SOWK 430 Week 13

FALL 2026

Supervision

JACOB CAMPBELL, PH.D. LICSW AT HERITAGE UNIVERSITY

Importance of Supervision

Social Worker Values

Integrity

Social workers behave in a trustworthy manner.

Competence

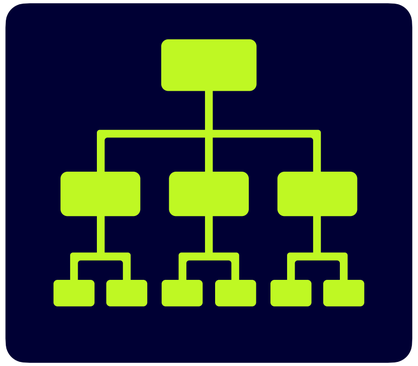
Social workers practice within their areas of competence and develop and enhance their professional expertise.

Types of Supervision Contact

- Formal team meetings or sessions
- Formal group meetings or sessions
- Individual meetings or sessions
- Case consultation
- Checking-in concerning work plans and activity
- Reviews /debriefing of specific work or situations
- Co-working
- Observation
- Other

(O'DONOGHUE ET AL., 2005)

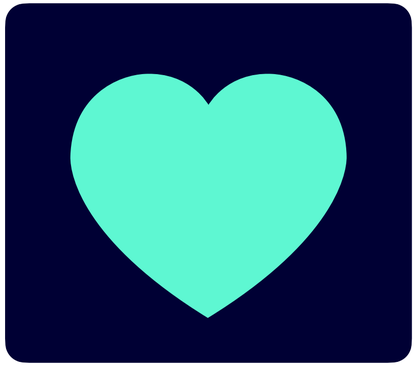
Functions of Supervision



ADMINISTRATIVE



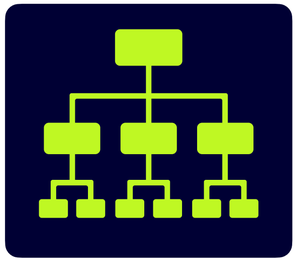
EDUCATIONAL



SUPPORTIVE

(Ketner et al., 2017)

Functions of Supervision



ADMINISTRATIVE

Assigning responsibilities

Tracking and evaluating staff

Coordinating work



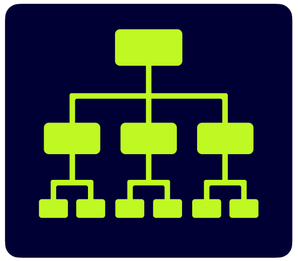
EDUCATIONAL



SUPPORTIVE

(Ketner et al., 2017)

Functions of Supervision



ADMINISTRATIVE



EDUCATIONAL

Orientation training

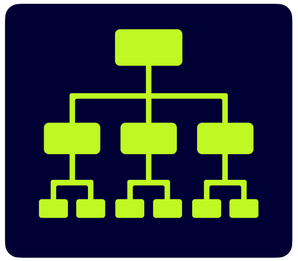
On-going training, and skill development



SUPPORTIVE

(Ketner et al., 2017)

Functions of Supervision



ADMINISTRATIVE



EDUCATIONAL



SUPPORTIVE

Morale

Sense of team

Commitment to mission

Providing support (emotional or tangible)

Mediating conflict and frustration

(Ketner et al., 2017)

How will you maximize your supervision?

SUPERVISION ISN'T A PASSIVE PROCESS
BE PROACTIVE AND MAXIMIZE YOUR EXPERIENCE
BE OPEN TO CONSTRUCTIVE FEEDBACK

Listen to

Episode 5 - Models of Supervision: Parallel Processes and Honest Relationships



(SOBOTA, 2008)

Read

- Barsky (2013) Ethics Alive! Ethical Concerns in Social Work Field Supervision.
- Ketner et al. (2017) The Meaning and Value of Supervision in Social Work Field Education

Three Replies Across Any Forum

- Ethical Principle: Competence
- Podcast: Models of Supervision
- Case Studies on Supervision
- Preparing for Supervision
- A-05 Final Paper Questions

A-05 Final Paper

- Assignment: Applying an Ethical Decision-Making Model Paper (125 points), due Monday 11/30 at 8:00 AM via Anthology Portfolio
- Purpose: Apply an ethical framework to a case study and demonstrate competency one's first practice behavior
- Description: Individually, write 750–1000 words applying the first four NASW Essential Steps (Determine, Identify, Rank, Develop) to the Appendix D case, with a heading for each step
- Also address diversity and difference, and managing your personal biases, throughout the paper
- Questions? Post them in the A-05 Final Paper Questions forum

A-05 Rubric: Highly Developed

Criterion	Highly Developed
1. Critical Thinking in DETERMINING *	Identifies ethical dilemma(s) and determines the source of the conflict (values, rights, professional responsibilities). Shows critical thinking in ability to sort information.
2. Application of NASW Code in IDENTIFY *	Identifies specific values and ethical standards from the NASW Code of Ethics and describes meanings associated with the values or standards.
3. Ability to prioritize in RANK *	Ranks the values or standards in a way that is consistent with professional norms. Describes the reasons for the ranking.
4. Critical thinking in DEVELOP *	Communicates an action plan that shows critical thinking. The plan is reasonable to address the dilemma and is well supported with values and/or principles.
5. Understanding of importance of diversity and difference	Application of a thorough understanding of diversity and difference is present throughout the paper.
6. Managing influence of personal biases	Paper demonstrates student's self-awareness in managing personal biases and values.
7. Writing Proficiency	Paper is well written with few, if any, writing, spelling, or grammatical errors. It is well organized and clear.

*** Criteria 1-4 evaluate the CSWE practice behavior associated with this course.**