

Supervision Professional Disclosure Statement

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Hello and welcome to my Clinical Mental Health Supervision Professional Disclosure Statement. As you embark on this journey of professional growth and development, I want to extend a warm greeting and offer you a glimpse into what working with me as your supervisor entails. This document is more than just a set of guidelines; it's a reflection of my commitment to your success and well-being as a mental health professional. So, take a moment to get to know me, my supervision philosophy/disclosures, and how we'll navigate this journey together.

Clinical Experience, Educational Training, Credentials, and Affiliations

With over 15 years of mental health experience, I am a seasoned clinical mental health supervisor. Holding licensure as both a Licensed Clinical Mental Health Counselor-Associate (LCMHC-A) and a Licensed Clinical Addictions Specialist Associate (LCAS-A) for the past five years, I bring a diverse skill set to my practice. My journey began with a master's degree in Marriage, Couples, and Family Counseling from Walden University, emphasizing relational dynamics and systemic interventions.

Additionally, I am a National Certified Counselor (NCC), maintaining national standards of excellence in counseling. I hold a Graduate Certificate in Family Life Education and Coaching from North Carolina State University, specializing in family dynamics and coaching strategies. Recognizing the profound impact of trauma, I hold certifications as a Field Traumatologist, Compassion Fatigue Therapist and Level 1 EMDR therapist from the Green Cross Academy of Traumatology. These credentials equip me to deliver trauma-informed care and evidence-based interventions, particularly in crisis settings like natural disasters, crime scenes, and conflict zones.

Active membership in professional organizations like the American Counseling Association, American Mental Health Counselors Association, and others keeps me informed of industry advancements and fosters collaboration for promoting best practices in supervision and mental health care.

In summary, my extensive experience, comprehensive training, and dedication to professional growth make me a capable and supportive clinical mental health supervisor, ready to guide you toward competence and compassion.

Supervision Background

My training in supervision encompasses a series of academic courses completed during my doctoral program, focusing specifically on the theory and practice of supervision. These courses provided me with a solid foundation in understanding the underlying principles, ethical guidelines, and practical techniques essential for effective supervision.

Complementing my academic studies, I gained hands-on experience through a practicum where I supervised multiple students in role plays. This practical component allowed me to apply theoretical knowledge in real-world scenarios, developing my skills in providing constructive feedback and guidance to counseling trainees.

Further enriching my supervisory capabilities, I undertook two internships where I supervised master's level students during their Advanced Practicum and Internship phases. These internships offered me valuable insights into the challenges faced by trainees as they transitioned into clinical practice and allowed me to provide tailored support to facilitate their professional growth.

In addition to my formal internships, I have accumulated two years of experience providing site supervision to MA level intern students in clinical mental health settings. This role has deepened my understanding of the practical aspects and ethical considerations involved in supervision within clinical practice environments.

Through my diverse experiences in supervision, spanning academic training, practical internships, and site supervision roles, I have developed a comprehensive skill set and knowledge base that enables me to effectively mentor and support counseling trainees as they progress in their professional development.

Supervision Philosophy & Theory

In my supervisory approach, I integrate cultural humility, relational dynamics, and narrative therapy principles within the Integrative Developmental Model for Narrative Supervision (IDMNS). IDMNS emphasizes multicultural awareness, collaborative learning, and a positive supervisory relationship, fostering a safe and inclusive space for reflective exploration and professional growth.

Within this framework, narrative techniques play a pivotal role, encouraging supervisees to explore their personal narratives and develop effective counseling skills. My supervisory philosophy prioritizes curiosity, collaboration, and empowerment, guiding supervisees to re-author their stories and navigate their professional paths with confidence.

Drawing from the IDMNS and narrative therapy theory, I view supervision as a collaborative journey of narrative exploration and co-construction. Together, we delve into supervisees' narratives, weaving reflection, insight, and empowerment into their professional identities, transforming challenges into opportunities and narratives into sources of strength.

The Supervision Process

Our supervision sessions are conducted weekly, either individually for one hour or in a group setting for 90 minutes. These sessions prioritize creating a safe, supportive, and collaborative space where supervisees feel empowered to share their experiences openly. We begin with an initial assessment to understand your background, training goals, and learning styles. Together, we establish clear expectations, goals, and objectives for the supervision process. Throughout our interactions, I encourage you to reflect on your clinical experiences, explore your strengths and areas for growth, and identify strategies for professional development (Bernard & Goodyear, 2019).

In alignment with the Integrative Developmental Model for Narrative Supervision (IDMNS) approach, I facilitate your exploration of your unique narratives, experiences, and perspectives. This involves reflecting on your client interactions, ethical dilemmas, and personal biases, which promotes self-awareness and enhances critical thinking skills. Collaboration and open communication are central tenets of our supervision process. I highly value your input and actively seek your feedback to ensure that supervision meets your individual needs and preferences. I provide constructive feedback, offer guidance, and provide support while also creating a space for you to express concerns and ask questions. Overall, our supervision process aims to empower you to become a competent, reflective, and culturally sensitive counselor who is equipped to navigate the complexities of the counseling profession with confidence and compassion.

Current Practice Statement & Capacity

Supervision will take place at Family Service of the Piedmont (FSP) or via Zoom if your place of practicum or internship is not at FSP.

Supervisee Characteristics

Supervision is open to master's level students and counselors seeking licensure in clinical mental health.

Supervisee Expectations

As a supervisee, it is essential to adhere to certain expectations to maximize the effectiveness of our supervisory relationship. Here are the expectations outlined for your role:

1. **Prepare:** Be proactive and engaged in our sessions. Come prepared with cases, questions, and topics you want to discuss.
2. **Be Open:** Approach supervision with openness, intentionality, honesty, courage, and ethics.
3. **Be Mindful:** Respect confidentiality and the sensitive nature of the information shared during supervision.
4. **Be a Good Listener:** Actively listen and share openly during our sessions.
5. **Be Respectful:** Show respect towards others and avoid dominating the discussion.
6. **Provide Information:** Furnish adequate clinical information to facilitate direction and guidance from the supervisor.
7. **Give Value Judgments:** Offer value judgments about your casework when appropriate, contributing actively to the supervisory process.
8. **Participate in Conveying the Supervision Contract:** While not responsible for initiating the contract, be prepared to discuss practicalities, goals, expectations, theoretical paradigms, and concerns about the supervisory relationship.

9. **Prepare for Supervision Sessions:** Collaboratively decide on preparation methods, such as case presentation or using audio/video materials.
10. **Identify Goals:** Clearly identify what you hope to achieve by raising particular problems or issues in supervision.
11. **Keep Records:** Maintain records of supervision discussions for reference and to ensure agreed-upon actions are taken.
12. **Engage in Reflective Processes:** Actively engage in reflecting on the process dynamics occurring between you and your clients, as well as your affective state and responses.
13. **Be Open to Feedback:** Embrace feedback and reflect on its implications for future practice. Additionally, offer feedback on the supervisory process and relationship.
14. **Address Defensive Responses:** Take responsibility for recognizing and addressing defensive responses, identifying triggers, and addressing them constructively.
15. **Promote Professional Development:** Take ownership of your professional development and self-care, collaborating with the supervisor to enhance knowledge, skills, and well-being.

Supervisor Expectations

As your supervisor, I hold myself to certain expectations to ensure that our supervisory relationship is conducive to your growth and development as a counselor (American Counseling Association [ACA], 2014).

1. **Professionalism:** I am committed to upholding the highest standards of professionalism in our interactions, maintaining confidentiality, and adhering to ethical guidelines outlined by the American Counseling Association (ACA) (ACA, 2014).
2. **Expertise:** Drawing from my extensive experience in clinical mental health counseling, I bring a depth of knowledge in counseling theories, techniques, and interventions to our supervision sessions (ACA, 2014).
3. **Accessibility:** I am dedicated to being accessible to you for regular supervision sessions, as well as for consultation and support as needed. Your growth and development are my priority, and I am here to provide guidance and assistance whenever you need it (ACA, 2014).
4. **Supportive Environment:** Creating a supportive and nurturing environment is essential for fostering your professional growth. I am committed to providing a safe space where you feel comfortable discussing your clinical work, seeking feedback, and addressing challenges (ACA, 2014).
5. **Clinical Oversight:** I will provide oversight and guidance in your clinical work, reviewing case notes, observing counseling sessions, and offering feedback on assessment, treatment planning, and intervention strategies (ACA, 2014).
6. **Professional Development:** I am dedicated to supporting your professional development by providing opportunities for learning, skill-building, and self-reflection. Together, we will identify areas for growth and create a plan to help you reach your full potential as a

counselor (ACA, 2014).

7. **Ethical and Legal Compliance:** Ensuring that you adhere to ethical and legal standards in your clinical practice is of utmost importance. I will provide guidance on ethical decision-making and address any ethical or legal concerns that arise during supervision (ACA, 2014).
8. **Cultural Competence:** Promoting cultural competence and diversity awareness is a priority in our supervision sessions. I will help you develop culturally responsive counseling skills and navigate issues related to cultural identity and social justice (ACA, 2014).
9. **Evaluation and Feedback:** I will provide ongoing evaluation and feedback on your clinical skills, professional conduct, and progress toward meeting supervision goals. Together, we will collaboratively assess your strengths and areas for growth (ACA, 2014).
10. **Self-Reflection:** As your supervisor, I am committed to engaging in ongoing self-reflection and professional development to enhance my effectiveness in supporting your growth and development (ACA, 2014).

These expectations are integral to our supervisory relationship and are aimed at fostering your development as a competent and ethical clinical mental health counselor (ACA, 2014).

Methods and Modalities of Supervisee Training: Each supervisee is responsible to obtain written informed consent from each client for supervision of their case. In adherence to NC Administrative Code, each supervision session will include a review raw data from clinical work through a variety of methods, including but not limited to, audio tape review, video tape review, live observation, co-counseling, & review of case notes/process notes (21 NCAC 53 .0208).

Evaluation Process

I uphold a structured evaluation process aimed at nurturing growth, enhancing skills, and ensuring the delivery of optimal care. This process is meticulously crafted to offer comprehensive feedback, fostering the development of individuals under supervision.

Key Elements of the Evaluation Process:

- **Negotiating a Supervision–Evaluation Contract:** At the commencement of our supervisory relationship, we will jointly establish a supervision–evaluation contract. This contract delineates learning objectives, assessment criteria, supervision modalities, meeting frequency, and mechanisms for formal summative evaluation (Lehrman-Waterman & Ladany, 2001 as cited in Bernard & Goodyear, 2019).
- **Choosing Evaluation Instruments:** Throughout supervision, I employ a variety of evaluation instruments tailored to the individual's developmental stage and specific objectives. These instruments may include generic rubrics, skill-specific assessments, or innovative tools such as the Vignette Matching Assessment Tool (VMAT) (Gonsalvez, Terry, & Deane, 2016 as cited in Bernard & Goodyear, 2019).
- **Communicating Formative Feedback:** Regular and constructive feedback is foundational to effective supervision (Hattie & Timperley, 2007 as cited in Bernard &

Goodyear, 2019). I endeavor to provide timely, specific, and actionable feedback, focusing on both strengths and areas for improvement, and aligning feedback with established learning goals.

- **Encouraging Self-Assessment:** Self-assessment is vital for professional growth. I encourage supervisees to engage in reflective practice, critically evaluating their performance and identifying areas for development (Jacobs et al., 2011 as cited in Bernard & Goodyear, 2019).
- **Conducting Formal Summative Evaluation:** At predetermined intervals, we conduct formal summative evaluations to gauge progress and achievement of learning goals. These evaluations provide an opportunity to review accomplishments, address challenges, and set new objectives for continued growth (Lehrman-Waterman & Ladany, 2001 as cited in Bernard & Goodyear, 2019).

Confidentiality and Supervision Sessions

As your supervisor, I am committed to upholding the utmost confidentiality within our supervision sessions. Your privacy and the confidentiality of your clients are of paramount importance to me. Rest assured that any information shared during our sessions will be held in strict confidence, in accordance with ethical guidelines and legal obligations.

Confidentiality Exceptions:

However, it's important to note that there are exceptions to confidentiality that may arise under certain circumstances. These exceptions include:

1. **Immediate Danger:** If you or a client is in immediate danger of harm to yourself or others, I am ethically and legally obligated to take necessary steps to ensure safety.
2. **Abuse Reporting:** If there is suspected abuse or neglect of an elder or minor, I am mandated by law to report such instances to the appropriate authorities.
3. **Court Subpoena:** In the event of a court subpoena requiring me to disclose information from our supervision sessions, I may be legally compelled to comply.

Group Supervision Sessions:

At times, I may facilitate supervision sessions involving you and a small group of your peers. During these group sessions, it is imperative that all participants maintain strict confidentiality regarding the information shared by others. This ensures a safe and supportive environment for collaborative learning and professional growth.

Session Fees and Length of Service

My fee for clinical supervision is \$80 per 60-minute individual session. My fee for group

supervision is \$45.00 per 90-minute group session.

Emergency Contact Information

In the event of an emergency, you can contact me by phone at 336.362.6588. However, please note that it is crucial to adhere to the established protocols of your clinical site if other than FSP in any emergency situation. If there are any incidents or emergencies, it is important to report them following the established procedures of your clinical site promptly. Any deviations from these established procedures should be communicated within a reasonable timeframe to ensure the safety and well-being of all involved parties.

Ethics and Complaints

In North Carolina, supervisors in various professional fields are expected to adhere to high ethical standards outlined by their respective licensing boards. These standards typically encompass principles of professionalism, confidentiality, integrity, and competence in supervisory practice. I abide by the ACA Code of Ethics (<https://www.counseling.org/resources/aca-code-of-ethics.pdf>). If you are dissatisfied with any aspect of our work, or believe I have treated you unfairly or unethically, please inform me. If we have met and you feel that you cannot resolve this problem with me, you may contact the North Carolina Board of Licensed Clinical Mental Health Counselors at: P.O. Box 77819, Greensboro, NC 27417, (336) 217-6007.

Statement of Agreement

This contract is subject to revision at any time upon the request of either supervisor or supervisee. Revision of the contract can be made only by consent of both parties. The contract may be terminated by either party with 30 days prior written notice. By signing below, both parties (supervisor and supervisee) indicate that they have read and understand this document and agree to participate in supervision according to the guidelines set forth in this contract.

Supervisee Printed Name

Supervisee Signature

Date

Supervisor Signature

Tamika N. Bain

Date