

Ethics of the Supervisory Relationship and Social Work Development Syllabus

Program Description

Ethics of the Supervisory Relationship and Social Work Development is a program designed to help participants review well-established social work theories principles and techniques of counseling and their application in the supervisor-trainee relationship and demonstrate that understanding by passing a quiz. This program will also provide participants with an advanced understanding of the needs of social workers under various circumstances and at different developmental levels. In addition, it will cover ethical decision-making models directly related to counseling practice and supervision so participants can successfully maintain the supervisor-trainee relationship.

Program Learning Objectives

The program content will:

1. Identify key elements impacting the supervisory relationship and social work development including the dynamics of the supervisory dyad and triad.
2. Explain well-established counseling theories principles and techniques of counseling and their application in mental health settings and in the supervisor-trainee relationship.
3. Explore factors that lead to supervisee resistance and supervisor-trainee relationship rupture.
4. Describe specific ethical remediation actions supervisors can take to repair relationships and remediate trainees.
5. Offer information so participants can successfully pass a quiz over the topics covered in this course.

Program Goals

Participants successfully completing this three-hour course will:

1. Understand the elements impacting the ethical supervisory relationship and how to build an ethical relationship with a trainee that fosters trust and openness.
2. Frame supervisory behavior in light of several factors including phases of the relationship, the supervision contract, and the supervisory dyad and triad.
3. Know the factors that lead to trainee resistance and how to intervene while being mindful of the relationship.

4. Complete a quiz demonstrating confident application and understanding of foundational and well-established counseling theories and their application in the supervisor-trainee relationship.

Program Requirements

Courses offered through Kate Walker Training LLC are rigorously reviewed and held to the highest standards:

1. This program is directly and primarily about a topic related to the practice of clinical social work.
2. Program information includes a clear statement of the program learning objectives requirement.
3. This is an advanced course for licensed clinical social workers and licensed clinical social work supervisors with a master's or doctoral degree in social work.
4. This program was designed by Ashley Stephens, LCSW-S, and Kate M. Walker, a licensed mental health professional with the necessary experience and knowledge in the topic(s) presented. Dr. Stephens holds a Ph.D. in Industrial & Organizational Psychology and a Masters in Social Work and is a board-designated supervisor and clinical social worker. Dr. Walker holds a Ph.D. in Counselor Education, and she is a Licensed Professional Counselor Supervisor and Licensed Marriage and Family Therapist Supervisor.
5. We provide participants with a mechanism for evaluating our programs.
6. We provide participants who successfully complete the program with a certificate displaying the licensee's name, program title, date course was completed, the number of NBCC hours awarded (for applicable programs), the name and signature of the approved continuing education provider along with the NBCC ACEP number and contact information, including mailing address, telephone number, e-mail address and website address.
7. Programs that do not qualify for NBCC credit are clearly identified.
8. We keep all continuing education records of attendance on file for six years (or more) and records are available upon written request.

Continuing Education Information

This course provides **three hours** of continuing education in a non-interactive, asynchronous, home study format. Home study course hours are calculated via written text (6000 words = one hour) and video (one hour = one hour).

Kate Walker Training courses fulfill the Texas LCSW rules requiring that 50% of continuing education courses come from a designated provider type.

Supervisory Relationship and Social Work Development certificate will indicate:

- NBCC Hours: 3
- Supervision CE Hours: 3
- Ethics Hours: 3

Kate Walker Ph.D., LPC/LMFT Supervisor has been approved by NBCC as an Approved Continuing Education Provider, ACEP # 7040. Programs that do not qualify for NBCC credit are clearly identified. Kate Walker Ph.D., LPC-S, LMFT-S is solely responsible for all aspects of the programs.

Kate Walker Training LLC provides continuing education for mental health providers. Always check with your licensing board before purchasing a course for professional continuing education.

Course notes

- This online training is currently available in English only. It is delivered via audible narration and visual text.
- The terms 'lesson,' 'lecture,' and 'module' may be used interchangeably.
- The terms 'supervisee,' 'associate,' 'trainee,' and 'intern,' may be used interchangeably.

STATEMENT REGARDING COURSE RESOURCES

Kate Walker Training LLC charges a fee for online training. All of the resources used to design the course are listed within the course, along with the resource URL where available. You do NOT need to purchase the Kate Walker Training LLC course to access those resources. Kate Walker Training LLC will not apply legal terms or technological measures that legally restrict others from accessing those resources, nor hinder anything the listed resources' licenses permit.

Please note we have added live links below for your convenience but we cannot guarantee their accuracy as we do not control the website destinations.

Bloom's Taxonomy for Supervisors (author unknown).

Texas Behavioral Health Executive Council Consolidated Rulebooks for Texas Social Work <https://bhec.texas.gov/statutes-and-rules/>

The University of Washington Tacoma Supervisor Toolkit (https://katewalkertraining.com/wp-content/uploads/2019/04/UWT_Supervisors_Toolbox.pdf)

Recommended Texts and Resources:

National Association of Social Workers. (2024). *2021 NASW code of ethics*. <https://www.socialworkers.org/About/Ethics/Code-of-Ethics>

National Association of Social Workers. (2008). *Code of ethics of the National Association of Social Workers*. NASW. <https://www.socialworkers.org/Practice/NASW-Practice-Standards-Guidelines/Best-Practice-Standards-in-Social-Work-Supervision>

Bernard, J. M., & Goodyear, R. K. (2013). *Fundamentals of Clinical Supervision* (5th ed.). Pearson.

Fall, M., & Sutton, J. M. (2004). *Clinical supervision: A handbook for practitioners*. Allyn & Bacon.

Halbur, D., & Halbur, K. V. (2018). *Developing your theoretical orientation for counseling and psychotherapy* (4th ed.). Pearson.

Haynes, R., Corey, G., & Moulton, P. (2003). *Clinical supervision in the helping professions: A practical guide* (1st ed.). Brooks/Cole-Thomson Learning.

Kendi, I. X. (2019). *How to be an antiracist*. One World.

Todd, T. C., & Storm, C. L. (2014). *The complete systemic supervisor: Context, philosophy, and pragmatics* (2nd ed.). John Wiley & Son, Ltd.