

Appendix C

Training Agenda

Interactive, Multi-State Clinical Mental Health Supervision Training Program

Total Training Hours: 30 Clock Hours

Format: 15 Live Clock Hours + 15 Asynchronous Clock Hours

Instructor: Dr. Meg Robertson, DMin, LPC, LMHC, ACS, LCDR, CHC, USN-Ret.

Primary Audience: Licensed clinicians preparing to supervise associates, registrants, interns, or pre-licensed clinicians.

Delivery Method: Interactive cohort training, skills labs, simulations, guided practice, asynchronous assignments, applied documentation tasks, and instructor feedback.

Course Description

The *Interactive, Multi-State Clinical Mental Health Supervision Training Program* is a 30-clock-hour clinical supervision training designed to prepare licensed clinicians for ethical, developmentally responsive, competency-based supervision. The course integrates supervision theory, supervisory roles, ethical and legal decision-making, multi-state rule awareness, systemic case conceptualization, multicultural responsiveness, documentation, evaluation, remediation, gatekeeping, high-risk oversight, and research-informed supervision practice.

Participants will complete applied assignments that contribute to a practical supervisor packet, including a supervision contract, informed consent language, evaluation rubric, remediation plan, documentation tools, high-risk escalation process, and capstone self-assessment.

Overall Learning Objectives

By the end of this training, participants will be able to:

1. Identify the major roles and responsibilities of clinical supervisors, including teacher, counselor, consultant, evaluator, and gatekeeper.
2. Apply ethical, legal, and multi-state rule awareness to supervision scenarios and decision-making.
3. Select and apply supervision models that fit supervisee developmental level, clinical need, and presenting risk.
4. Integrate family/systems theory and systemic case conceptualization into supervision.
5. Recognize and respond to parallel process, transference, countertransference, rupture, repair, and supervisory power dynamics.
6. Provide culturally responsive supervision using identity, systems, and cultural formulation frameworks.
7. Develop informed consent, supervision contracts, documentation templates, and supervision plans.
8. Conduct fair, defensible evaluation and create remediation plans when competence concerns arise.
9. Implement high-risk oversight procedures, including safety escalation, stop-the-line authority, documentation, and consultation pathways.

10. Use research-informed supervision practices, self-assessment, feedback, and evidence collection to strengthen supervisory competence.
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30 Clock Hour Agenda

Module 1 — Foundations of Supervision: Roles, Power, Alliance

Format: Live

Clock Hours: 3.0

Instructional Method: Lecture, discussion, role-play, skills practice, feedback

Time	Content / Activity
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0:00–0:20	Welcome, course overview, learning agreements, participant introductions
0:20–0:45	Foundations of clinical supervision: purpose, structure, support, accountability
0:45–1:15	Supervisor roles: teacher, counselor, consultant, evaluator/gatekeeper
1:15–1:45	Power, authority, role clarity, and ethical use of supervisory influence
1:45–2:15	Supervisory working alliance: goals, tasks, bond, and feedback readiness
2:15–2:45	Contracting role-play: opening supervision with clarity and expectations
2:45–3:00	Group feedback, reflection, and assignment instructions

Interactive Deliverable: Contracting role-play + feedback reflection

Module 2 — Ethics, Legal Foundations, and State Rules Orientation

Format: Asynchronous

Clock Hours: 3.0

Instructional Method: Recorded instruction, reading, quiz, written ethical decision memo

Time Equivalent	Content / Activity
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0:00–0:30	Ethical foundations of clinical supervision
0:30–1:00	Supervisor duties: client welfare, supervisee development, documentation, consultation
1:00–1:30	Legal and jurisdictional considerations in multi-state supervision
1:30–2:00	Ethical decision-making models and defensible reasoning
2:00–2:30	State rules orientation and jurisdictional rules snapshot
2:30–3:00	Quiz and ethical decision memo completion

Interactive Deliverable: Quiz + ethical decision memo

Module 3 — Supervision Models and Developmental Planning

Format: Live

Clock Hours: 3.0

Instructional Method: Lecture, model comparison, group drill, supervision planning activity

Time	Content / Activity
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0:00–0:20	Review of supervision model purposes and selection criteria
0:20–0:55	Discrimination Model: focus and supervisor role selection
0:55–1:25	Developmental models: structure, autonomy, confidence, and competence
1:25–1:55	Reflective/process models and competency-based supervision

Time Content / Activity

1:55–2:25 Model selection drill: matching model to supervisee need

2:25–2:50 Supervision plan development: goals, methods, cadence, evaluation

2:50–3:00 Debrief and assignment instructions

Interactive Deliverable: Model selection drill + supervision plan

Module 4 — Family/Systems Theory and Systems Components

Format: Asynchronous

Clock Hours: 3.0

Instructional Method: Recorded instruction, case application, genogram/eco-map activity

Time Equivalent Content / Activity

0:00–0:30 Introduction to systemic thinking in supervision

0:30–1:00 Family systems concepts relevant to clinical supervision

1:00–1:30 Genograms, eco-maps, and systemic case formulation

1:30–2:00 Supervising relational patterns, family context, and community systems

2:00–2:30 Systems-informed intervention selection and rationale

2:30–3:00 Completion of systemic case formulation worksheet

Interactive Deliverable: Systemic case formulation using genogram/eco-map

Module 5 — Parallel Process and Transference/Countertransference

Format: Live

Clock Hours: 3.0

Instructional Method: Lecture, discussion, simulation, rupture/repair practice

Time Content / Activity

0:00–0:25 Defining parallel process, transference, and countertransference

0:25–0:55 Identifying emotional and relational patterns in supervision

0:55–1:25 Reflective supervision and use-of-self in clinical learning

1:25–2:00 Rupture and repair in the supervisory alliance

2:00–2:40 Rupture/repair simulation in small groups

2:40–3:00 Debrief: what shifted, what was repaired, and what needs documentation

Interactive Deliverable: Rupture/repair simulation

Module 6 — Multicultural and Cross-Cultural Supervision

Format: Asynchronous

Clock Hours: 3.0

Instructional Method: Recorded instruction, discussion response, cultural formulation worksheet

Time Equivalent Content / Activity

0:00–0:30 Multicultural supervision and cultural humility

0:30–1:00 ADDRESSING framework and identity mapping

1:00–1:30 Multicultural and Social Justice Counseling Competencies

Time Equivalent Content / Activity

1:30–2:00	DSM-5 Cultural Formulation Interview and cultural meaning-making
2:00–2:30	Power, privilege, oppression, advocacy, and systemic barriers
2:30–3:00	Cultural formulation worksheet and discussion response

Interactive Deliverable: Discussion post + cultural formulation worksheet

Module 7 — Informed Consent and Supervision Contract Workshop

Format: Live

Clock Hours: 3.0

Instructional Method: Workshop, document review, applied drafting, peer feedback

Time Content / Activity

0:00–0:25	Purpose of informed consent and supervision contracting
0:25–0:55	Required contract elements: roles, scope, confidentiality, evaluation, documentation
0:55–1:25	Tele-supervision addendum: location, platform, recording, storage, emergency plan
1:25–2:00	Evaluation rubric, remediation process, and feedback log
2:00–2:40	Contract packet workshop: draft, revise, and peer review
2:40–3:00	Final packet review and assignment instructions

Interactive Deliverable: Completed supervision contract packet

Module 8 — Evaluation, Gatekeeping, and Remediation Planning

Format: Asynchronous

Clock Hours: 3.0

Instructional Method: Recorded instruction, rubric practice, remediation plan development

Time Equivalent Content / Activity

0:00–0:30	Competency-based evaluation and observable standards
0:30–1:00	Formative feedback versus summative evaluation
1:00–1:30	Gatekeeping, due process, and public protection
1:30–2:00	Documentation of competence concerns
2:00–2:30	Remediation plan structure: specific, measurable, fair, supportive, time-bound, safe
2:30–3:00	Completion of evaluation and remediation plan

Interactive Deliverable: Completed evaluation + remediation plan

Module 9 — High-Risk Oversight: Safety, Scope, and Escalations

Format: Live

Clock Hours: 3.0

Instructional Method: Lecture, simulation, decision tree practice, debrief

Time Content / Activity

0:00–0:25	High-risk oversight and stop-the-line supervisory responsibility
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Time	Content / Activity
0:25– 0:55	Scope of practice, safety thresholds, and same-day consultation
0:55– 1:25	Escalation ladder and decision tree for risk/safety concerns
1:25– 2:10	Stop-the-line simulation: clinician, supervisor, observer roles
2:10– 2:40	Documentation requirements: risk summary, consultation note, actions/rationale, follow-up
2:40– 3:00	Simulation debrief and decision tree reflection

Interactive Deliverable: Stop-the-line simulation + decision tree documentation

Module 10 — Research-Informed Supervision and Capstone

Format: Asynchronous

Clock Hours: 3.0

Instructional Method: Recorded instruction, self-assessment, capstone assignment, reflection

Time Equivalent	Content / Activity
0:00–0:30	Research-informed supervision: alliance, feedback, observation, deliberate practice
0:30–1:00	Translating research into weekly supervision behaviors
1:00–1:30	Evidence collection: recordings, notes, outcomes, supervision feedback
1:30–2:00	Capstone instructions and self-assessment rubric
2:00–2:30	Mock supervision/self-assessment preparation
2:30–3:00	Completion of capstone reflection and 30-day growth plan

Interactive Deliverable: Mock supervision self-assessment + capstone reflection

Completion Requirements

To receive a certificate of completion, participants must:

- Attend and actively participate in all live sessions.
- Complete all asynchronous modules.
- Complete the pretest quiz.
- Complete the posttest quiz with a minimum score of 80%.
- Submit all required module deliverables.
- Submit a finalized supervision contract packet.
- Submit an evaluation form and remediation plan.
- Submit a supervisor professional disclosure statement.
- Complete all live session and homework assignments.

Assignments are pass/fail and designed to support completion of a practical supervisor packet. Certificates are issued only after all required clock hours and deliverables are completed.

Required Participant Deliverables

1. Contracting role-play feedback reflection
 2. Ethical decision memo
 3. Supervision model selection drill and supervision plan
 4. Systemic case formulation with genogram/eco-map
 5. Rupture/repair simulation reflection
 6. Cultural formulation worksheet
 7. Completed supervision contract packet
 8. Evaluation and remediation plan
 9. Stop-the-line simulation decision tree/documentation template
 10. Capstone self-assessment and 30-day supervision growth plan
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Assignment Submission Instructions

Participants submit deliverables by email to:

marmentalhealththerapy@gmail.com

The subject line must include the **module number and slide number** connected to the assignment. If the assignment location is not identifiable, it may not be counted toward completion.

Suggested subject line format is included in the handbook.

Reference

Robertson, M. A. (2027). *Interactive, multi-state clinical mental health supervision training program*. MAR Mental Health Therapy.