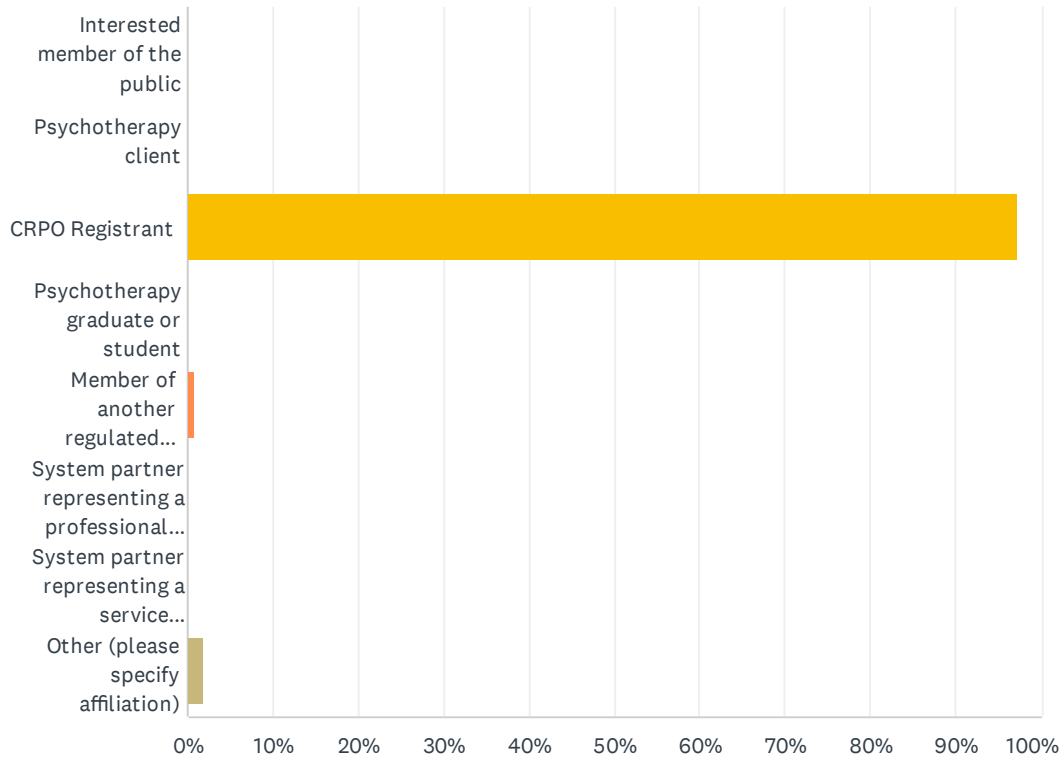


# Q1 I am:

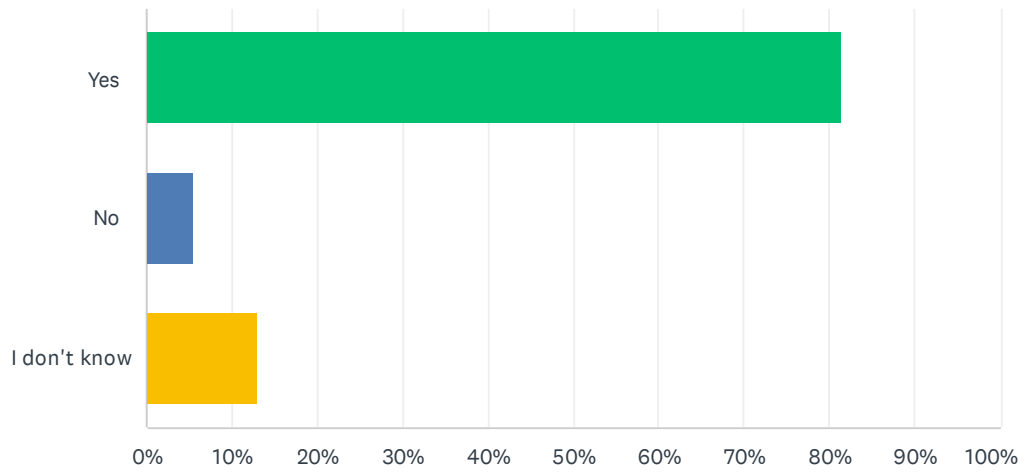
Answered: 109 Skipped: 0



ANSWER CHOICES	RESPONSES	
Interested member of the public	0.00%	0
Psychotherapy client	0.00%	0
CRPO Registrant	97.25%	106
Psychotherapy graduate or student	0.00%	0
Member of another regulated health profession	0.92%	1
System partner representing a professional association	0.00%	0
System partner representing a service providing organization	0.00%	0
Other (please specify affiliation)	1.83%	2
<b>TOTAL</b>		<b>109</b>

## Q2 Do you support the proposed guideline?

Answered: 108 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	81.48%	88
No	5.56%	6
I don't know	12.96%	14
TOTAL		108

## Q3 Please provide any specific feedback regarding the Clinical Supervision Course Guideline.

Answered: 58 Skipped: 51

#	RESPONSES	DATE
1	If a supervisor is providing supervision outside of the province in which they are registered, it might be helpful to have a requirement that they familiarize themselves with the standards of practice for that province's qualifying registrants, and to check potential liability issues with their insurance company.	9/16/2024 2:34 PM
2	I think it may discourage some very capable supervisors from wanting to be a supervisor.	8/28/2024 11:20 AM
3	The Supervision Course Guideline is thorough in its details of what is required to be a supervisor.	8/26/2024 2:13 PM
4	What is the definition of "marginalized peoples" in this document? It would be helpful to state this or reference where this is defined in other CRPO literature. "Cultural humility refers to the stance of not knowing, being open, and understanding that one can learn from peoples and communities, while recognizing it is not the duty of marginalized peoples to educate others."	8/23/2024 2:41 PM
5	Effective/Strong Supervisors will Mentor Effective/Strong Psychotherapists - perhaps even more so than the quality of course-based education prior to clinical practice. So I support the CRPO's move to strengthen their requirements for Supervisors! I would even suggest they continue considering approving certain courses; or at the very least perhaps requiring some Supervision of Supervision (as is "strongly encouraged" in the draft document linked above). Even if it is something minimal like 5-10hrs.	8/23/2024 2:03 PM
6	I think that this survey ought to have been more specific as to what is agreed upon and what is not. I think that if the CRPO is insisting on specific course work, that this ought to be part of registration renewal and that it's noted somewhere that we've completed the requirement, e.g. on the RP directory have "completed requirements to provide supervision	8/21/2024 2:59 PM
7	provide guidelines on taking noted in clinical supervision. How should clinical supervision be documented?	8/21/2024 12:47 PM
8	I find CRPO has gotten heavy handed in its administration of regulatory demands, yet the people in executive positions at CRPO don't seem to be competent to make these decisions, let alone aware of their own biases and recognition of their own gaps in knowledge. Supervision training is valuable but I'm not convinced this executive is competent to determine training which is feasible, realistic and affordable for those practicing in areas outside of the GTA and/or other high population density areas.	8/21/2024 12:06 PM
9	Have you considered pre-approving Clinical Supervisors to support the need for ethical supervision. Can you clarify the steps for new supervisors who are taking on new supervisees?	8/21/2024 11:21 AM
10	I purchased and passed two supervision courses to complete a 30-hour training (taking courses is not mandatory right now, but I did it anyway). The courses offered very little material, although the topics are identical to the above guidelines. They could be easily presented in half the time. 30 hours just on supervision is not necessary in my opinion. I would suggest 10-15 hours of supervision training and 5-10 hours of training on documentation, marketing, and self-care. Many supervisors aren't great in those areas and don't have much to transfer to the supervisees.	8/19/2024 2:35 PM
11	There needs to be more guidance on the course involved. Also these ttors of courses are not all offering 30 hours; some only 12, and they are pricey. Maybe you should consider reimbursing registrants partially for fulfilling this request. It would be much easier on everyone if you chose or developed a standard course for Clinical Supervisors.	8/16/2024 2:59 PM
12	Well thought through.	8/15/2024 11:11 AM
13	Would it be helpful to say that these courses are usually graduate level courses?	8/15/2024 10:28 AM

## Clinical Supervision Course Guideline: Public Consultation

14	<p>I do not support this point in the guidelines: o The importance of reviewing 'raw material', e.g., clinical records, recordings, live supervision --&gt; the reason I do not support this is because, unless they are a student of ours or they work directly under us, we do not have direct access to their clinical records or should not have access to any recordings. I am also wondering if there is a mistake in this one below: o Knowing when the supervisor should seek consultation -&gt; I am hoping this means to say "supervisee" rather than "supervisor" as I believe it is important for a supervisee to be able to decide when they should consult their supervisor because as a supervisor we do not have access to their caseload and so have no way of knowing what is exactly is going on. The supervisee needs to know what to bring forward. I wonder if there needs to be: 1) a guideline on who can be a supervisor in terms of number of years of experience. I know that currently it is said to be a minimum of 5 years experience. I actually believe that is too little. Often it takes 1-2 years for a new therapist to get out of the qualifying stage, and then it is only about 3-4 years more before they can supervise? I have noticed many therapists going into supervising when I believe they have not had enough experience yet. I believe it is about private practices wanting to capitalize on the income potential of providing supervision when there is such a need. Many new therapists seem to have way more confidence than I ever had. (I have 25 years experience, and it was maybe around 10 15 when I thought I could supervise those other than students). My concern is that it doesn't allow for a truly experienced therapist to guide a new therapist. And so it is like the blind leading the blind. 2) I am wondering if you may want to also set some parameters to who can provide a course on supervision. So again, I am noticing many in private practice offering courses in supervision, which is a great money grab, but what makes them qualified to teach this information? I am not sure what these guidelines need to be, such as they need to be an educational institution, or an association or a professor, or a psychotherapist with over 10 years experience. But either way, there needs to be some accountability and legitimacy in who delivers this material. 3) I also think there needs to be some guidelines on what supervision can should look like (which then should be included in the courses offered), so that the time spent can be meaningful and can foster growth in the supervisee. The reason I say this is because there has been an increase out there in "full day or half day supervision". Honestly, I have concerns with supervision offers in this way. I believe it is a) a cash grab and 2) a short cut to achieving hours. I also have a concern with "camera's off" methods. While it sounds good that it reduces camera fatigue, if again you look under it, it allows people to hide among the group. So when you have a full day supervision session with camera's off, how do you assess if they are actually present? They are trying to accumulate hours quickly, which again defeats the purpose of good supervision, to produce good therapists. A full day of "supervision" is a workshop, not supervision. And the other concerning thing with a full day supervision session is that it doesn't allow for the proper ratio of direct to supervision hours. So you get 7 hours or even half a day and you get 4 hours in one session. So basically you need to get one supervision session per month. And then again, you are not consulting regularly, which was the intended purpose of regular supervision. i.e if you get 4 hours of supervision in one session a month, then you have met the once a week requirement. If you get 7 hours of supervision on one session then you only need 1 session every 7 weeks. That is my feedback, and I hope you can see the reasoning to my feedback and while regulating that supervisors need to take a 30 hour course is a step in the right direction, I think more can be done to regulate a) the experience level of supervisors, and I think number of years is important 2) those who are providing supervision in full or half day chunks which is not in the true spirit of the intention of the supervision requirements. 3) the disadvantages of camera off supervision in a group setting.</p>	8/12/2024 7:22 PM
15	Positive change in providing clear outline about supervision requirements.	8/12/2024 5:06 PM
16	My only concern is the part of the guideline that suggests that participants have assignments and should be evaluated. While feedback relayed to participants during the course is critical an adult learning model that steers away from assignments to be handed in and evaluated I believe should be avoided! If the facilitator believes the participant should not supervise then s/he/they should inform the participant and ask them to leave the course. But otherwise, these are very experienced practitioners who I believe need to decide for themselves if they are qualified to supervise by the end of the course (vs being graded by assignment).	8/11/2024 2:18 PM
17	I like the overall requirements on the topics and administrative structure of the proposed course. I do agree that supervised supervision would be good and would propose to make supervised supervision a part of the course (maybe as an option). Many of the topics are better explored in practice with a mentor/supervisor. Finally, I wonder if CRPO will begin to list supervision in the member's public record or how the required training will be checked.	8/5/2024 11:29 AM
18	It would be helpful if the CRPO could list a few courses that include the expected course	8/1/2024 12:31 PM

## Clinical Supervision Course Guideline: Public Consultation

content. Thank you for all the work going into this. I do believe new supervisors should take a course because it is a very big responsibility to be guiding therapists in their work.

19	I like the idea of streamlining the process to have qualified Supervisors providing Supervision. However, I would rather a course be developed by CRPO (Last Door Agency has developed on) and delivered, rather than a University. Another option would be to have one done on-line to full fill the requirements of CRPO.	7/31/2024 4:07 PM
20	Supervision courses, with all the required content, may be difficult to find. Also courses with assignments and an evaluative component may be difficult to find.	7/31/2024 12:17 PM
21	Under draft 3.0, added to the completion of the supervisor's course, it may be added efficiency to include one's years of experience in psychotherapy and or a related field as qualification for supervisor.	7/29/2024 5:36 PM
22	I am not sure it makes sense to add a course requirement without providing course options, a standatirised course curriculum or a list of approved courses.	7/29/2024 4:03 PM
23	CRPO should include transferable supervision experience that was completed while acting in another profession. I.e. and HR manager with a professional designation required has this skill set.	7/27/2024 7:08 AM
24	Great idea to review& update guidelines	7/25/2024 10:46 PM
25	I would like the CRPO to endorse supervision trainings that fit their definition - the definition reads akin to a university course, and although the college is specific in their ask they will need to provide examples that are endorsed and mirror the college's expectations.	7/25/2024 7:28 PM
26	I'm concerned about "The importance of reviewing 'raw material', e.g., clinical records, recordings, live supervision" I'm wondering if you could point me to standards around this which take into consideration confidentiality, informed consent, etc. And also examples of when this would be necessary.	7/23/2024 4:47 PM
27	I have taken a 30 hour course recently and many in the past. It is a good guideline. Thanks ██████	7/23/2024 2:01 PM
28	I would like to see more structure to support supervisors and supervisees seeking a supervisor within CRPO membership. This is most important for applicants trained outside of Ontario, so that an equitable process of training and support occurs for all applicants with qualified training/university degrees outside of Ontario. I would like to see some guidelines on face to face on site supervision for paid 3-6 month internships in clinics that serve the underserved population in Ontario with Ontario paid translators if needed for clients, as well as online supervision options outlined similar to what universities do regarding the number of client and supervision type (individual, online, in person/on site, group) hours suggested. Providing a template or agreement for supervisors and supervisees to sign that outlines this information would be helpful and decrease bias in specific theoretical strategies and training or remediation as well as client outcomes expected. Thank you for initiating this process of continuing professional identity development.	7/23/2024 10:51 AM
29	I'm concerned about the number of new graduates ████████ who have very little - if any - prior experience in social services before their graduate degree work. Many are going into immediate private practice and now these graduates are becoming supervisors. Many have never had robust, rigorous supervision, never had their work recorded and reviewed by seasoned master therapists. They view supervision as 'talking' about cases. Supervision is so much more. We must find a way to increase the rigor in our supervision. What many are calling psychotherapy practice, is actually supportive counselling. I've been in the field for 25 years and have seen a dramatic shift in education, practice and rigor in training. I'm a therapist, supervisor, consultant and educator in this field. I find it very concerning.	7/23/2024 10:30 AM
30	this survey is not in French?	7/23/2024 9:03 AM
31	Would the 30 hours be considered towards the QA PD requirement? Does it matter who is providing the 30 hours of training? For example a school program or a professional in the community offering it?	7/23/2024 8:18 AM
32	I think the course should definitely provide guidance on what ongoing supervision supervision should look like in the professional development section. I think it should also address issues with perhaps scripted, role-plays or video samples about how supervisor should be addressing issues when supervisees demonstarte behaviours or beliefs that directly contravene the CRPO	7/23/2024 8:03 AM

## Clinical Supervision Course Guideline: Public Consultation

code of ethics or CRPO Business Practices. It would also be nice for clear guidance about steps. Clinical supervisors can take who also have a dual role of being Clinical directors. Thank you for doing this!

33	I reviewed the clinical supervision course guidelines and agree, looks similar to the course syllabus for supervision course I took from U Lethbridge several years ago.	7/22/2024 7:13 PM
34	Specifications should be make for course content, including training via direct supervision of supervision (eg video recording with review and feedback) Supervisors should also be required to complete continuing education in the area of supervision	7/22/2024 7:07 PM
35	I think if you are planning on making this guideline (which I do support) you need to provide registrants and supervisors a list of approved courses. I also think CRPO needs to approve supervisors. Without this it causes anxiety and concern on behalf of qualifying members that the supervisor may be denied for one reason or another. As I supervisor I would be in support or CRPO approving or registering approved supervisors.	7/22/2024 5:34 PM
36	So many people are wanting to become supervisors now and think that reading a book is sufficient. It should be required that all new supervisors take a course as a minimum standard.	7/22/2024 5:28 PM
37	PLEASE SEND ME THE INFO FOR EDUCATION PROGRAM AND APPLICATIONS. [REDACTED] RP	7/22/2024 4:46 PM
38	I would want to see a course that was affordable and accessible, so that barriers to becoming a supervisor are minimized.	7/22/2024 4:25 PM
39	Courses need component of viewing, feedback, reflection and evaluation of clinical supervision skills	7/22/2024 4:19 PM
40	Supervisors should have at least 3 years experience as RP's or similar.	7/22/2024 2:46 PM
41	I feel that a variety of accepting learnings related to providing supervision is helpful as it provides varying perspectives and accommodates various learning styles (listening, viewing, reading, hands-on, etc). A singular course might provide a limited perspective (especially if a single course, taught by a single individual) and may not suit the learning style of some registrants.	7/22/2024 2:14 PM
42	1. There are so few supervision courses that expecting one to be tailored to the CRPO's regulatory context is not reasonable. Courses are generally pan-Canadian. The best a course should do is highlight regulatory issues in general and given that they are difference in each jurisdiction, the course should highlight the student's responsibility to know their own regulatory context. 2. Courses should not expected to cover all areas where supervisor intervention in a counsellor's practice is mandatory nor when reporting to a third party is mandatory. This is often a legal matter and would require legal consult specific to each situation. At best, the course should highlight that there are times when intervention and reporting are necessary but the course should not be expected to be prescriptive as this will vary according to the situation.	7/22/2024 2:06 PM
43	It would be helpful to have some criteria for accepting as a supervisor submitting information to validate the course requirements and understandings of the role and responsibilities.	7/22/2024 2:01 PM
44	The final comment encouraging regular refresh and review is vital. Information fade is real. An attestation for review of the proposed supervision expectations would be in the best interests of supervisors and supervisees, similarly as for practice standards and the code of ethics.	7/22/2024 1:53 PM
45	There should be some concrete indication that the person has thought about their approach to supervision and can articulate it. Just dealing in to an online course isn't enough. There should be some indication of not sleepwalking through it.	7/22/2024 1:41 PM
46	would be useful to provide some sup training eg AAMFT	7/22/2024 1:40 PM
47	I think RPs should have a minimum number of years of experience to provide supervision (e.g. no less than 5 years experience). In my mind, if an RP believed they have expertise to provide supervision with little experience, that would be a red flag to me. Since there is a power dynamic in the supervisor and supervisee dyad, it would be concerning that someone would consider themselves at a level of skill and knowledge to supervise others with minimal experience of a few years in practice. Experience on the job is everything! :)	7/22/2024 1:30 PM
48	Need for higher standards for supervisors	7/22/2024 1:27 PM

