

Connections: Announcements & CEU: Supervision

June 9 & 10, 2020



Agenda

- Reminders
 - Zoom consulting hours for telehealth and general support
 - Zoom hours for Parent Led
 - Returning to in-person care: Addendums / Attestation process
- Behavioral Health Treatment Supervision: Best Practices and Telehealth Discussion (1 CEU)
- Q & A

Consulting: Parent Led ABA

Zoom

Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join. <https://esba.zoom.us/j/414642942>

Or join by phone:

Dial(for higher quality, dial a number based on your current location):

US: +1 312 626 6799 or +1 646 876 9923 or +1 346 248 7799 or +1 669
900 6833 or +1 253 215 8782 or +1 301 715 8592

Webinar ID: 414 642 942

International numbers available: <https://esba.zoom.us/j/414642942>

Behavioral Health Treatment Supervision: Best Practices and Telehealth Discussion



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Course Objectives

Participants will be able to:

- Discuss research on best practices in clinical supervision
- Define the roles of the supervisor in a BHT program
- Explain the difference between supervising a case, staff, and caregiver education
- Describe the benefits and cautions of supervision of BHT programs via telehealth

Research: Supervision

- We know that quality supervision of BHT staff is important for clinical efficacy
 - Supportive supervision also reduces burnout and increases employee engagement
 - Supportive supervision also increases career progression and longevity
- We know that quality supervision increases client and family progress in treatment
 - Experience and qualifications of supervisor plays a more important role in client progress than does number of treatment hours

Research: Supervision

- Lyndsie A. Erdy, Emily M. Flowers, Colleen J. Hernan & Daniel S. Newman (2020) Behavioral Supervision of Behavioral Consultation: A Case Study and Future Directions, *Journal of Educational and Psychological Consultation*
- Novack, M.N., Dixon, D.R. Predictors of Burnout, Job Satisfaction, and Turnover in Behavior Technicians Working with Individuals with Autism Spectrum Disorder. *Rev J Autism Dev Disord* **6**, 413–421 (2019)
- Dixon, D.R., Linstead, E., Granpeesheh, D. *et al.* An Evaluation of the Impact of Supervision Intensity, Supervisor Qualifications, and Caseload on Outcomes in the Treatment of Autism Spectrum Disorder. *Behav Analysis Practice* **9**, 339–348 (2016)
- Sellers, T.P., Valentino, A.L. & LeBlanc, L.A. Recommended Practices for Individual Supervision of Aspiring Behavior Analysts. *Behav Analysis Practice* **9**, 274–286 (2016).
- Developing Telehealth ABA Parent Training Yi and Dixon.pdf Created: April 22, 2020 | Last edited: April 23, 2020
- . LeBlanc, L.A., Luiselli, J.K. Refining Supervisory Practices in the Field of Behavior Analysis: Introduction to the Special Section on Supervision. *Behav Analysis Practice* **9**, 271–273 (2016).

Role of the Supervisor: Case Supervision

- Case supervision is the group of responsibilities for the supervisor relating to the client, their family, and their individualized treatment program
- Case supervision must take a holistic, “big picture” view of the program
- Case supervision also means the supervisor should know the program down to the details
- Case supervision requires ongoing assessment

Vineland-3: Ongoing Assessment of Adaptive Functioning

- The Vineland-3 Comprehensive form is normed for ages birth through 90
- The Comprehensive Report can be administered by Interview by qualified practitioners (High Level Supervisor) or via Comprehensive Parent/Caregiver Form- which is a self report form that the caregivers are able to complete on their own
- Both Interview and Parent/Caregiver forms are available in paper packet or electronically via Q-Global
- If administered via paper version, electronic scoring is available by manual entry into Q-Global
- TheBHPN is requiring providers to administer the Comprehensive version of the Vineland-3, (as opposed to domain level), due to its increased clinical relevance across all domains which leads to better longitudinal progress tracking.
- Providers should report on the v-scale scores, Maladaptive Behavior Index (MBI) and Critical Items.
- Motor Skills Domain are not required

Role of the Supervisor: Staff Supervision

- Staff supervision involves training, observations/overlaps, and productive, supportive feedback
- Staff support should be individualized to that person's skills and learning style
- Staff supervision should lead to increased exposure to learning opportunities

Role of the Supervisor: Caregiver Education

- Caregiver education and consultation is the most important part of program supervision
- Caregivers who are engaged in their child's treatment will have reduced stress and will build momentum in progress
- Caregiver education should be approached by the supervisor with empathy and humility

Supervision in the Next Normal: Telehealth Considerations

Telehealth: Supervision Benefits

- Supervisors can manage more programs (no drive time, etc.)
- Supervisors can overlap more staff more often
- Supervisors can work with caregivers more flexibly
- Supervisors can make treatment plan modifications in real time

Supervision via Telehealth: Recommendations

- Have a session schedule for your staff / caregiver
- Quickly check in with staff prior to their session (in-person or telehealth) to solidify plan for session
- Have specific goals / programs you want to observe prior to joining session
- Have a plan B,C, D...
- Always follow up afterward – staff, caregivers, client
- Be Flexible!

Supervision via Telehealth: Cautions

- Check your rigidity – things may not go as planned
- Manage employee-relations concerns offline, not during a telehealth overlap
- Materials may have to be modified (family does not have a printer, etc.)
- Take time to make a personal connection with client and caregivers, telehealth can feel impersonal
- Keep in mind screen time for clients and caregivers
- Practice self-care!

Summary



Supervisors have many roles within BHT programs – all are important



There is significant research demonstrating the effectiveness of quality supervision



Telehealth can be a very effective medium for quality supervision

Questions