



# GROUP SUPERVISION WELCOME PACKET

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DEPARTMENT OF EDUCATIONAL  
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## CONTACT

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(FOR SCHEDULING AND EMERGENCY  
PURPOSES ONLY)

## WELCOME TO GROUP SUPERVISION

Effective group supervision can result in faster, more effective problem solving by drawing on the expertise of a group of people. It allows for learning from the diverse backgrounds and experiences of different social services workers and practitioners, who may provide different perspectives on situations.

## BENEFITS OF GROUP

- Can give supervisees an increased sense of support by realizing others have similar concerns
- Allows supervisees to find new and better ways of dealing with their own situations by listening to others
- Can allow supervisees to explore different ideas about how they will solve problems by obtaining a range of feedback from others about issues or concerns
- Provides a safe environment where individuals can discuss their limitations and problems without
- Criticism – some individuals may find that they are more confident about opening up in a group situation than in a one-to-one situation.

## CACREP STANDARDS

### CACREP SECTION 3: PROFESSIONAL PRACTICE

- “Practicum students participate in an average of 1½ hours per week of group supervision on a regular schedule throughout the practicum. Group supervision must be provided by a counselor education program faculty member or a student supervisor who is under the supervision of a counselor education program faculty member.”
- “Internship students participate in an average of 1½ hours per week of group supervision on a regular schedule throughout the internship. Group supervision must be provided by a counselor education program faculty member or a student supervisor who is under the supervision of a counselor education program faculty member.”

## GROUP RULES

- Supervisees and supervisor will agree to HIPAA compliant video recording of each supervision for educational purposes only (Doctoral Supervisor Manual page 6).
- Supervisees will identify potential safety or ethical concerns in a timely manner to individual and/or group supervisor.
- During the semester, a master’s level student is allowed to miss one group supervision meeting (Doctoral Supervisor Manual page 5). Supervisee will email group supervisor 24 hours before absence outside of emergencies.
- Supervisees and supervisor will complete 2 evaluations (of student and group supervisor), 1 at midterm and 1 at finals.
- Group discussions will be respectful but do expect to be challenged. I will work hard to earn your trust in facilitating a safe space for learning.

## SUCCESSFUL FEEDBACK

### GIVING FEEDBACK

- On behavior(s) rather than on the person.
- On observations rather than inferences.
- Use description rather than judgement.
- Share of ideas and information rather than giving advice.

### DELIVERING FEEDBACK EFFECTIVELY

- On behavior(s) rather than on the person.
- On observations rather than inferences.
- Use description rather than judgement.
- Share of ideas and information rather than giving advice.

### RECEIVING FEEDBACK EFFECTIVELY

- Be open and listen first, without interrupting or immediately objecting to what is being said.
- Listen without turning the focus of the discussion back on the sender.
- Accept the feedback, rather than immediately refuting it.
- Recognize that the speaker has a right to his or her perceptions and to say what he or she is sharing.
- Be open and attentive to the sender and ask for clarification if needed.
- Actively hear what is being said try to understand what the sender means.
- Reflect upon what is being said about the behavior that prompted the feedback and accept responsibility for that behavior.
- Convey a genuine interest in receiving the feedback and in making the appropriate changes.

## ADDITIONAL RESOURCES

### PODCASTS

**How to ask difficult questions? Skill of challenging/confrontation/questions**  
Freakinomics - Can I Ask You a Ridiculously Personal Question? (Ep. 451)

**Choosing The Wrong Intervention with Alaina Brubaker, LMFT**  
Beginner's Mind: The Therapist in Training Podcast

**4 Mental Health Tasks to Prioritize**  
Therapy for Black Girls

**How to Be an Antiracist**  
Unlocking Us

**Nora McInerney: Life's Rough Edges**  
Ted Radio Hour

**Episode 22: What You Need to Know About Suicide & Self-Harm with Dr. Meagan N. Houston**  
Between Sessions

### BOOKS

Levin, S. S., Strand, G., & Ray, M. (2021). *The Resilient Schools Project: A systems approach to building trauma-informed, resilience-focused schools*. Albion, MI: Starr Commonwealth.

Lipsky, L. van D., & Burk, C. (2009). *Trauma stewardship: an everyday guide to caring for self while caring for others*. San Francisco: Berrett-Koehler Publishers.

Van der Kolk, B. A. (2014). *The body keeps the score: Brain, mind, and body in the healing of trauma*. New York: Viking.

**Counseling Student Evaluation of Supervisor**

Indicate which one of the following you are evaluating:

- Onsite Supervisor \_\_\_\_\_
- University Individual Supervisor \_\_\_\_\_
- University Group Supervisor \_\_\_\_\_

**Student:** \_\_\_\_\_ **Supervisor:** \_\_\_\_\_

Please explain the supervisor's strengths in regards to supervision skills observed.

Please explain the supervisor's areas for growth in regards to supervision skills observed.

Please explain the supervisor's ability to support and encourage you throughout the supervision process.

Please describe the supervisor's ability to give useful feedback during your supervision experiences.

Did the supervisor meet with you regularly throughout the semester? If no, please explain.

Would you ask for this supervisor again? If no, please explain.

Please feel free to add any additional comments about your supervisor that you think pertinent in order to add to your growth and development as a student.

Please rate your overall evaluation of your supervisor using the scale of 1-4 below:

- 4 = Exceeds Developmental Expectations
- 3 = Meets Developmental Expectations
- 2 = Needs Improvement
- 1 = Unacceptable

\_\_\_\_\_  
Student Signature

\_\_\_\_\_  
Date

**Group University Supervisor Evaluation of Counseling Student**

**Student:** \_\_\_\_\_ **Group Supervisor:** \_\_\_\_\_

Rating Scale:

4 = Exceeds Developmental Expectations

3 = Meets Developmental Expectations

2 = Needs Improvement

1 = Unacceptable

<b>Areas of Performance</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
Attends and actively participates in the group process.				
Self- discloses as it relates to the purpose of the group.				
Gives feedback in a compassionate and supportive manner.				
Demonstrates receptivity to constructive feedback.				
Takes risks by sharing internship experiences in the group.				
Links theory to practice when discussing cases.				
Respects individual differences among group members and when discussing clients or supervisors.				
Uses the group experience as a resource for learning.				

**Note: It is helpful if you provide a written explanation of your evaluation scores.**

Please explain the counseling student's strengths.

Please explain the counseling student's areas for growth.

Please feel free to add any additional comments about the student that you think pertinent in order to assign an appropriate grade for P/I.

\_\_\_\_\_  
Group Supervisor's Signature

\_\_\_\_\_  
Date

**Agreement for Group Supervision for UNO Practicum/Internship**

This agreement is made between \_\_\_\_\_ (herein after referred to as the supervisee) and **Victoria Rodriguez, PLPC** (herein after referred to as the supervisor). The supervisor agrees to provide supervision in compliance with the requirements for the master’s Practicum/Internship at the University of New Orleans. The parties mutually agree to the following:

**1. FREQUENCY & DURATION**

A minimum of one and a half hours of supervision shall be conducted weekly with the supervisee and other group members. Supervision will be provided virtually through HIPAA compliant Zoom. Supervision shall not take place over university holidays outside of extenuating circumstances. Supervision shall take place from the start of the semester \_\_\_\_\_ until the end of the semester \_\_\_\_\_. If supervision is missed, it is the supervisee’s responsibility to make up this supervision preferably within the same week.

**2. AVAILABILITY**

Supervision shall occur on a set and agreed upon schedule at the start of the semester. The supervisee is encouraged to seek consultation from site supervisor first for crisis situations. The supervisor shall be available for crisis situations after hours and can be reached at 985-441-7550. This number is for emergency and scheduling purposes only.

**3. PAPERWORK EXPECTATIONS**

Supervisee: At midterm and finals, the supervisee shall complete a **Supervisor Evaluation** to provide feedback for their university supervisor.

Supervisor: The supervisor shall provide 1.5 hours of group supervision a week. The supervisor shall also complete a **Supervisee Evaluation** to provide feedback for supervisee.

**4. LAWS & ETHICS**

The supervisee shall follow all state and federal laws. The supervisee agrees to adhere to all mandates in the ACA Code of Ethics. The supervisee and supervisor shall be aware of and follow all rules and expectations for practicum and supervision of the University of New Orleans as outlined in the P/I Manual and the Doctoral Supervision Manual. This contract is **NOT** an exhaustive list of rules and expectations of the program or supervision.

Both parties agree to the above rules and expectations for completion of Practicum and/or Internship at the University of New Orleans.

\_\_\_\_\_  
Victoria Rodriguez, PLPC, NCC

\_\_\_\_\_  
date

\_\_\_\_\_  
Supervisee

\_\_\_\_\_  
date

GROUP SUPERVISION CONTRACT

Receipt of ethical guidelines

*I have been provided a copy of the American Counseling Association Code of Ethics for the State of Louisiana and hereby agree to adhere to the Code while under the supervision of Victoria Rodriguez, PLPC.*

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Supervisee

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date