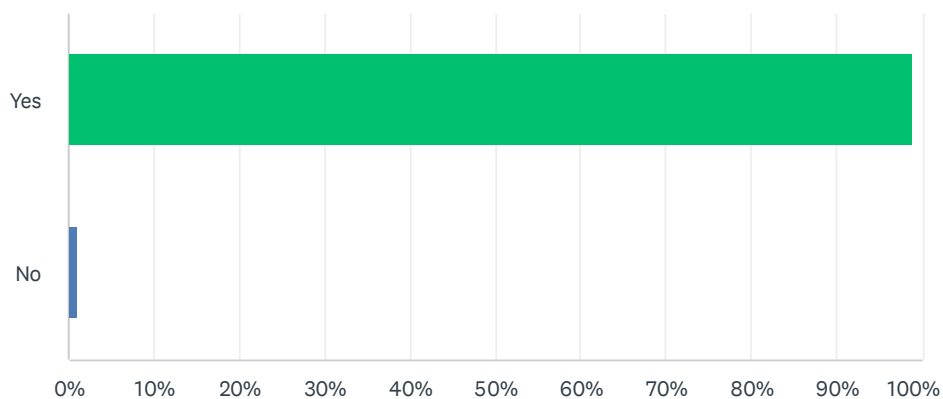


Q1 I have read the Draft Definition of a Clinical Supervisor.

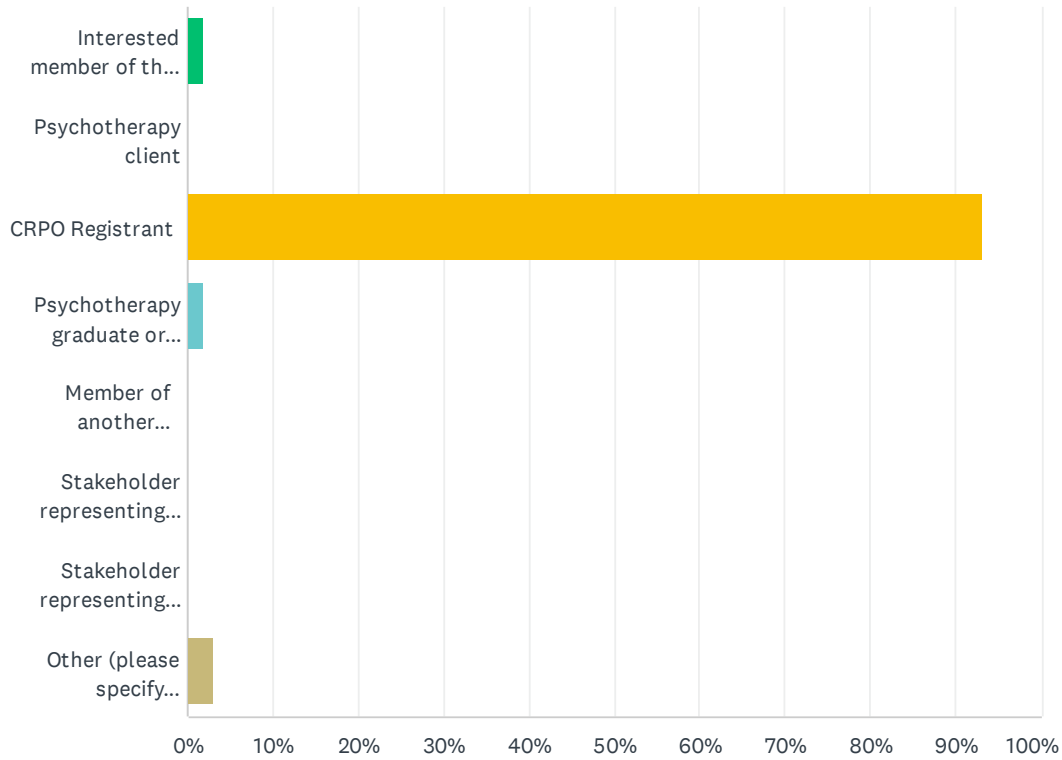
Answered: 102 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	99.02%	101
No	0.98%	1
TOTAL		102

Q2 I am:

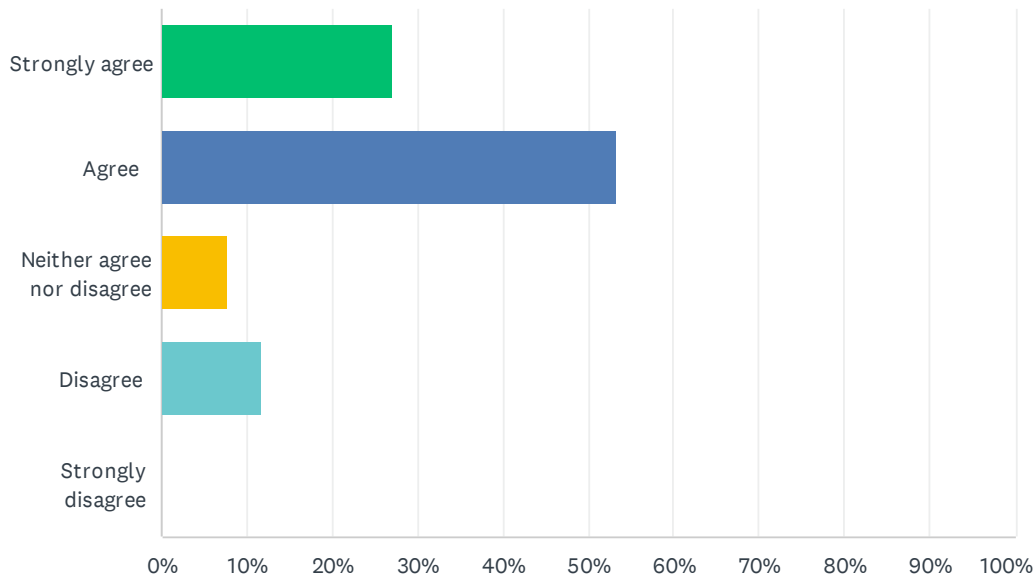
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Interested member of the public	1.94%	2
Psychotherapy client	0.00%	0
CRPO Registrant	93.20%	96
Psychotherapy graduate or student	1.94%	2
Member of another regulated health profession	0.00%	0
Stakeholder representing a professional association	0.00%	0
Stakeholder representing a service providing organization	0.00%	0
Other (please specify affiliation)	2.91%	3
TOTAL		103

Q3 Do you agree with the proposed changes as presented?

Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	27.18%	28
Agree	53.40%	55
Neither agree nor disagree	7.77%	8
Disagree	11.65%	12
Strongly disagree	0.00%	0
TOTAL		103

Q4 Please provide any feedback you would like to share:

Answered: 66 Skipped: 37

#	RESPONSES	DATE
1	For the provision that states that a supervisor must have 5-years postgraduate practice experience after their psychotherapy program, this may be too restrictive and counterproductive to what could be important opportunities for learning. I suggest proposing an amendment that takes into consideration the holistic training of the potential supervisor: If the potential supervisor has been in training over a lengthy period of education that includes teaching experience in addition to psychotherapy, and is in a program or environment with senior and junior trainees this should be considered and valued by the profession. Further to a proposed amendment, if a candidate is considered competent by their clinical supervisor, to assume supervisory duties to more junior trainees, that should be recognized as valued and valid (e.g., a scaffolding model of supervision as similar to medical residency positions). I am very pleased that the definition of clinical supervisor is not restricted to RPs only - limiting clinical supervision of trainees to just RPs is unhelpful, narrow, not reflective of our own standards of practice that encourage interprofessional collaboration. Safeguards need to be implemented for the proposed amendment above: A. To prevent abuse by busy clinical supervisors delegating supervisory duties to RPs or trainees who are not interested in supervision or prepared regardless of year-standing or experience level. B. Another safeguard needs to be in place in relation to liability insurance coverage for trainee-supervisors. C. A process that establishes who is responsible if a trainee or supervisee is delegated and willing to undertake supervision. E.g., a formal supervision delegation agreement similar to a clinical supervision agreement. Specifying duration of delegated supervision will be important as it is unhelpful to clients when there is too much supervisor turn-over. D. A feedback process from delegated supervisors who are also senior trainees to CRPO that can further elaborate on safeguards. E. Establishing how this is communicated to clients re: informed consent and information sharing process.	4/27/2023 3:50 PM
2	Requiring supervisors who are from other colleges and in good standing with their college to complete the CRPO module on supervision is not honouring their integrity. Otherwise the definition is acceptable.	4/24/2023 2:13 PM
3	For the future consider requiring a period of providing supervision under the supervision of an experienced supervisor.	4/20/2023 9:52 AM
4	I have believed for past 2-3yrs that CRPO should focus more on requirements for their Clinical Supervisors, and hopefully then be able to ease some of the strain on qualifying RPs as the demands on their supervision requirements seem difficult to balance. With stricter requirements for Supervisors we can ensure that supervisees are receiving quality support in their professional (& personal) development!	4/15/2023 4:59 PM
5	There needs to be supervisor regulation and mandatory programs and training modules to better protect the industry and uphold the standards.	4/12/2023 7:59 PM
6	The part I strongly disagree with is that I think 5 years from time of graduation is insufficient time for someone to have enough clinical experience to be a clinical supervisor. I think it should be 5 years from the time of reaching RP entitled to practice independently. I support the other requirements	4/10/2023 9:58 AM
7	I am interested to know if there would be a fee for the CRPO clinical supervision learning module, and what it would be. I am a member of several marginalized communities and do most of my work within those communities and I have found it difficult to find a supervisor that also does this work. I want to ensure that there will be few financial barriers to more supervisors entering my specific niche.	4/3/2023 10:23 AM
8	I think the new definition makes a lot of sense. Self-directed reading (as the previous definition allows) doesn't seem like enough to prepare someone to be a clinical supervisor. I would say--being a recent graduate of a psychotherapy training program--that I also witnessed a lot of students with very poor supervision (I was lucky to have a great supervisor). I wonder if there need to be even more rigorous supervision standards for supervisors who supervise	4/2/2023 1:36 PM

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psychotherapy students who are brand new to the profession. Being a student is a really vulnerable position to be in, and it's been my experience that having a good supervisor is key to entering the profession with the knowledge and skills to be a safe and effective therapist.

9	looks fine!	3/30/2023 5:52 PM
10	I think it is important to have the skills to back services.	3/30/2023 8:36 AM
11	I feel that the supervision hours to client contact hours are unreasonable for newly qualifying registrants	3/29/2023 4:51 PM
12	Having coursework to complete provides more guidance on what is required to supervise but am concerned about whether there will be any fees involved to take said course and how this will effect accessibility	3/29/2023 4:27 PM
13	A written exam or an adjudication process would be helpful.	3/29/2023 3:53 PM
14	I think the proposed changes provide more clarity about what is required to act as a supervisor, and also ample time to get up to speed. For existing supervisors, as well as future supervisors, the requirements do not seem onerous. I am currently a supervisor and the only component I would need to do is the learning module.	3/29/2023 3:10 PM
15	It is difficult NOW to obtain a qualified supervisor in accordance to CRPO I believe the changes will make it even more difficult.	3/29/2023 2:22 PM
16	I believe it is valid to have all supervisors demonstrate to the CRPO that they are qualified to supervise, such as via completion of a CRPO-based supervisor training. I would be cautious of the cost and time burden this might place on supervisors, and would hope that the training itself accommodates various learning styles. I do wonder about the "5 years experience" piece since graduation, insofar as one person could have just 1000 or slightly more client hours across 5 years, whereas another could have, say, 4000 client hours across 3 years. So perhaps instead of using "years" as the metric, number of direct client hours might be considered? That way, for some of us who were counselling long before we formalized our learning and became RPs and who have lots of client hours, we might be able to supervise in fewer than 5 year. Something to consider, please! Thank you!	3/29/2023 1:55 PM
17	At this time supervisors have limited options to comment on a supervisees progress other than attesting to their hours (supervision and DCC). Supervisees can have multiple supervisors and that can be a problem when it is time to "sign off" on documents.	3/29/2023 1:23 PM
18	It would be great for the CRPO to offer listings of available, qualified supervisors. Many students whose programs do not offer faculty who provide supervision as mine did are left scrambling and sometimes resort to signing up with psychologists or others who overcharge and are not a good fit.	3/28/2023 1:16 PM
19	I agree with the change that supervisors must have 5 years extensive experience since graduation. I do not agree with the supervision program requirement that CRPO would offer as the only way to become a clinical supervisor. There are many ways of supervising dependent upon how a therapist was trained. I suggest instead that CRPO ask for the content from clinical supervisors who are already providing training courses and have CRPO include competencies to be met. CRPO can either approve/disapprove or provide feedback to change that content (in essence mirroring the process that training schools underwent albeit a scaled down version as most supervision training courses are offered by individuals). I imagine CRPO's streamlined course as an umbrella over every different form of psychotherapy would sacrifice the nuances of supervision inherent in each form (i.e., relational supervision or agency provision supervision vs independent practice supervision).	3/22/2023 11:23 AM
20	Include a clear message for what direct client hours are in the outline of what is required to be a clinical supervisor.	3/21/2023 10:40 PM
21	1. I believe a supervisor needs at least 10 years of clinical experience. Supervision is multi-faceted and complex and therefore requires confidence in clinical judgment of the supervisee and their clients. A 30 hour course, in my opinion, does not substitute for the vast experience required. 2. I have 30+ years of experience as a nurse counsellor, psychotherapist, professor and supervisor. I think that those of us who have been supervising for CRPO should be grandfathered in and not be asked to show proof of knowledge that we have been using for many years.	3/21/2023 9:28 AM
22	I think the experience requirements and the 30-hour course requirement are appropriate. I am	3/21/2023 8:51 AM

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interested to see what the CRPO learning module will look like.

23	I agree with the revised definition of clinical supervisor -- defining content for what we need to know in this professional role. I appreciate that if I qualify as a clinical supervisor now then I am not being asked to re-take 30 hours of coursework -- though I recognize the request to ensure that I have acquired the recommended knowledge. I hope the learning module developed by CRPO is flexible like the original Jurisprudence module -- a learning experience, take it until you get it right. And, I hope it is available with enough time before the 2026 implementation date so we're not rushed to comply.	3/20/2023 1:51 PM
24	It is a wise move to require training in supervision. Research shows that supervisors tend to recreate their experiences as supervisees, and these were not always necessarily productive. "You don't know what you don't know" as they say, and we don't know if we are making best use of our time if we aren't trained in supervisory best practices.	3/20/2023 8:53 AM
25	The Proposed CRPO Mandatory Module for Supervisors should be free of charge.	3/18/2023 6:41 PM
26	I believe implement more standards to supervision would be beneficial e.g create a certification process for supervisors, require and perhaps encourage CRPO members to provide supervision at least on a 3-4 year cycle; create a professional development system through QA to ensure trainings and currency in the area Perhaps this practice can enhance supervisory roles in the future as it has been broad the CRPO requirements so does other regulatory bodies in Canada while in USA requires more standards in place and even professional liability insurance is required additional cover for the supervisor	3/18/2023 2:05 PM
27	The requirements seem to be a reasonable, balanced level of qualifications for clinical supervisors. "Extensive experience" seems vaguely defined. For example, how does "a range of clients" get defined or what is the evidence?	3/18/2023 11:23 AM
28	If anything, more should be done to ensure adequate supervision is being given to supervisees and training therapists (ie better QA with those giving supervision, especially from regulatory bodies outside of CRPO that have vastly differing requirements for supervision - for example, OCSWSSW does not have a time designation for being a supervisor and is quite vague in their idea of competency).	3/18/2023 11:14 AM
29	I appreciate the opportunity to provide feedback: 1. The guidelines for 30 hour supervision training course content should be developed with stakeholder input and sensitivity to the requirements of different modalities. British Association for Counselling and Psychotherapy has published supervision competence and curriculum frameworks which I have found to be useful: https://www.bacp.co.uk/events-and-resources/ethics-and-standards/competences-and-curricula/supervision-curriculum/ 2. I also have concerns about the requirement that 5 years of clinical experience will only be counted after the psychotherapy training is complete unfairly excludes students whose psychotherapy training program includes/requires a practicum. The extra years within the program attaining those hours before applying to the CRPO are disqualified for this purpose whereas students from a shorter training without a practicum apply to CRPO years sooner without clinical hours and achieve the 5 years sooner. The new CRPO members from the longer programs which included years of working with therapy clients have to re-set the clinical experience clock to 0 and start over.	3/18/2023 10:22 AM
30	I feel strongly that the CRPO should be providing a list of approved courses for supervisors to take as there is such a vast range currently available and not all courses provide the comprehensive learning that should be required. I strongly agree with CRPO having their own online learning module that is being developed. Additionally, there should be some consideration around not allowing supervisors to continue providing supervision if they are being disciplined through the CRPO disciplinary board.	3/18/2023 10:13 AM
31	I think experience gained as a student intern can or should count as experience.	3/18/2023 9:08 AM
32	I am a little bit confused about the 30 hours supervisor training and the CRPO module. Are they different or the same thing?	3/17/2023 4:44 PM
33	I am interested in what the CRPO has in mind in regards to the learning module they will be developing.	3/17/2023 11:55 AM
34	I believe criteria 1-4 of the revised draft definition to be acceptable. I think proposed criterion #5 is (Clinical supervisors must complete the CRPO's learning module on clinical supervision) is unnecessary and shows a lack of trust on the part of the CRPO for the professional learning that members have undertaken. Members are professionals in every right and a random test or	3/16/2023 6:13 PM

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workshop devised for the CRPO will not weed out any registrants who are not actually prepared to be supervisors. Registrants would like to feel that their College trusts and supports them.

35	I wonder if the Council can identify and agree on a phrase to include in the definition of Supervisor that reflects on how the practice of supervision contributes to safeguarding the public interest and quality assurance in the practice of psychotherapy and adherence to standards of practice?	3/16/2023 5:19 PM
36	The online testing component feels unnecessary; if the supervisor has completed all of the other requirements, they should have the competencies needed to provide supervision.	3/16/2023 2:20 PM
37	It seems to me that if a clinical supervisor has completed 30 hours of supervisory training / mentoring and has 5 years experience as a clinician that is unnecessary to also require an additional online learning module. This seems excessive to me.	3/16/2023 9:59 AM
38	I think that existent supervisors that have proved having good results do not need to go under new courses at least it shouldn't be mandatory	3/16/2023 8:49 AM
39	Please make an easy process to fill the mapping tool for the people who have completed their Ph.D. from institutions outside Canada which is recognized by WES.	3/16/2023 1:06 AM
40	I am shocked that only 5 years is required to be a clinical supervisor. How 'extensive' can the experience be with only 5 years experience! This is frightening.	3/15/2023 10:34 PM
41	I support the change of the required experience to exclude DCC hours obtained during training. I also support the requirement of supervisors who are not regulated under CRPO to proof their understanding of CRPO standards and requirements. I hope that the guidelines for training programs will be developed in good time for training programs to adjust to the necessary changes and would strongly support a requirement of some supervised supervision as part of such training programs.	3/15/2023 9:49 PM
42	I would recommend that the 30 hours of training not all need to be coursework. Perhaps make 50% or 15 hours be a dedicated course and the other 50% self-directed learning/supervised supervisory practice, to make this more financially accessible to future clinical supervisors.	3/15/2023 9:44 PM
43	Please specify number of hours of experience vs number of years -- one can have 5 years of experience on a part-time basis, and it's not at all the same as full-time experience. Just as CRPO has a specified number of clinical hours for admission and independent practice, it should be the same for supervision. Example "CRPO considers 5 years of full-time clinical experience, roughly equivalent to x hours per year, or 5 x overall clinical hours"	3/15/2023 9:32 PM
44	none	3/15/2023 9:04 PM
45	I find it useful to take these 30 hour supervision trainings every couple of years to refresh, reset, get current. I agree with a module on supervision as well.	3/15/2023 8:53 PM
46	It would be good for CRPO to have a register of supervisors that comply with this definition, either additional field to the current public register.	3/15/2023 8:16 PM
47	I strongly agree with the changes of five years' experience post-graduation in addition to the emphasis on 30 hours course work vs. independent study. I do question why the changes are going to be another three years until taking effect, as I do feel this may be putting supervisees or members of the public at unnecessary risk.	3/15/2023 8:08 PM
48	Consider aligning with requirements of CCPA Canadian Counselling and Psychotherapy Association's designation of a certified clinical supervisor. CCC-S	3/15/2023 6:34 PM
49	Unsure how I feel about the 30 hours of coursework because i dont know what it means. Who will be providing this course (i.e., a university? Association? CRPO)? Will courses have to be accredited by the CRPO to be considered? What are the core components of these courses that must be covered? Does this also include supervised supervision hours? Would be helpful to get more info on that.	3/15/2023 6:04 PM
50	I do not want to restrict qualified supervisors from providing clinical supervision if they cannot demonstrate 30 hours of coursework. Otherwise, I'm happy with the changes qualifying supervisors needing 5 years of practice after graduation from a psychotherapy program.	3/15/2023 5:42 PM
51	I have become aware of therapist matching services operating that are not compliant with current supervision guidelines for qualifying RP candidates in particular students of Yorkville	3/15/2023 5:14 PM

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University's program. I have left messages with crpo's complaint & ethics offices for further investigation. I can be contacted: Susan Young RP 001214 905-505-1519.

52	I like that this definition is more explicit than the previous version. I like the idea of the clinical supervision course however am concerned about how much this will cost because CRPO charges more than any other regulated college and I'm sure this will be no different.	3/15/2023 5:09 PM
53	The only thing I would change is that the individual should have five years of experience as an independent practitioner and not just five years after graduation from their program. I don't think the latter gives enough clinical experience to warrant their ability to supervise others.	3/15/2023 3:54 PM
54	I partially disagree with the definition of clinical supervisor outside Ontario. Although it accurately acknowledges that the profession might not be regulated in certain jurisdictions, it is assuming that professional associations are in place--which is not the always the case, especially in certain international jurisdictions. However, local educational institutions can actually offer coursework, or other formal academic activities (i.e. research), on clinical supervision in order to fill the void caused by the absence of either a regulator or a professional association. The supervisor could also have accessed online/blended training or traveled for short periods of times to other jurisdictions in which such education, or formal academic opportunities, were available. Hence, I propose the definition of clinical supervisor outside Ontario to be: "Outside Ontario, a clinical supervisor is an experienced practitioner of psychotherapy qualified, generally, by another regulator in a regulated jurisdiction. In unregulated jurisdictions, the clinical supervisor is qualified by a professional association, or by producing evidence of 30 hours of structured coursework or formal academic activities (i.e. research, workshops, others) hosted by higher education institutions on providing clinical supervision, completed in their home jurisdictions or elsewhere."	3/15/2023 3:52 PM
55	A regulated professional RP/SW/NP etc is sufficient.	3/15/2023 3:30 PM
56	I think supervisors should be registered only in CRPO or Social Work where the primary focus of education and training is around mental health/therapy (rather than the colleges that primarily focus on medicine or the human body). I struggle with a lot of these other professions being allowed to call themselves therapists when their degree is in OT or nursing. They don't take the same Masters level courses that psychotherapists and social workers are required to undergo (which I know I would want my supervisor to have had experienced). I know other professions can take some specific courses, however, it's not the same as the courses we are required to take for our degree.	3/15/2023 3:01 PM
57	Consider whether supervisory qualification should be specific to modalities, populations and disorders.	3/15/2023 2:23 PM
58	I would like further clarification on the learning module. Will it be completed once, or will there be a requirement to complete each renewal? I also assume there will be a cost associated, and this could then reduce the number of qualified supervisors being available to new graduates and RP(Q).	3/15/2023 2:23 PM
59	Finally this is being done, sadly it's going to take 3 years. Perhaps there isn't enough feedback about how dangerous it can be for clients and therapists to be supervised by someone with very little competencies to do so. 3 more years is like a million more hurts that could be prevented by instilling this by 2024. I also think that there should be a competency exam to be passed to earn the privilege of supervising and regular testing for gaps. Too many incompetent supervisors and RPs are supervising unprofessionally and unsafely bc of the potential income. Too many supervisors are only providing consulting not actual supervision, I strongly believe that there should be more standards and guidelines Ex: being a supervisor but refusing to hold accountability and or responsibility of the clients, leaving RPqs and RPs in compromising positions and as a byproduct increasing the risk of harm to the client ex: supervising clients but stating they cannot officially use them as supervision and not include their info on receipts so clients are then left with not being reimbursed due to no supervision under an RP so sessions cannot be reimbursed.	3/15/2023 1:45 PM
60	I especially like the specification re: course work as the other criteria felt vague and unstructured and would be easy enough for people to state without evidence.	3/15/2023 1:41 PM
61	As a supervisor, consultant, and supervisor mentor, I believe it would be very beneficial to have an additional criteria: Supervision mentorship. I have come across many clinicians who are supervising but have no idea how to do so. Perhaps 5 to 10 hours (or more) of supervision mentorship would assist? In my professional associations I was required to have supervision	3/15/2023 1:29 PM

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of supervision, otherwise referred to as supervision mentorship. I learnt a tremendous amount and I still meet with my supervisor mentor regularly. This type of scaffolding not only trains the supervisors to do the act of supervision of psychotherapy, which is so different from the act of psychotherapy with a client, but it also provides a place for the supervisors to lean for support.

62	I am a strong independent learner and would like to see that option continue to be included for upcoming supervisors. Course delivery methods, time commitments and costs are sometimes limiting for some RPs. Independent study give more flexibility. I am hopeful the online learning module would be considered part of a supervisors CEC Q&A.	3/15/2023 1:26 PM
63	I don't see what the difference is from the current definition.	3/15/2023 1:24 PM
64	I agree with putting more specifics around the 30 hours of supervision study, making it more structured, less self-directed learning. However with that change, CRPO seems to also want supervisors to complete a 2nd training that CRPO develops. I'm not sure what that is about? Either supervisors have to complete 30 hours of study or a CRPO learning module...not sure why there are 2 requirements. Would this additional learning module have a fee attached? Having said that I would understand if the CRPO module is exclusively focussed on ensuring supervisors understand legalities and responsibilities of their role under the College, but this could be answered with specific questions.	3/15/2023 1:13 PM
65	I would also like to see some component of assessing SEUS within the supervisory relationship as a meta framework approach to work with clients.	3/15/2023 1:10 PM
66	I do think it is necessary for CRPO to have some involvement in regulating who qualifies as a supervisor and think that these changes are beneficial in helping to provide more oversight in this.	3/15/2023 12:59 PM