

Sex Offender Management Board
Competency Based Assessment
Approval as a SOMB Clinical Supervisor

Supervisors must rate the applicant on the following competencies using the scale below. It should be noted that the applicant is not required to demonstrate competency (a score of '6' on the rating scale) in all the objective areas, but should show marked progress over time with the goal being a sufficient level of competency in each area at the time of application for approval. Furthermore, the following Competency Based Assessment Approval form should be considered when establishing the applicant's Supervision Plan.

Peer consultation is not the same as SOMB supervision because a "peer" is considered an equal and the nature of the interaction is different. In addition, there are potential issues of power differential and liability with SOMB supervision that are not present in peer consultation. The applicant is practicing under the SOMB supervisor's license.

Once approved by the SOMB, SOMB supervisors shall only provide SOMB supervision in the areas in which they are approved (treatment provider, evaluator and/or DD/ID specialty)

SUPERVISORY STATUSES FOR WHICH APPLICANT IS APPLYING (check all that apply)

Treatment Provider Evaluator DD/ID Specialty

RATING SCALE

NA	No Opportunity to Evaluate this Competency
1	No Demonstrated Competency (Fail)
2	Initial Ability (Beginning Ability with Support of Supervision)
3	Increased Growth (Demonstration of Knowledge Integration but Continues to Require Substantial Guidance and Supervision)
4	Improved Consistency (Routinely Demonstrates the Skill or Knowledge Required for the Competency)
5	Highly Effective (Consistent and Accurate Use of Skill and Knowledge Required for Competency in complex situations)
6	Autonomous/ Fully Proficient (Generalizes Skills Previously Learned to New Situations)

SUPERVISOR COMPETENCIES

Competency 1- Professional Knowledge

_____ Objective 1- Remain Current on Emerging Research, Literature, and Best Practice in the Field

- Articulation of a plan to consistently remain current on the emerging research, literature, and best practice in the field

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- Knowledge of and ability to apply SOMB Adult and Juvenile Standards, as applicable, including requirements for SOMB supervisors
- Awareness of current SOMB topics and projects
- Awareness of current sex offender management state and national policies and legislation
- Can explain the rationale for theories, strategies, and techniques for providing SOMB supervision

_____ Objective 2- Analyzes Treatment Theories, Strategies, and Techniques

- Conducts and articulates an analysis of current treatment theories, strategies, and techniques as it pertains to the field
- Analysis of current treatment theories, strategies, and techniques is based on evidence based practice, research, and/or wide acceptance in the field

_____ Objective 3- Upholds the Standards of Professional Ethics

- Knowledge of and ability to apply ethical standards for SOMB supervisors
- Demonstrates understanding of duty to notify relevant authorities about potential harm and unethical conduct per mandatory reporting requirements
- Recognizes the requirements of appropriate counseling registration/licensure
- Understands the role of cultural awareness and sensitivity both in practice and SOMB supervision

_____ Objective 4 – Assessment of Readiness to Provide Supervision

- Has appropriate supervision experience to meet the requirements of SOMB supervision
- Knowledge of the scope of expertise and experience needed
- Meets readiness requirement to provide SOMB supervision based on adequate time to meet all of the requirements
- Knows own professional SOMB supervision expectations and requirements
- Capable of educating on the Adult and Juvenile Standards & Guidelines, as applicable, and supervising accordingly
- Knowledge of conflict of interest/dual relationship issues

Competency 2 – Organization skills

_____ Objective 1 – Demonstrates Effective Time Management Skills

- Demonstrates balance of work load with time needed to provide adequate supervision to others
- Can articulate a plan to his/her SOMB Supervisor to provide time needed to supervise supervisees/applicants
- Maintains consistent and regular schedule for supervision

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_____ Objective 2 – Ensures Completion of Requisite Paperwork

- Maintains supervision notes for applicant/supervisees
- Reviews treatment plans, evaluations, and reports of supervisees/applicants and ensures that the SOMB Supervisor signs off per Adult and Juvenile Standard 4.210
- Develops supervision contract for supervisees/applicants
- Ensures supervisees/applicants have completed relevant documentation (SOMB intent and application paperwork, disclosure statement, insurance, contracts, DORA registration, etc.)

Competency 3 – Supervisor duties

_____ Objective 1 – Establish Formal Guidelines for Supervision

- Develop clinical supervision agreement
- Ensure attention to best practices and that clients are treated according to state standards of profession
- Ensure attention to ethical and legal guidelines of practice

_____ Objective 2- Guide the Development of the Art of Clinical Practice for the applicant/supervisee

- Facilitate and promote professional growth and learning
- Evaluate clinical interactions
- Identify and reinforce effective actions
- Teach and demonstrate counseling techniques
- Interpret significant events
- Facilitate and promote self-care strategies

_____ Objective 3 – Provides Clear and Constructive Feedback

- Focus on strengths
- Evaluate and provide feedback so that it motivates and empowers applicants/supervisees
- Measures and communicates supervisees progress on SOMB provider competencies
- Demonstrates ability to address challenging applicants/supervisees (resistance, subpar skill levels, etc.)

Supervisor's Name (Please Print Clearly) _____

Supervisor's signature: _____ **Date:** _____

Applicant's Name (Please Print Clearly) _____

Applicant's signature: _____ **Date:** _____