

**LPCA**  
**Certified Professional Counselor Supervisor (CPCS) Credential**  
**REQUIRED SUPERVISION TRAINING**

**Total hours for initial approval: 24**

**Hours required every 2 years for renewal: 12**

**REQUIRED CONTENT AREAS:**

**Foundations of Supervision — 6 hours minimum for initial application**

Within this topic area, the following must be addressed in some manner:

**Definition and Role of Supervision**  
**The Supervisory Relationship**  
**Supervision Models and Approaches**

**Examples of potential workshop topics:**

**Definition and Role of Supervision**

Purpose/Importance of Supervision; Qualities of a Good Supervisor; Understanding the Supervisory Cycle: Exploring, Comprehending, Integrating; Use of Peer Supervision; Differences in Pre- and Post-Licensure Supervision

**The Supervisory Relationship**

Comparisons to Therapeutic Relationship: Similarities & Differences; Power Issues; Multicultural Issues; Interpersonal Process Focus: Transference & Countertransference; Recognizing & Responding to Resistance; Models for Constructive Criticism and Self-Assessment

**Supervision Models and Approaches**

Developmental Models; Integrated Models; Client-centered Models; Therapist-centered Models; Supervisee-centered Models; Orientation Specific Models; Social Role Models

**Methods of Supervision — 6 hours minimum for initial application**

Within this topic area, the following must be addressed in some manner:

**Structure of Supervision**  
**Supervision Techniques**  
**Evaluation of Supervisees**

**Examples of potential workshop topics:**

**Structure of Supervision**

Clarifying Areas of Knowledge/Competence; Qualifying Candidates; Providing Informed Consent; Establishing the Supervision Contract and Plan for Directed Experience

**Supervision Techniques**

Managing the Supervision Session; Reviewing the Work of the Supervisee (audio tape, videotape, live observation); Role of Session Dynamics; Being Aware of Parallel Process and Supervisor Countertransference

**Evaluation of Supervisees**

Purpose; Methods; Issues; Criteria; Conditions; Feedback vs. Criticism; Two-way Feedback; Dealing with Supervisee Deficiencies; Ethical Guidelines and Obligations

**Legal and Ethical Issues in Supervision — 6 hours minimum for initial application and 3 hours minimum in subsequent renewals**

Within this topic area, the following must be addressed in some manner:

**Licensure/Certification Requirements**  
**Ethical Issues in Counseling and Supervision**  
**Legal Issues in Counseling and Supervision**

**Examples of potential workshop topics:**

**Licensure/Certification Requirements**

Role of Composite Board; LAPC Requirements; LPC Requirements; Role of LPCA and Supervisor Registry; Registered Supervisor Requirements; Determining one's Expertise and its Limitations; Recordkeeping and Documentation.

**Ethical Issues in Counseling and Supervision**

Applicable Codes: AMHCA, NBCC, ACES, ACA, Composite Board; Principles in Ethical Decision Making; Acknowledgement of Power Differentials; Exploration of Dual Roles and Changing Roles

**Legal Issues in Counseling and Supervision**

Available Resources; HIPAA; Vicarious Liability; Malpractice; Confidentiality vs. Privilege; Duty to Warn/Protect; Due Process; Use of Legal Advice; Remedial/Sanctioned Supervision

**Specialized/Advanced Techniques in Supervision—no required hours in this category, but hours may be included from this category if other required content areas are covered**

**Examples of potential workshop topics:**

**Developing a Personal Supervision Style/Approach**

Comfort-level Factors; Choice of Focus as Indicator; Respect for Differences; Self-Disclosure; Use of Humor; Developing Self-Observation and Self-Reflection/Assessment Skills

**Self-care and Supervision of Supervision**

Phases of Supervisory Development; When to Accept/Decline a Supervisee; Therapy for the Therapist?

**Group Supervision**

How to Lead Effective Supervision Groups; Clarity of Purpose vs. Individual Supervision; Screening Potential Members; Group Dynamics; Power Issues; Levels of Process vs. Content; General vs. Topic-specific Groups

**Future Challenges and Opportunities in Supervision**

Distance Supervision (on-line correspondence, on-line interactive); Supervision with/by/for Contractors