Supervision Track
*(All times in Eastern time)*

**Wednesday, June 24, 2020**

5:00 – 7:00 PM Breakout Session 2
Supervision Track | Diversity Track

**Redefining Vulnerability: A Supervisor’s Super Strength**
*Presented by Matthew R. Shupp, Ed.D., NCC, BC-TMH, LPC*

Staff retention is becoming increasingly important in a field where expectations and responsibilities are becoming increasingly more demanding. Counseling literature and research consistently identify supervision as one factor in the retention and satisfaction of staff, both positively and negatively. Despite the extensive research on best practices in supervision, especially for new professionals, very few theoretical models of supervision exist within the field and even fewer models specifically consider multicultural competence as a foundation for effective supervision. A new and intentional approach to supervision that models the values of inclusion is critical for the retention of professionals at all levels, is critical to the continued development of staff beyond professional preparation programs, and is critical for creating a profession that espouses a philosophy of inclusion. This session will introduce the inclusive supervision model, an innovative approach to supervision that seeks to align our professional values of multicultural competence with our professional practice. It reflects the important values of our profession and provides a framework through which professionals can evaluate supervision practice and consider specific actions to enhance one’s own capacity for enacting the four tenets of inclusive supervision which are: creating safe spaces, demonstrating vulnerability, cultivating holistic development, and building capacity in others. The inclusive supervision model is a result of almost 5 years of research examining multicultural competence in the context of supervision.

**Thursday, June 25, 2020**

3:00 – 4:15 PM Breakout Session 2

**The Proctor Model of Clinical Supervision: A Primer for Clinical Counselors**
*Presented by Gideon Litherland, MA, LCPC, CCMHC, NCC, BC-TMH and Roberta Miranda, MS, LCPC, LCADC, NCC, ACS*

Counseling supervisors require an increasingly diverse set of tools, theories, and interventions to address the myriad concerns that arise in clinical supervision. Seniority and clinical savvy do not an effective supervisor make. Rather, the ability to support, provide feedback, and systematically address supervisee issues are critical to effective supervision. Deliberate practice remains a key indicator of clinical effectiveness, with supervision skills
requiring the same attention and practice. As consumers of supervision or providers of supervision services, clinical mental health counselors require useful frameworks for engaging in supervision. The Proctor Model is an internationally recognized and implemented model of supervision that has great utility for clinical mental health counselors.

Friday, June 26, 2020

3:00 – 4:15 AM Breakout Session 2
Supervision Track
Developing Resiliency in Counselors and Counselor Trainees
Presented by Lotes Nelson, PhD., LPC, ACS, NCC and Damion Cummins
Resilience is the ability to overcome adverse experiences (Rudzinski, McDonough, Strike, & Gartner, n.d.). Part of being a counselor is modeling and teaching resilience to clients, however, the query remains as to the helper’s ability to develop resiliency themselves. Resiliency is an integral concept in the role of mental health counselors. Counselor resiliency is important because of the emotional enormity of the work that counselors encounter on a daily basis. The purpose of this presentation is to discuss the relationship between resiliency, self-efficacy, and longevity of mental health counselors. The presenters will review the relationship between counselor well-being, self-care practices and burnout level. Likewise, the neglect in developing counselor resiliency will be explored. Counselors have the responsibility to evaluate their own capacity to effectively care for their clients and seek necessary assistance to build resilience. This session will review the implications for a strength-based approach as a necessity to remain effective in one’s role as a counselor. Consequently, when counselors fail to emphasize the strategies to increase their resilience level, their clients can be negatively affected by this negligence. Learning Objectives 1. This session will examine the relationship between counselors’ resiliency and levels of burnout at different phases throughout their career 2. Session attendees will discuss and learn the common challenges that counselors’ experience in their clinical practice 3. Session attendees will engage in a self-care assessment to evaluate their current self-care practices 4. Begin to recognize signs of burnout and develop a self-care plan 5. Learn to effectively incorporate the concept of resiliency into their professional practice in working with clients.