

SCWK 7003 - Theory and Practice of Supervision

Fall 2026 Syllabus, Section 01, CRN 41397,

Credit hours: 3

Instructor

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Public Instructor Information

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Course Description

7003. Theory and Practice of Supervision. Explores advanced techniques for evaluating systems of all sizes. Methods and strategies for conducting program evaluation and single system research will be emphasized. Special emphasis will be placed on developing strengths-based performance indicators. Prereq.: Social Work Majors Only. 3 s.h.

Course Readings

Group	Title	Author	ISBN
Required	Fundamentals of Clinical Supervision	Bernard J. & Goodyear, R.	978-0-13-475251-8
Required	Standards for Social Work Supervision	NASW (2013)	
Required	Code of Ethics	NASW (2017 rev. 2021)	

Required Texts:

Bernard, J.M., & Goodyear, R.K. (2019). *Fundamentals of clinical supervision* (6th ed.).

Pearson.

NASW. (2013). *Standards for social work supervision*. Author. [Available in BlackBoard]

NASW. (2017, rev. 2021) *Code of ethics*. Author.

The course readings are subject to change in the event of extenuating circumstances, research developments, current events, and/or to ensure better learning.

Schedule of Topics and Assignments

Week of	Reading(s)	Proposed Topic	Due/To Prepare for Class
8/24	Bernard & Goodyear: Ch. 1. Review Toolboxes 6 and 7 in Appendices (pp. 328-329). Read Module 1 Supplemental Slides. Review Theory Presentation assignment in syllabus.	Administrative Supervision (Ch. 1)	Take Chapter 1 Quiz by 11:59 pm Sun. 8/30 (10 pts). You may take the quiz up to two times. Computer graded.



8/31	Textbook: Skim Chapters 2 and 3. Falender, C.A., & Shafranske, E.P. (2017) Competency-based clinical supervision: Status, opportunities, tensions, and the future. Australian Psychologist, 52(2), 86-93 doi: 10.1111/1p12265 Review: NASW Standards for Supervision (in BlackBoard); NASW Code of Ethics regarding supervision; Ohio Ch. 4757 Rules and Laws on Supervision (www.cswmft.ohio.gov); sample supervision contract	Competency-Based and Developmental Supervision	Assignments: Quiz on Falender & Shafranske article by 11:59 pm Sun. 9/6 (10 pts). Ohio Laws on Training Supervision Assignment: Complete by 11:59 pm Sun. 9/6(10 pts).
9/7	Bernard & Goodyear. Ch. 5 and 7 and Toolbox Resource #17	Supervisory Relationships: Supervisee and Supervisor Factors (Ch. 5) Organizing the Supervision Experience (Ch. 7)	Assignments Theory Presentations - Step 1: Topic Selection Note: There are 14 theories to select. If there are more than 14 students, some theories will be assigned to more than one student. Select from: Chapter 2: Psychotherapy-Based Models of Supervision: 1. Humanistic-Existential Supervision 2. Relationship-Oriented Supervision 3. Cognitive-Behavioral Supervision 4. Feminist Supervision Post-Modern/Constructivist Supervision: 5. Narrative 6. Solution-Focused Developmental Approaches to Supervision: 7. Integrative Developmental Model (IDM) 8. Reflective Developmental Model Chapter 3: Process Models: 9. Bernard's Discrimination Model (DM) 10. Critical Events in Supervision Model (CESM) 11. Systems Approach to Supervision Model (SAS) Second-Generation Models of Supervision: Combined Models: 12. Transtheoretical Model of Clinical Supervision Target Issue Models: 13. Attachment-Caregiving Model of Supervision (ACMS) 14. Integrative Spiritual Development Model Email your top 3 choices to the instructor no later than 11:59 pm Sun. 9/13. • You will be informed of your topic via email. • It is VERY important that you read your YSU emails often during the first month of class as we sort out which theory you will be presenting! • If you do not respond by the deadline, you will be assigned to a theory topic and informed of this via email. • I will post a completed list of theories and student(s) in Announcements. • Note strict due dates by which each theory must be uploaded into BB. Take Quiz on both Chapters 5 and 7 by 11:59 pm 9/13 (10 pts). You may take the quiz up to 2 times. Computer graded. Complete Toolbox Resource #17: Take the Supervisee Levels Questionnaire and type a double-spaced response as a Word document (.docx). Upload into Assignment by 11:59 pm Sun. 9/13 Write 2-3 complete sentences. 5 pts.



9/14	Bernard & Goodyear: Ch. 6 and Toolbox Resources #21	Multicultural Supervision (Ch. 6)	Assignments: Theory Presentation: Once your topic has been approved, conduct keyword searches this week to complete Step 2. Take Ch. 6 Quiz by 11:59 pm 9/20 (15 pts). You may take quiz 2x. Computer graded. Complete Toolbox Resource #21: Multicultural Supervision Competency Questionnaire. If you are not in field, please answer based on your last supervisor or manager. Follow the instructions to complete this questionnaire. Then type your response directly into the textbox in Discussions by 11:59 pm Sun. 9/20. Minimum 2-3 complete sentences. 5 pts. Theory Presentation: Step 2: APA Citation: Type up and submit one double-spaced APA citation from one of the four theory articles you selected. Proofread carefully against APA 7th edition guidelines (indentation, punctuation, capitalization, and italicization rules in particular). This will be due by 9/27 (ungraded). You will receive feedback inside of BB so please check back so you can make any necessary changes before completing your References slide. Don't skip this step!
9/21	Mitchell, M. D., & Butler, S. K. (2021). Acknowledging intersectional identity in supervision: The multicultural integrated supervision model. <i>Journal of Multicultural Counseling & Development</i> , 49(2), 101–115. https://doi-org.eaps.cc.ysu.edu/10.1002/jmcd.12209 Slides on Burnout Prevention Strategies and Vicarious Trauma in BB	Preventing Burnout and Avoiding Vicarious Trauma	Assignments: Article Response for Mitchell & Butler article by 11:59 pm 9/27 (10 pts). You may take quiz 2x. Computer graded. Upload one APA citation for your theory presentation by 11:59 pm Sun. 9/27. (ungraded). You will receive emailed feedback. Be sure to incorporate instructor's feedback as you develop your References page for Step 3. Select partner for Oct. and Nov. peer supervision sessions. Pick someone from your home campus and/or someone working in a similar setting or with a similar client population. It's recommended you keep the same partner(s) for both months.



9/28	Berger, R. & Quiros, L. (2016). Best practices in trauma-informed supervision. <i>Traumatology</i> , 22(2), 145-154. http://dx.doi.org/10.1037/trm0000076	Trauma-Informed Supervision	Assignments: Article Response for Berger & Quiros article by 11:59 pm Sun. 10/4. 10 pts. You may take quiz 2x. Computer graded. Theory Presentation Step 3: Complete Three-Article References Page: Complete double-spaced References page for your Theory Presentation. Carefully proofread citations against APA guidelines. Name on top of first page. This will be due by 10/11. (earn up to 15 pts). Requests for extension must be made at least 2 business days in advance. Step 4: Theory PowerPoint Presentations As your PowerPoint Theory Presentation becomes due, save it as .pptx only. Review syllabus for how to format your slides and see end of syllabus for grading rubric. Submissions must be uploaded no later than 11:59 p.m. Sundays per posted schedule. Any request for an extension for your theory presentation must be emailed to instructor at least 2 business days before its due date.
10/5	Toolbox 18 in textbook	Nondisclosure, Anxiety, and Self-Disclosure in Supervision	Assignments: Hold October peer supervision session. Upload Three-Article References Page by 11:59 pm Sun. 10/11 (5 pts per entry, up to 15 pts). Complete Toolbox Resource #18: Anticipatory Supervisee Anxiety Scale. After completing, type your response directly into the textbox in Discussions by 11:59 pm Sun. 10/11. Minimum 2-3 complete sentences. 5 pts.
10/12	Bernard & Goodyear. Ch. 4 Knox, S. (2015). Disclosure—and lack thereof—in individual supervision. <i>The Clinical Supervisor</i> , 34, 151–163. doi: 10.1080/07325223.2015.1086462	Supervisory Relationships (Ch. 4)	Assignments: Hold October peer supervision session (response due by 10/31). Article Response for Knox article by 11:59 pm Sun. 10/18 (10 pts). You may take quiz 2x. Computer graded. Take Ch. 4 Quiz by 11:59 pm 10/18 (15 pts). You may take quiz 2x. Computer graded. Select a Diversity Paper Topic: Identify a topic of interest related to diversity-related issues in the field of (social work) supervision and do a keyword search. Locate an article no older than 2015. Email topic to instructor by 11:59 pm Sun. 10/18. It is ok for students to select similar topics but using different articles.
10/19	Bernard & Goodyear. Ch. 8 (skip the parts on live and team supervision as they pertain to mental health counselors' and not social workers' training) Read article on feminist supervision by Degges-White et al. in BB	Individual Supervision (Ch. 8)	Assignments: Hold your October peer supervision session by end of month (response due 10/31). Take Ch. 8 Quiz by 11:59 pm 10/25 (20 pts). You may take quiz 2x. Computer graded.



10/26	Bernard & Goodyear: Ch. 9 (Peer and Group Supervision) Coren, S., & Farber, B. A. (2019). A qualitative investigation of the nature of "informal supervision" among therapists in training. <i>Psychotherapy Research</i> , 29(5), 679– 690. doi:10.1080/10503307.2017.1408974 Read Supplemental Slides on Peer and Group Supervision	Peer and Informal Forms of Supervision	Week 9 Assignments: Article Response for Coren & Farber article by 11:59 pm Sun. 10/25 (10 pts). You may take quiz 2x. Computer graded. Written response to your October Peer Supervision is due by 11:59 pm 10/31. (10 pts). Be sure to mention the name of who you conducted peer supervision with. Response must answer these questions: a. What have I learned during the process of peer supervision for myself and for my future work performance? b. What was the role of my partner in my learning process? c. What was good about the peer-supervision experience? d. What could have been done differently? Upload All Theory Presentations by 11:59 pm Sun. 11/1:
11/2	Bernard & Goodyear: Ch. 9 (Peer and Group Supervision). Optional articles: Alschuler, M., Silver, T., & McArdle, L. (2015). Strength-based group supervision for social work students. <i>Groupwork</i> , 25(1), 34-57 Smith, H. (2022). Learning from experience: Anxiety, defense and leadership in group supervision: The implications for supervision and reflective practice. <i>Journal of Social Work Practice</i> , 36(2), 209–225. https://doi-org.eps.cc.ysu.edu/10.1080/02650533.2022 .	Group Supervision (Ch. 9)	Assignments: Take Ch. 9 Quiz by 11:59 pm Sun. 11/8 (15 pts). You may take quiz 2x. Computer graded. Answer Group Supervision Questions: Respond to the following 5 questions with a minimum of two complete, grammatical sentences per question. Do not include or retype the questions themselves. 1. What are your thoughts about the role and/or importance of group supervision to the social work profession? 2. Considering the advantages as well as the disadvantages of group supervision, what do you see as the major advantage of group supervision for yourself? Why? What do you see as the main disadvantage of it for yourself? Why? 3. Describe what you see as the main differences between group therapy and group supervision. 4. As a supervisee, what would be your fears about being a member of a supervision group, and why? 5. What is your opinion about receiving ongoing group supervision in your post-graduate career as a practicing social worker? Upload your responses in one double-spaced Word document attachment (.docx) with your name on top of the page into Assignments by 11:59 pm Sun. 11/8 (2 points each answer, up to 10 pts).

11/9	Bernard & Goodyear Ch. 10 and Toolbox Resource #24	Evaluation in Social Work Supervision (Ch. 10)	Week 12 Assignments: Take Ch. 10 Quiz by 11:59 pm Sun. 11/15 (15 pts). You may take quiz 2x. Computer graded. Complete Toolbox Resource #24 Evaluation Process within Supervision Inventory. If you are not in field, answer the items based on your last work supervisor or use a prior supervisor from a social service type position (not retail, etc.). Type your double-spaced response as a Word document (.docx) and upload into Assignments by 11:59 pm Sun. 11/15. Minimum 2-3 complete sentences. Schedule and hold Nov. peer supervision before Thanksgiving break.
11/16	Bernard & Goodyear: Ch. 11	Ethical/Legal Issues in Supervision (Ch. 11)	Week 13 Assignments: Hold Nov. peer supervision. Write up will be due by Sun. 11/29 (end of Thanksgiving break), so plan accordingly. Take Ch. 11 Quiz on ethics in supervision by 11:59 pm Sun. 11/22 (15 pts). You may take quiz 2x. Computer graded. Ethical Dilemma Vignette Discussion Board: Complete by 11:59 pm Sun. 11/22 (10 pts) As you read over the ethical dilemma vignettes shown in Discussion Board, consider the 3 bullet points below. Type your response to 3 of the vignettes into the textbox. Min. 2 full sentences per vignette (worth up to 7 pts) Respond to at least one peer (on same #vignette for up to 3 pts). • As the supervisor, what might you do next? • What Ohio state or other rules, laws, or NASW Code of Ethics might have been violated, if any (label them)? Cite specific laws, standards, etc. • What should the consequences be if the supervisee's behavior, etc., doesn't improve? Work on Diversity Paper (due 12/9) and Reflective Journal on Supervision (due 12/10).
11/23	Bernard & Goodyear: Ch. 12	Facilitating Career-Long Professional Development (Ch. 12)	Week 14 Assignments: November Peer Supervision Response: After your second peer supervision session, type your response directly into text box in Discussions no later than 11:59 pm Sun. 11/29 – end of Thanksgiving break (worth up to 10 pts). Response must answer these questions: a. What have I learned during the process of peer supervision for myself and for my future work performance? b. What was the role of my partner in my learning process? c. What was good about the peer-supervision experience? d. What could have been done differently?

11/30	Bernard & Goodyear: Ch. 12	Facilitating Career-Long Professional Development (Ch. 12)	Week 14-15 Assignments: November Peer Supervision Response: After your second peer supervision session, type your response directly into text box in Discussions no later than 11:59 pm Sun. 11/29 – end of Thanksgiving break (worth up to 10 pts). Response must answer these questions: a. What have I learned during the process of peer supervision for myself and for my future work performance? b. What was the role of my partner in my learning process? c. What was good about the peer-supervision experience? d. What could have been done differently? Complete Diversity Paper (due no later than 11:59 p.m. Wed. 12/9). Any request for an extension must be received prior to 12/5. Write Reflective Journal on Supervision (due no later than 11:59 p.m. Thurs. 12/10). Any request for an extension must be received prior to 12/5.
12/7			Finals Week 12/7 Upload Diversity Paper (double-spaced, name on top of first page, reference citation at end—doesn't need to be on a separate page) by 11:59 pm Wed. 12/9. (Worth up to 20 points.) Late papers will not be read and will receive 0 points. Upload double-spaced Reflective Journal on Supervision by 11:59 pm Thurs. 12/10 (20 pts). Late journals will not be read and will receive 0 points.

The course schedule, policies, procedures, and assignments in this course are subject to change in the event of extenuating circumstances, by mutual agreement, and/or to ensure better learning.