COUN 5383-110 Consultation and Supervision  
Summer 2019  
Texas A&M University-Central Texas

INSTRUCTOR AND CONTACT INFORMATION

Instructor: Jeremy Berry, Ph.D., LPC-S, NCC  
Office: 318F  
Email: jeremy.berry@tamuct.edu  
Office Hours: Tues and Wednesday 10-5  
Class Time: Online  
Class Location: Warrior Hall, Room 313  
Mode of instruction and course access:  
This course is a fully online course. You will be required to maintain and recurring online presence. This course uses the A&M-Central Texas Canvas Learning Management System [https://tamuct.instructure.com].

COURSE INFORMATION

Course Overview and description: Study application of psychological principles of consultation and supervision in selected settings. Emphasis is on analysis of client and consultee/supervisor behaviors, individual and group communications, program evaluation and possible intervention options in selected environments.

Prerequisite courses: COUN 5350 (Foundations) and COUN 5393 (Clinical Mental Health Practicum) or approval of department head.

Course Objective:
1. Students will demonstrate an understanding of counseling supervision theories, skills & techniques, and practices consistent with ethical counseling supervision.
2. Students will demonstrate an understanding of counseling consultation theories, skills & techniques, and practices consistent with ethical counseling consultation.
Required Reading and Textbook(s):


Additional Readings through Canvas

Supported Readings/Texts (These readings are not currently assigned. These are great articles, books, and journals for refereing as you need them):


Recommended Journals:

*Counselor Education and Supervision*
*The Clinical Supervisor*
*Journal of Technology in Counseling*
*Journal of Counseling and Development*
(24)
Additional Resources:

CES – June 2006 issue Special Section: Supervision in Schools

ACES "Ethical Guidelines for Counseling Supervisors": http://files.acesonline.net/doc/ethical_guidelines.htm


Supervision Models:


Creative Supervision Modalities:


Multicultural Issues in Supervision:


Feminist Supervision:


Consultation Articles:


Chapter 5 B, P, & C

Dinkmeyer, Carlson, & Michel (2016). Chapter 10 Evaluating Consultation Effectiveness

**COLLEGE MISSION STATEMENT**

The mission of the College of Education is to provide students in professional education and other human services with a quality education through academic, cultural, and leadership experiences, and to provide leadership through scholarship and service to the extended community and profession. Programs in College of Education prepare students for challenging, gratifying, and socially significant careers in education, counseling, and psychology. In addition to its teaching function, the program has a strong service commitment to public schools and human service agencies.

**Counseling Program Mission Statement**

The mission of the Texas A&M University-Central Texas Counseling Program is to prepare professional counselors grounded in multicultural competence to meet the diverse needs of individuals and families in Central Texas and beyond. Graduates from our Master’s in counseling program demonstrate the necessary counseling knowledge, skills, dispositions, professional identity and scholarship enabling them to enrich the quality of all peoples' lives as well as secure positions within the profession. The program emphasizes overall competency-based performance as well as the promotion of our students optimal state of health and wellness to foster continuous professional growth.

**Counseling Program Objectives**

1. Clinical Mental Health Counseling graduates will develop strong professional identities as counselors.
2. Clinical Mental Health Counseling graduates will establish helping relationships with diverse clients.
3. Clinical Mental Health Counseling graduates will use research in the field and employ evidence-based practices in counseling interventions, assessments, and program evaluations.
4. Clinical Mental Health Counseling graduates will use theories and models to guide their professional practice.
5. Clinical Mental Health Counseling graduates will abide by relevant ethics, laws and standards of professional practice.
6. Clinical Mental Health Counseling graduates will use leadership principles in their professional practice.
7. Clinical Mental Health Counseling graduates will advocate for clients and for their profession.
8. Clinical Mental Health Counseling graduates will incorporate the use of technology into their practice.
9. Clinical Mental Health Counseling graduates will experience and understand counseling practices worldwide.

Student Learning Outcomes:
1. Students will demonstrate understanding of the current models, methods, and principles of clinical supervision as well as the current research related to consultation and supervision.
2. Students will demonstrate understanding of counseling issues that presented in the supervision session as well as limitations, insights, needs for referral, and other awareness’s had during the supervision process.
3. Students will demonstrate competence in the how the conceptualize consultation and supervision cases in a logical and factual manner to share with fellow students and professionals.
4. Students will demonstrate knowledge in effective program evaluation to include needs assessments, interventions and program outcomes.

COURSE REQUIREMENTS

Grading Criteria Rubric and Conversion

Student Learning Outcomes (SLOs) Grading Rubrics

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<tr>
<th>SLOs 1 &amp; 4</th>
<th>Consultation Experience &amp; Write Up</th>
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<td>No (1)</td>
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<td>The role of counseling supervision in the profession (IIF1m);</td>
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<td>The importance of multicultural competencies (IIF2c)</td>
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<td>The effects of crisis, disaster, ad trauma on diverse individuals across the lifespan. (IIF3g)</td>
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<tr>
<td>The strategies for assessing abilities, interests, values, personality and other factors that contribute to career development (IIF4e)</td>
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<td>Strategies for career development program planning, organization, implementation, administration and evaluation. (IIF4f);</td>
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<td>Strategies for advocating for diverse clients’ career and educational development and employment opportunities in a global economy (IIF4g)</td>
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Use of assessments relevant to academic/educational, career, personal, and social development and use of environmental assessments and systematic behavioral observations (IIF7) & k; 

The importance of research in advancing the counseling profession (IIF8a); 

Identification of evidence-based counseling practices (IIF8b) 

The role of needs assessments (IIF8c) 

The development of outcome measures (IIF8d) 

The evaluation of counseling interventions and programs (IIF8e) 

The designs used in program evaluation (IIF8g) 

The mental health service delivery modalities within the continuum of care, such as inpatient, outpatient, partial treatment and aftercare, and the mental health counseling services networks CMHC: VC2c) 

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<tr>
<th>(SLO2)</th>
<th>Competence</th>
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<tr>
<td>Professional Disclosure Statement</td>
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<td>Methods of effectively preparing for and conducting initial assessment meetings (IIF7b);</td>
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<th>(SLO3)</th>
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<tr>
<td>Interview of Supervisor</td>
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<tr>
<td>Methods of effectively preparing for and conducting initial assessment meetings (IIF7b)</td>
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<tr>
<td>The roles and settings of clinical mental health counselors (CMHC; VC2a)</td>
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**Competency Goals Statements (CACREP Standards):**

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<th>CACREP Standard</th>
<th>Activity</th>
<th>SLOs</th>
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<td>1. The role of counseling supervision in the profession (IIF1m);</td>
<td>Interview of Supervisor and paper</td>
<td>SLO1</td>
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<td>CACREP Standard</td>
<td>Activity</td>
<td>SLOs</td>
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<td>1. The importance of multicultural competencies (IIF2c);</td>
<td>Consultation Experience</td>
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<td>1. The effects of crisis, disaster, ad trauma on diverse individuals across the lifespan (IIF3g);</td>
<td>Consultation Experience</td>
<td>SLO1</td>
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<td>1. The strategies for assessing abilities, interests, values, personality and other factors that contribute to career development (IIF4e);</td>
<td>Consultation Experience</td>
<td>SLO4</td>
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<td>1. Strategies for career development program planning, organization, implementation, administration and evaluation. (IIF4f);</td>
<td>Consultation Experience</td>
<td>SLO4</td>
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<td>1. Strategies for advocating for diverse clients’ career and educational development and employment opportunities in a global economy (IIF4g);</td>
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<td>SLO4</td>
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<td>Professional Disclosure Statement and Interview of Supervisor and paper</td>
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<td>Consultation Experience</td>
<td>SLO1 &amp; 4</td>
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**Instructional Methods, Activities and Format:**
Methods and activities may include, but are not limited to: lecture, video/audio tapes, and class activities including discussion and role plays, online activities.

**Attendance and Participation:**
1. Class attendance is critical to your success as much of the material presented in class will come from sources other than the text.
2. Students are permitted to miss one class period (3 hours) with no penalty, but a call or email to the professor is expected beforehand.
3. With a second absence, a drop of one letter grade will occur unless the student writes a letter to the Counseling faculty explaining the extenuating circumstances for both the absences. The Faculty will then discuss the letter in a meeting and decide if the letter grade drop will occur or if the student is excused from that action.
4. A drop of a letter grade will occur for each subsequent absence.
5. Repeated lateness or leaving early will count towards an absence.

**INSTRUCTOR POLICIES**

**Late Work**
Late work is accepted with penalty. You will receive a letter grade drop for each day the assignment is late regardless of circumstance. If Canvas is under construction and you are unable to load your assignment, you are expected to email the assignment on or before the due date. Once Canvas is up, I will ask you to resubmit your assignment.

**Professionalism (Confidentiality & Ethics)**
In this course, you are entering an experience that involves a fair amount of role-laying and supervision practice. A student colleague may say something personally important and confidential. It is your ethical obligation to maintain confidentiality. Homework assignments should disguise the nature of any person whom you have interviewed. When videotaping, ensure that you have permission on tape for the interview to proceed. You are expected to abide by the American Counseling Association (2014) Code of Ethics, the Association for Counselor Education and Supervision (2011) Best Practices in Clinical Supervision, the American School Counselor Association (2016) Ethical Standards for School Counselors, International Association of Marriage and Family Counselors (2017) Code of Ethics, and the National Association of School Psychologists (2010) Principles for Professional Ethics, also see Texas A & M Central Texas (2018) Student Conduct.
Assignments

Online Discussions (15% of grade)
Students will complete online discussions each week. Students are expected to check the online class at least three to four times each week and complete weekly assignments. All initial posts have to be submitted by Friday and responses to other students be submitted by Sunday.
Note: Students will receive half credit for their initial response and the other half for responding to another student. The responses must be substantive in nature.

Supervision Interview & Paper (20% of grade)
Identify someone who is supervising counselors in a school, agency, or private practice setting.

Ask them about their:
- Preferred Model of Supervision
- Supervision Style (i.e., how they describe themselves as a supervisor)
- Supervision Structure
- Supervision Skills and Interventions
- Supervisee Expectations
- Supervisee Evaluations
- Supervision Training

Supervision Interview Paper Format

I highly recommend you request that the session be audio recorded so that you can refer back to it when writing your paper. Following the interview, record your findings in an APA style paper consisting of at least 5-7 pages (double-spaced). Make each point a heading (e.g., Preferred Theory of Supervision) in your paper. Within each section, compare and contrast the supervisor’s answers to the ACES (2011) Best Practices in Supervision ensuring you note the specific best practice and sub-standard in the best practices (i.e., #1, 2, 3, 4, etc. = Best Practice, i, ii, iii, iv = Substandard).

Case Supervision and Reflection (10% of grade)
You are to complete one observation of a practicum student’s counseling session in the Community Counseling & Family Therapy Center on campus. The assignment involves observing via live observation (i.e., through one-way glass or viewing the session on computer in the clinic, you should be able to see and hear the conversation), completing a live-observation form and writing a brief 1-2 page reflection paper. You must schedule a time to observe the session between June 3rd and August 2nd. Students will be provided the supervision schedule online and will call the CCFT to schedule the session at (254) 519-5403.

Reflection papers should entail personal responses to the supervision session observed – what did you see, what did you learn? Prepare to comment on the following elements: observations about the client-counselor relationship, multicultural considerations, counsel-
ing theory used, skills and interventions delivered. Follow APA 6th edition format; how-
ever, title page and abstract are not required for this assignment. A grading rubric will be posted on Canvas. Submit your papers via Canvas.

**Professional Disclosure Statement and Philosophy of Supervision (20% of Grade):**
Each student will prepare supervision documentation in order to demonstrate their understanding of a supervision contract. The disclosure statement will include a brief philosophy of supervision statement of how you will use the Discrimination Model and IDM Model for facilitating supervision. The documents should be professionally drafted and representative of the students’ understanding of the documentation necessary in a supervisory relationship. A template will be provided on Canvas.

**Consultation/Advocacy Experience - Paper (35% of grade)**
Advocacy Paper: All students will be required to submit a scholarly paper focused on advocating for a group served by counselors. Students will choose an advocacy focus they feel strongly about and write a paper that sensitizes the reader to the challenges faced by the group as well as how they as a counselor can serve as an advocate. Research papers must be written following APA Style (6th ed.) guidelines and be double-spaced, well organized (with headings and subheadings as appropriate), appropriately referenced, and show clarity of thought. Papers should be a minimum of 8 pages (not including your title and reference pages), and have a minimum of 10 references, only 3 of which may be websites. References must include refereed journal articles. Students may visit http://www.apa.org/journals/faq.html for additional information on APA Style. In addition, students may utilize the TAMUCT Writing Lab for assistance in preparing their papers.

This paper must be prepared for this course. In other words, you may not submit a paper you have written for another course you are taking. If you believe that your topics are similar and may meet the requirements for both courses, you may use the same topic. If you choose to use the same topic, you MUST clear it with BOTH instructors first. However, the papers submitted MUST NOT be the same. Any violation of this policy will be considered plagiarism, result in a grade of zero for the assignment, and be reported.

All papers should include the following sections:
* Introduction
* Advocacy Plan
* Review of Relevant Literature
* Conclusion
* Implications for Counselors
* References

To complete this assignment, you must interview (phone/faceto face/email consultation) one individual who is in a position of influence within your chosen advocacy group. This will help you to narrow your focus on an advocacy plan. This consultation should help to determine steps that could impact/benefit your chosen group/demographic. If you need suggestions on a potential consult, please reach out to the instructor via email.
<table>
<thead>
<tr>
<th>Date</th>
<th>Topics</th>
<th>Readings Covered</th>
<th>Assignments Due (by Sunday Midnight of week indicated)</th>
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<tbody>
<tr>
<td></td>
<td>Introduction</td>
<td>Chapter 1: Introduction to Clinical Supervision B&amp;G</td>
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<td>Syllabus/Introductions</td>
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<td>Intro to Supervision</td>
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<td>“The Supervisor’s Toolbox”</td>
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<td>06/10</td>
<td>Supervision</td>
<td>Chapters 2: Supervision Models: Psychotherapy Based and Developmental Models B &amp; G</td>
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<td>CLASS IN SESSION</td>
<td>Bernard (1979) Supervisor Training: A Discrimination Model</td>
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<td>06/17</td>
<td>Supervision</td>
<td>Chapter 5: Supervisory Relationships: Supervisee and Supervisor Factors- B &amp; G</td>
<td>Chapter 9 Live Supervision pgs. 207-219</td>
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<td>B &amp; G pgs. 349-354 Ethical Supervision</td>
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<td>06/24</td>
<td>Supervision - Meet in Clinic at 5:15-7:00pm on second floor</td>
<td>Chapter 7: Organizing the Supervision Experience B &amp; G</td>
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<td>Chapter 8: Individual Supervision B &amp; G</td>
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<td>*First door to left of elevators (big sign on door). It’s locked and you have to ring the doorbell.</td>
<td>*I will be waiting for you at the door at beginning at 5:10.</td>
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<td>Borders (2009) Subtle Messages in Supervision</td>
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<td>Date</td>
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<td>Chapters/Notes</td>
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<td>07/08</td>
<td>Supervision</td>
<td>Chapter 10 Evaluation B &amp; G</td>
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<td>Osborn 1996 Making it Perfectly Clear</td>
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<td>Overholser (1993) Elements of Socratic Questioning</td>
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<td>Supervision Professional Disclosure and Socratic Questioning</td>
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<td>Creative Supervision</td>
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<td>Sandtray Assessment</td>
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<td>Sandtray Discrimination Model</td>
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<td>07/15</td>
<td>Consultation</td>
<td>Chapters 1-2 Intro, Mental Health Consultation B, P &amp; S</td>
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<td>Case Supervision &amp; Reflection Due</td>
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<td>Chapter 2: Dinkmeyer, Carlson, &amp; Michel (2016): A Consultation Theory</td>
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<td>07/22</td>
<td>Consultation</td>
<td>Chapter 7: Goals and Techniques in Adlerian Therapy</td>
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<td>Chapter 4: Dinkmeyer, Carlson, &amp; Michel (2016): Individual Consultation</td>
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<td>Chapter 6: Multicultural Supervision B &amp; G</td>
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<td>Genogram Basics</td>
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<td>Cultural Genogram</td>
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<td>07/29</td>
<td>Consultation</td>
<td>Chapter 6: Consultation Stages and Process B, P &amp; S</td>
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<td>Chapter 11: Data-based decision making</td>
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<td>Advocacy/Consultation Experience Paper</td>
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I reserve the right to amend this syllabus at any time.
911 Cellular:

Emergency Warning System for Texas A&M University-Central Texas

911Cellular is an emergency notification service that gives Texas A&M University-Central Texas the ability to communicate health and safety emergency information quickly via email, text message, and social media. All students are automatically enrolled in 911Cellular through their myCT email account.

Connect at 911Cellular [https://portal.publicsafetycloud.net/Texas-AM-Central/alert-management] to change where you receive your alerts or to opt out. By staying enrolled in 911Cellular, university officials can quickly pass on safety-related information, regardless of your location.

UNIVERSITY RESOURCES, PROCEDURES, AND GUIDELINES

Drop Policy.

If you discover that you need to drop this class, you must complete a Drop Request Form [https://www.tamuct.edu/registrar/docs/Drop_Request_Form.pdf].

Professors cannot drop students; this is always the responsibility of the student. The Registrar’s Office will provide a deadline on the Academic Calendar for which the form must be completed, signed and returned. Once you return the signed form to the Registrar’s Office, you must go into Warrior Web and confirm that you are no longer enrolled. If you still show as enrolled, FOLLOW-UP with the Registrar’s Office immediately. You are to attend class until the procedure is complete to avoid penalty for absence. Should you miss the drop deadline or fail to follow the procedure, you will receive an F in the course, which may affect your financial aid and/or VA educational benefits.

Academic Integrity.

Texas A&M University -Central Texas values the integrity of the academic enterprise and strives for the highest standards of academic conduct. A&M-Central Texas expects its students, faculty, and staff to support the adherence to high standards of personal and scholarly conduct to preserve the honor and integrity of the creative community. Academic integrity is defined as a commitment to honesty, trust, fairness, respect, and responsibility. Any deviation by students from this expectation may result in a failing grade for the assignment and potentially a failing grade for the course. Academic misconduct is any act that improperly affects a true and honest evaluation of a student’s academic performance and includes, but is not limited to, cheating on an examination or other academic work, plagiarism and improper citation of sources, using another student’s work, collusion, and the abuse of resource materials. All academic misconduct concerns will be reported to the university’s Office of Student Conduct. Ignorance of the university’s standards and expectations is never an excuse to act with a lack of integrity. When in doubt on collaboration, citation, or any issue, please contact your instructor before taking a course of action.
Academic Accommodations.

At Texas A&M University-Central Texas, we value an inclusive learning environment where every student has an equal chance to succeed and has the right to a barrier-free education. The Office of Access and Inclusion is responsible for ensuring that students with a disability receive equal access to the university’s programs, services and activities. If you believe you have a disability requiring reasonable accommodations please contact the Office of Access and Inclusion at (254) 501-5831. Any information you provide is private and confidential and will be treated as such.

Note: To ensure that appropriate accommodations can be provided, students in this class who have registered with the Office of Access and Inclusion (OAI) and are in need of accommodations should present faculty with documentation of their need (i.e., the letter from the OAI) at least one week prior to the date an exam or assignment is due.”

For more information please visit our Access & Inclusion web page [https://www.tamuct.edu/student-affairs/access-inclusion.html].

Important information for Pregnant and/or Parenting Students.

Texas A&M University-Central Texas supports students who are pregnant and/or parenting. In accordance with requirements of Title IX and related guidance from US Department of Education’s Office of Civil Rights, the Dean of Student Affairs’ Office can assist students who are pregnant and/or parenting in seeking accommodations related to pregnancy and/or parenting. Students should seek out assistance as early in the pregnancy as possible. For more information, please visit the Student Affairs web page [https://www.tamuct.edu/student-affairs/index.html]. Students may also contact the institution’s Title IX Coordinator. If you would like to read more about these requirements and guidelines online, please visit the website [http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf].

Title IX of the Education Amendments Act of 1972 prohibits discrimination on the basis of sex and gender—including pregnancy, parenting, and all related conditions. A&M-Central Texas is able to provide flexible and individualized reasonable accommodation to pregnant and parenting students. All pregnant and parenting students should contact the Associate Dean in the Division of Student Affairs at (254) 501-5909 to seek out assistance. Students may also contact the University’s Title IX Coordinator.

Tutoring.

Tutoring is available to all A&M-Central Texas students, both on-campus and online. Subjects tutored on campus include Accounting, Advanced Math, Biology, Finance, Statistics, Mathematics, and Study Skills. Tutors are available at the Tutoring Center in Warrior Hall, Suite 111.

If you have a question regarding tutor schedules, need to schedule a tutoring session, are interested in becoming a tutor, or have any other question, contact Academic Support Programs at (254) 519-5796, or by emailing Dr. DeEadra Albert-Green at deeadra.albertgreen@tamuct.edu.

Chat live with a tutor 24/7 for almost any subject from on your computer! Tutor.com is an online tutoring platform that enables A&M-Central Texas students to log in and receive FREE online
tutoring and writing support. This tool provides tutoring in over 40 subject areas. Access Tutor.com through Canvas.

University Writing Center.
Located in Warrior Hall 416, the University Writing Center (UWC) at Texas A&M University–Central Texas (TAMUCT) is a free workspace open to all TAMUCT students from 10:00 a.m.-5:00 p.m. Monday thru Thursday with satellite hours in the University Library Monday thru Thursday from 6:00-9:00 p.m. This semester, the UWC is also offering online only hours from 12:00-3:00 p.m. on Saturdays.

Students may arrange a one-on-one session with a trained and experienced writing tutor by visiting the UWC during normal operating hours (both half-hour and hour sessions are available) or by making an appointment via WCOnline at [https://tamuct.mywconline.com/]. In addition, you can email Dr. Bruce Bowles Jr. at bruce.bowles@tamuct.edu for any assistance needed with scheduling.

Tutors are prepared to help writers of all levels and abilities at any stage of the writing process. While tutors will not write, edit, or grade papers, they will assist students in developing more effective composing practices. By providing a practice audience for students’ ideas and writing, our tutors highlight the ways in which they read and interpret students’ texts, offering guidance and support throughout the various stages of the writing process. In addition, students may work independently in the UWC by checking out a laptop that runs the Microsoft Office suite and connects to WIFI, or by consulting our resources on writing, including all of the relevant style guides. Whether you need help brainstorming ideas, organizing an essay, proofreading, understanding proper citation practices, or just want a quiet place to work, the UWC is here to help!

If you have any questions about the UWC, please do not hesitate to contact Dr. Bruce Bowles Jr. at bruce.bowles@tamuct.edu.

University Library.
The University Library provides many services in support of research across campus and at a distance. We offer over 200 electronic databases containing approximately 250,000 eBooks and 82,000 journals, in addition to the 85,000 items in our print collection, which can be mailed to students who live more than 50 miles from campus. Research guides for each subject taught at A&M-Central Texas are available through our website to help students navigate these resources. On campus, the library offers technology including cameras, laptops, microphones, webcams, and digital sound recorders.

Research assistance from a librarian is also available 24 hours a day through our online chat service, and at the reference desk when the library is open. Research sessions can be scheduled for more comprehensive assistance, and may take place on Skype or in-person at the library. Assistance may cover many topics, including how to find articles in peer-reviewed journals, how to cite resources, and how to piece together research for written assignments.
Our 27,000-square-foot facility on the A&M-Central Texas main campus includes student lounges, private study rooms, group work spaces, computer labs, family areas suitable for all ages, and many other features. Services such as interlibrary loan, TexShare, binding, and laminating are available. The library frequently offers workshops, tours, readings, and other events. For more information, please visit our Library website [http://tamuct.libguides.com/index].

OPTIONAL POLICY STATEMENTS:

A Note about Sexual Violence at A&M-Central Texas
Sexual violence is a serious safety, social justice, and public health issue. The university offers support for anyone struggling with these issues. University faculty are mandated reporters, so if someone discloses that they were sexually assaulted (or a victim of Domestic/Dating Violence or Stalking) while a student at TAMUCT, faculty members are required to inform the Title IX Office. If you want to discuss any of these issues confidentially, you can do so through Student Counseling (254-501-5955) located on the second floor of Warrior Hall (207L).

Sexual violence can occur on our campus because predators often feel emboldened, and victims often feel silenced or shamed. It is incumbent on ALL of us to find ways to actively create environments that tell predators we don’t agree with their behaviors and tell survivors we will support them. Your actions matter. Don’t be a bystander; be an agent of change. For additional information on campus policy and resources visit the Title IX webpage [https://www.tamuct.edu/departments/compliance/titleix.php].