



QABA Approved Supervisor Curriculum

Purpose

As part of the QABA Credentialing Board's commitment to continuous quality improvement, it has been reviewing the requirements for Qualified Autism Services Practitioners (QASP) providing supervision services to Behavior Technicians.

As a result of a three month process, the QABA Board has resolved the importance for QASP's to be suitably trained and experienced in providing supervision with a view to:

- enhance supervisees' skills, competence and confidence
- provide a supportive environment for changing and shaping supervisee behavior
- provide assistance with professional development
- ensure that services to clients is safe, ethical and competent

This curriculum is designed to ensure that individuals holding a QASP credential are suitably qualified to provide supervision to Behavior Technicians.

As of January 1st 2017 QASP's who wish to fulfill a supervisory role, will be required to provide evidence for having completed coursework that complies to the curriculum outlined in this document.

Once successfully completed and submitted for evaluation and approval to the QABA Credentialing Board, the board will add the supervision designation (QASP-S) to the candidates credential record. The public registry will also be updated to reflect the Supervision endorsement.

For all practitioners currently holding the QASP credential who wish to add the Supervisor endorsement, there will be no charge for their application if submitted prior to 5pm on Friday January 13th 2017. To make a submission by this date, a QASP will need to submit required documentation by completing the application online at:

<http://www.qababoard.com/m/nsupervision/QASPSupervisionSubmission>

Evidence of having completed supervision coursework will be required to comply, at a minimum, with the curriculum outline in this document.

Evidence can take the form of:

- transcripts
- certificates
- affidavits from employing organizations

As of January 1st 2017, new candidates will be able to opt to include the supervision endorsement when registering for the QASP examination.

QABA Approved Supervisor Curriculum

1. Supervision Practice

The supervisor will be able to complete the following:

- a. Describe the function of professional supervision
- b. Explain the purpose of professional supervision
- c. Demonstrate an understanding of how to effectively participate in professional supervision.
- d. Describe key supervision concepts
- e. Describe the Advantages and Benefits of Supervision including:
 - i. Maintaining client and family focus
 - ii. Ensuring clarity about roles and responsibilities in the quality or care and services to consumers/clients
 - iii. To focus on the achievement of professional objectives
 - iv. To allow for a review of practice and to identify solutions to problems
 - v. To allow critical reflection of practice
 - vi. To provide professional and personal support for workload and stress management
 - vii. To provide for accountability in practice
 - viii. To consider the resources available to the supervisee
 - ix. Encourage professional development and provide support to the worker
- f. Different aspects of Supervision
 - i. Clinical and case based
 - ii. Professional
 - iii. Personal
 - iv. Administrative and Managerial

2. Types of Supervision

The Supervisor will demonstrate understanding and knowledge of the most common types of supervision, and the advantages and disadvantages of each, including, but not restricted to:

- a. Individual Supervision
- b. Group Supervision, including:
 - i. Boundaries
 - ii. Tasks
 - iii. Structure
 - iv. Roles
 - v. Type of facilitation
 - vi. Group Dynamics
- c. Peer Supervision

3. The Supervision Environment

The Supervisor will demonstrate an understanding of the supervision environment and the building blocks to creating a successful one, including:

- a. What a supervisee can expect
- b. What they, as the Supervisor, can provide
- c. Key points for negotiating a written contract for professional supervision
- d. Recall what issues can negatively impact on supervision.
- e. Creating learning opportunities for supervisees
- f. Where directly related to supervisee's practice, interface with third parties as appropriate (e.g. agency staff, administrators, managerial supervisors, etc.)
- g. Identify situations in which policies and procedures can help to deal with performance concerns.

4. Ethical Issues in Clinical Supervision

- a. The Supervisor will demonstrate, at a minimum, understanding of the ethical considerations related to supervision and practice, including:
 - i. Informed Consent
 - ii. Confidentiality
 - iii. Dual Relationships
 - iv. Evaluation
 - v. Due Process
- b. The Supervisor will Understand, demonstrate knowledge of and adhere to the QABA Approved Supervisor Code of Ethics

5. Administration, Policies & Procedures for Supervision

- a. The supervisor will demonstrate the ability to maintain appropriate administrative records and procedures related to the supervision they provide.

6. Evaluation of Supervision

- a. The supervisor will be able to evaluate supervision effectiveness and the efficacy of the supervision contract.