I. POLICY

Supervision of psychology interns is a required element of the training program. All of the interns' professional activities are under supervision of a licensed psychologist. Internship supervisors provide and document regular supervision meetings that address profession-wide competencies for Health Service Psychologists and meet the unique training needs of the intern.

II. PROCEDURE

A. Frequency of Supervision

Psychology Interns receive a minimum of two hours of individual supervision and two hours of group supervision per week. Supervision is provided by doctoral-level, licensed psychologists.

B. Types of Supervision

1. Primary Individual Supervision

Primary supervisors are licensed psychologists who meet weekly with interns and carry responsibility for ensuring that all aspects of an interns' work is under supervision. Certain caseload responsibilities may be delegated to the other individual supervisor. Primary supervisors are affiliated with the intern's clinical rotation and assume primary responsibility for intern evaluations on that particular rotation. While other supervisors assist with competency evaluation processes, primary supervisors prepare written summary evaluations and review them with interns.

2. Other Individual Supervision

In addition to the primary supervisor, interns are assigned to another licensed psychologist for supervision. The additional supervisor meets weekly with the intern, focusing on a designated area of emphasis (such as outpatient cases, neuropsychological testing, etc.). Other supervisors generally assist primary supervisors with competency evaluation processes, sharing verbal and written supervisory feedback for the primary supervisors to incorporate in summary evaluations.

3. Supplemental Supervision

Supplemental supervision may be provided by psychiatrists or clinicians from other disciplines affiliated with the clinical rotations. Supervision with a professional from a discipline outside of psychology does not replace the required two hours of weekly supervision by licensed psychologists.
Supplemental supervision may also occur when an intern consults a psychologist who is not a current individual supervisor. This may occur when seeking consultation regarding that psychologist’s area of expertise.

4. Group Supervision

Interns participate in group supervision led by several psychology staff. Group supervision is led by 4-6 psychologists, and includes topics such as program administrative issues, professional development, case supervision, group therapy supervision, DSM diagnosis and psychological assessment.

C. Content of Supervision

Individual supervision of psychology interns includes:

1. Reviewing client caseload and other professional roles and experiences.
2. Supporting intern competency development consistent with profession-wide competencies identified in the Standards of Accreditation for Health Service Psychology, including supervisory observation and competency assessment.
3. Discussing areas of strength, areas where growth is needed and needs for achieving skills and competencies necessary for independent practice.

D. Recording of Supervision

1. Supervisors document supervision content in a dated supervision note. Notes may include case discussions, intern progress toward developing skills and meeting profession-wide competencies, etc.
2. Supervisors complete all intern competency assessment tools, including competency observation reviews, mid-rotation evaluations and end-of-rotation summary evaluations.
3. Group supervision notes are kept as well. These notes generally focus on the content of the discussions.
4. All supervision notes are sent to the internship administrative assistant when the rotation is completed for filing.

E. Supervisors' Meeting

1. Intern Supervisors meet approximately six times per year. The purpose of the meeting is to:
   a. Discuss the interns’ progress in the internship program
   b. Make recommendations for each intern based on his/her training needs
   c. Support one another in building skills as supervisors

2. Additional meetings may occur if needed to address specific intern problems or performance issues that may arise.