

AGREEMENT FOR SUPERVISION BETWEEN SUPERVISOR & SUPERVISEE

Between

Supervisor: Dr. Stephen A. Giunta, LMHC (MH5668), a Qualified Supervisor

&

Supervisee: INSERT NAME OF SUPERVISEE, Registered Mental Health Counselor Intern

Plan of Supervision

It is understood that INSERT NAME OF SUPERVISEE is a Registered Mental Health Counselor Intern in an arranged plan of supervision approved by the State of Florida's Board of Clinical Social Work, Marriage and Family Therapy and Mental Health Counseling (491 Board) in that they seek to become a Licensed Mental Health Counselor. This agreement acknowledges a working arrangement between a Supervising Licensed Mental Health Counselor (Stephen A. Giunta) and INSERT NAME OF SUPERVISEE, who becomes a Licensed Mental Health Counselor when this plan is completed and approved.

It is understood that INSERT NAME OF SUPERVISEE meets all criteria to perform mental health counseling as a function of their title.

It is understood that, as a condition of this supervision, INSERT NAME OF SUPERVISEE is expected to seek licensure and will thus incur costs associated with a paid supervisor. Stephen A. Giunta is responsible to INSERT NAME OF SUPERVISEE for the terms of his employment as a supervisor.

As dictated by the 491 Board, the supervisee will receive a minimum of one hour of supervision for each 15 hours of direct client contact hours. In addition, the supervisee will provide examples the raw data from the intern's clinical work, which is made directly available to the supervisor through such means as written clinical materials, direct observation and video and audio recordings.

It is understood that, provided INSERT NAME OF SUPERVISEE maintains their membership in good standing with the Florida Association of Mental Health Counselors (FMHCA) and the American Mental Health Counselors Association (AMHCA), Stephen A. Giunta's compensation will be \$35.00 per week for supervision. When unable to meet (holidays, illness, vacation, out of town, etc.) in a given week, Stephen A. Giunta and INSERT NAME OF SUPERVISEE must make up the time in another week in increments of either an additional hour or ½ hour so that the requirement for obtaining direct face-to-face hours will be met. Supervisees providing (on average) less than 7.5 hours of clinical services each week must attend at least one hour of supervision every other week at a rate of \$35.00 per session, with the aforementioned membership and make-up obligations still applicable.

It is understood that Stephen A. Giunta's compensation will be \$50.00 per week for supervision via HIPPA compliant telehealth methods. The state and national membership obligations and the other roles and duties within this contract remain requirements.

Failing to attend a scheduled supervision does not excuse the supervisee's fee obligation for that session. Checks may be made out to Dr. Stephen A. Giunta at the time of the session or no less frequently than a monthly payment.

Confidentiality

All client identities, content of sessions, diagnoses, test data, etc. reviewed in supervision will be kept in the strictest confidence according to the codes of ethics with respect to counseling, supervision and consultation. If preferred, clients will be reviewed in supervision by first name only. INSERT NAME OF SUPERVISEE and Stephen A. Giunta assume their customary standard of practice related to confidentiality, and it shall be noted that Stephen A. Giunta shares in the burden of protection of confidences as established by the Code of Ethics for Supervision, as written and endorsed by the Association of Counselor Education and Supervision (ACES).

Matters related to Stephen A. Giunta, if revealed through the supervisory relationship, will remain confidential. It is assumed that INSERT NAME OF SUPERVISEE's employment of Stephen A. Giunta, and his status as a supervisor is a matter of record and can be acknowledged freely. In fact, under certain circumstances INSERT NAME OF SUPERVISEE is required to identify that she/he is *under the clinical supervision of Stephen A. Giunta*.

Cases discussed in supervision will not be discussed with anyone outside the context of the supervisory relationship, except when it is to prevent the client's harm to self or others. If, in the event that an outside consultation on your behalf is needed by me (Stephen A. Giunta), your signature here gives permission for an additional consult which is understood to be confidential within the scope of "need for consultation" as recommended in ethical codes and standards of practice. Any extra consultation sought from INSERT NAME OF SUPERVISEE will remain confidential according to the Code of Ethics for clinical supervision as established by ACES.

Monitoring and Evaluation

Evaluation in this case is not directly related to measures such as a grade, a performance review or salary review, however, licensure supervision is a gatekeeping function of the profession and is understood to be evaluative in nature. We will adopt a self-evaluation process wherein you reflect on goals, challenges, and performance issues. I am glad to address your concerns about the nature of evaluation, self-evaluation, pre- and post-supervision measures, the use of a portfolio for measuring progress, etc. In the case of counseling performance or clinical judgment that may result in potential harm to clients, you may always count on me to take a more directive approach and urge you to reconsider a particular intervention or course of care with your client(s).

Additionally, I strongly invite and encourage your feedback of how I am doing in carrying out the supervisor's duties. While there is an acknowledged power differential in any gatekeeping or

hierarchical relationship, I welcome your feedback as a part of the healthy exchange between two colleagues who are working together to provide best care to clients. Further, if at any time, you feel the need to invite a third party into our dialogue for the purpose of equalizing or stabilizing a conflict, please do so while giving me at least one week's notice. This measure is designed to protect you from any (presumably unwitting or unintentional) abuses of power.

Stephen A. Giunta will submit reports to the Florida licensure board as required, including decisions about the fitness of the supervisee to carry out the work.

Role Clarification

We will know each other primarily as supervisor/supervisee, but acknowledge that there may be occasions, settings, and other professional associations that are secondary to this primary relationship (e.g., members of a professional association). Further, the experience of clinical supervision includes some shuttling between roles such as teacher, consultant, advocate, trouble-shooter, colleague, collaborator, etc. It is advisable that we check in with each other to process any occurrences that seem "blurry" or overwhelming as soon as possible to resolve or prevent complications related to multiple roles.

I have attached a curriculum vita for your consideration. I am bound by the Code of Ethics and Clinical Standards of the AMHCA; I also seek consultation from the codes and standards of the National Board of Certified Counselors, the American Counseling Association, and the Association of Family and Conciliatory Courts. It is expected that you will adhere to one or more of these same code and standards both in practice with clients and with respect to clinical supervision issues. It is encouraged that you seek personal counseling when troubled. On occasion, I may discuss the benefits of this strategy as a part of enhancing your performance with your clients.

What to Expect and Methods

The clinical supervision process often yields many results and we may or may not be able to predict accurately what you will experience. However, it is foreseeable that the experience may result in thoughts and feelings about your work; it may include some case report/case study consultations, self-report, process-oriented content, some didactic content, check-ins and check-outs, negotiation and interpersonal dynamics. I encourage you to ask for what you may need; this may result in the use of additional methods, not limited to but including the use of audio or video tapes, role plays demonstrations, etc. While the results of supervision may seem therapeutic, it is not intended to supplant your personal therapy experience with your own counselor. You are strongly encouraged to self-disclose in supervision. By contrast, it is agreed that to self-disclose in your counseling work (understood to be limited and selective) is generally for the benefit of counseling skill and/or the client, and secondarily but not necessarily, for you. You will be given materials and we will discuss how to prepare for and to make the maximum use of your clinical supervision.

Liability

This contract is active until INSERT NAME OF SUPERVISEE has fulfilled the requirements which qualifies them for licensure and any final reports have been filed and responded to by the licensure

board. Every six months, INSERT NAME OF SUPERVISEE and Stephen A. Giunta will determine if the relationship is to be discontinued and if to be discontinued such notice will be reduced to writing. Barring written notice of termination, the parties will automatically “re-contract” for an additional six months.

It is understood that INSERT NAME OF SUPERVISEE will hold liability insurance which indemnifies himself/herself through an individual policy, with documentation on file with Stephen A. Giunta.

It is understood that Stephen A. Giunta holds liability insurance which indemnifies his private practice including that of consultative relationships with counselors, but not with consumers of the services of INSERT NAME OF SUPERVISEE. Under this agreement Stephen A. Giunta assumes no responsibility for the consumers of the INSERT NAME OF SUPERVISEE.

Stephen A. Giunta, LMHC, Qualified Supervisor

Date

INSERT NAME OF SUPERVISEE,
Registered Mental Health Counselor Intern

Date