

Tips on How to Make Supervision a Priority

1. Hire qualified staff to do clinical supervision
2. Retain staff
3. Incentivize supervisors
 - a. Higher pay
 - b. Title
 - c. Promotions
 - d. Reduce other responsibilities to free up time for supervision
4. Manage the supervisor/supervisee ration
5. Endorse the balance between administrative and clinical supervision
6. Promote different levels of expertise within your organization (e.g. trainee, intern, licensed practitioner, senior practitioner, etc.)
7. Promote supervision in the language services are being provided
8. Promote professional development days for supervisors
9. Promote and encourage supervisors to attend the Supervisors' Consultation groups or start your own at your organization
10. Offer on-going trainings in supervision on advanced issues in supervision

Key Elements to remember about supervision best practices

1. Clinical supervision and administrative supervision are distinct practices
2. High quality clinical supervision is often the exception rather than the norm
3. Clinical supervisors need to be highly skilled in the areas of practice of their supervisees
4. Clinical supervisors should update their knowledge and skills regularly
5. For best results clinical supervision needs to be consistent