

## **AGREEMENT FOR SUPERVISION BETWEEN SUPERVISOR & SUPERVISEE**

Between

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

&

Supervisee: Billy Bob, MS, Registered Mental Health Counselor Intern

### **Plan of Supervision**

It is understood that Billy Bob 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 Billy Bob, who becomes a Licensed Mental Health Counselor when this plan is completed and approved.

It is understood that Billy Bob meets all criteria to perform mental health counseling as a function of their title. It is further understood that, as a condition of this supervision, Billy Bob is expected to seek licensure and will thus incur costs associated with a paid supervisor. Stephen A. Giunta is responsible to Billy Bob 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. It is understood that provided Billy Bob maintains their membership in good standing with the Florida Association of Mental Health Counselors and an approved national association (American Mental Health Counselors Association; American Counseling Association; American School Counselors Association). It is further understood that they will notify Stephen A. Giunta of any interaction (phone calls, written correspondence, emails, etc.) with the 491 Board within 24 hours of the interaction.

Stephen A. Giunta's compensation will be \$125.00 per month for supervision. When unable to meet (holidays, illness, vacation, professional conferences, etc.) in a given week, Stephen A. Giunta and Billy Bob 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 \$62.50 per month, with the aforementioned membership and make-up obligations still applicable. Failing to attend a scheduled supervision does not excuse the supervisee's fee obligation for that session. Checks, or other forms of payment, should be made to Dr. Stephen A. Giunta.

Every calendar month, Billy Bob and/or 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 month. It may be presumed that, unless the relationship is discontinued by Stephen A. Giunta at the end of the month, the supervisee is maintaining the minimum standards of performance in professional activities as measured against generally prevailing peer performance.

## **Confidentiality**

All client identities, content of sessions, diagnoses, test data, etc. reviewed in supervision will be kept in strict 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. Billy Bob 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 Billy Bob'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 Billy Bob 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 Billy Bob 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).

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. However, all supervisory obligations associated with this agreement, excluding client/public safety issues, will be suspended when payments are delinquent.

## **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

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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 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 and the American Counseling Association. It is expected that you will adhere to one or more of these same codes 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**

It is understood that Billy Bob 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 Billy Bob. Under this agreement, Stephen A. Giunta assumes no responsibility for the services provided by Billy Bob.

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Stephen A. Giunta, LMHC, NCC, CCMHC, Qualified Supervisor

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Date

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Billy Bob, MS, Registered Mental Health Counselor Intern

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Date