her expectations of the student at the beginning of the semester
- Discusses working folders and available information about the client at the beginning of the semester or prior to the evaluation
- Plans and maintains conference times throughout the semester
- Uses conference time effectively
- Demonstrates an understanding of the client's needs

INSTRUCTIONAL SKILLS

- Assists in determining clinical goals and objectives
- Assists in developing and refining diagnostic and assessment skills
- Assists in developing behavior management skills
- Assists in developing and refining therapy skills
- Assists in observing and analyzing assessment and treatment sessions

- Assists in developing student clinician's self-evaluation of his/her clinical performance
- Encourages collaborative identification of the student clinician's clinical strengths and weaknesses
- Encourages and aids the student clinician to relate academic work to therapy and assessment situations
- Provides appropriate demonstration of testing/therapy procedures
- Provides appropriate demonstration of communicating with clients and families
- Provides guidance about resources (e.g., articles, materials, tests, videos)
- Shares own clinical experience and knowledge
- Encourages independence
- Provides prompt, specific and constructive feedback
- Provides instruction on data collection

REPORTING

- Assists in developing skills in oral reporting
- Assists in developing skills in written reporting and editing
- Assists in the development and maintenance of clinical records
- Returns written material in an established time frame
- Provides clear and constructive feedback on written material

PROFESSIONAL

- Models and facilitates professional conduct
- Shares information regarding ethical (including confidentiality), legal, regulatory and reimbursement aspects of professional practice
- Demonstrates/shares knowledge of current clinical research/literature
- Demonstrates/shares knowledge of current supervisory research/literature
- Encourages participation in professional organizations/activities
- Demonstrates enthusiasm for the profession and the clients served

INTERPERSONAL

- Shows genuine concern for the client as a person
- Establishes an environment for learning based on openness, honesty and trust
- Establishes and maintains an effective working relationship
- Works collaboratively with the supervisee
- Is open to suggestions and listens to the supervisee
- Addresses issues as they arise
- Identifies strengths and weaknesses in a constructive way and provides positive feedback
- Employs language conducive to facilitating independent thinking and problem solving by the student clinician
- Listens openly and respectfully to student's perceptions, opinions, and rationales
- Listens openly to student's feelings and concerns
- Shares personal self (feelings, mistakes, goals etc.) as appropriate
- Requests and encourages feedback about the supervisory process
- Is open to new avenues of thought
- Interacts with the supervisee in planning, executing, and analyzing supervisory conferences
- Facilitates the student's learning and development of interpersonal skills
- Respects the student's time regarding clinical and academic commitments
- Employs a sense of humor freely and appropriately
- Communicates expectations clearly

Adopted from: Tihen, L.D., Expectations of student speech-language clinicians during their clinical practicum. American Speech-Language-Hearing Association (1985). Clinical Supervision in speech-language-pathology and audiology. Position statement. *Asha*, 27, (6) 57-60. In house survey and collaboration of students and clinical faculty in the School of Audiology and Speech-Language Pathology at The University of Memphis, draft 2/19/97.