

Instructions for Supervisors

Supervision Evaluation For Post-Master's Professional Supervision

Evaluation Scale

These instructions are written to assist those LCSW's who are supervising LMSW's in an attempt to provide supervision to those supervisee's by using the current rating scale.

First Evaluation (6 Months)

On a first evaluation, your supervisee should rate between 4 and 6. It is understandable that a supervisee during the first six months would possess skill levels in that range. This allows the supervisor the ability to show degrees of improvement as the supervisee moves through the supervision process. **Supervision should not continue until after the board has approved your 1st evaluation and you have received that approval in writing from the Board.**

Second Evaluation (12 Months)

Your supervisee should show improvement between the 6-month and 12-month evaluations. A supervisee with 12 months of post-master's professional supervision should rate between 6 and 8 on the second evaluation. If not, there could be a good reason. Please make a statement of that reason on the back of the evaluation form. **Supervision should not continue until after the board has approved your 2nd evaluation and you have received that approval in writing from the Board.**

Third Evaluation (18 Months)

A supervisee should rate between 6 and 9 during the 18-month or third evaluation. If your supervisee does not fall into this range, simply state on the back of the evaluation form what is happening with your supervisee. Your supervisee should show improvement of varying amounts up until this point in time. **Supervision should not continue until after the board has approved your 3rd evaluation and you have received that approval in writing from the Board.**

Fourth Evaluation (24 Months)

This is the final evaluation, which is to be submitted with the termination contract. By this time, your supervisee should be rating between 8 and 10, depending upon the individual. On this evaluation, the supervisee should be scoring a 9 or 10 in the area of initiative.

General Information: An explanation will be requested of a supervisor whose supervisee scores all 10's on the first evaluation. Also, the Credentials Committee may request explanations or plans of correction at any point in the supervision process. It is the Credentials Committee's intent for the supervisee to have an ongoing positive experience over a 24 month period which is measured by 6-month evaluations.

Please keep in mind that post-master's professional supervision goes far beyond normal employment supervision.