Ethical Practice in Supervision

Program Description

Corporate wrongdoing, plagiarism cases and other scandals are but a few recent examples of lapses in ethical conduct in modern-day America. Helping professionals in the public and nonprofit sectors are not immune to ethical challenges as they strive to address difficult situations with scarce resources and increased pressures for efficiency. Supervisory personnel bear additional responsibility in helping to guide appropriate conduct in their supervisees.

This workshop reviews key ethical principles for effective supervision and the resources and strategies to effectively implement them. Participants will apply key principles to case vignettes drawn from supervisory practice.

Learning Objectives

At the conclusion of this session:

1. Participants will be familiar with the major tenets in the ethical codes of the APA, ACA and NASW.
2. Participants will know recent findings about ethics complaints as they relate to supervisory activities.
3. Participants will learn strategies for weighing and resolving ethical dilemmas.
4. Participants will be able to apply the ethical standards to at least seven cases related to supervisory experiences.
5. Participants will know about resources for further information on ethics.

SAMPLE Outline – Full Day

9-9:20 Introduction and overview of content. (didactic)
9:20-10:00 Understanding the challenges of supervision (experiential)
10-10:30 Review of the major standards of ethical supervisory practice in the helping professions (didactic)
10:30-10:45 Break
10:45-11:15 Review of recommendations for effective supervision
11:15-12:00 Introduction to the decision-making framework and resources in decision- making (didactic, handouts, samples)
12-1:00 Lunch
1- 2:45 Application of the standards and model to provided cases (facilitated discussion)
2:45-3:00 Break
3:00-4:15 Application of the standards and model to group and provided cases (facilitated discussion)
4:15-4:30 Wrap-up and Evaluation

SAMPLE Outline – Half Day

9-9:20 Introduction and overview of content. (didactic)
9:20-9:30 Understanding the challenges of supervision (experiential)
9:30-10:00 Review of the major standards of ethical supervisory practice in counseling, social work, psychiatry, nursing, and psychology (didactic)

10:00-10:30 Review of recommendations for effective supervision and review of resources (didactic, handouts, samples)
10:30-10:45 Break
10:45-12:00 Application of the standards to provided cases (facilitated discussion)
12:00-12:15 Wrap-up and evaluations

Target Audience
Clinicians, case managers, social workers, counselors, psychiatrists, psychologists, educators, advocates, health and human service practitioners

Contact Hours
1.0 – 12.0 hours. Longer sessions allow for greater depth and discussion.

Program Agenda
Available upon request.

Faculty
Dr. Kim Strom is the Smith P. Theimann, Jr. Distinguished Professor of Ethics and Professional Practice at the UNC-Chapel Hill School of Social Work. Dr. Strom teaches in the areas of direct practice, education, and human resource management. Her scholarly interests involve ethics, moral courage, and social work education. She is the former chair of the National Association of Social Workers' National Committee on Inquiry and is active in training, consultation and research on ethics and social work practice. She has written over 60 articles, monographs and chapters on ethics and practice. She is the author of *Straight Talk about Professional Ethics* and *The Ethics of Practice with Minors: High Stakes and Hard Choices* and the forthcoming text *Cultivating Courage*. Dr. Strom-Gottfried is also the co-author of the texts *Best of Boards*, *Direct Social Work Practice* and *Teaching Social Work Values and Ethics: A Curriculum Resource*. Dr. Strom also held an appointment as the UNC Institute for the Arts and Humanities Associate Director for the Academic Leadership Program, which helps prepare and support the next generation of academic leaders. Currently, she serves as Principal Investigator of the UNC School of Social Work behavioral healthcare contract, and has been recently appointed by the chancellor to serve as Director of the UNC - Chapel Hill Office of Ethics Education and Policy Management.