



## RECOMMENDED BOOKS ON CLINICAL SUPERVISION

There are many excellent books available on clinical supervision. This recommended reading list highlights some of the best and provides a brief overview of their content. The list is organized into three major sections: general texts relevant to all professions; special topics and tools; and discipline-specific books.

### GENERAL TEXTS

- Bernard, J. M., & Goodyear, R. K. (2009). ***Fundamentals of Clinical Supervision***, 4<sup>th</sup> edition. Boston: Allyn & Bacon.

Considered to be the “bible” of clinical supervision, this is the most widely used text on the subject. It is comprehensive, interdisciplinary and authoritative. Recognizing the overlap of the mental health disciplines and supervision modalities, Bernard and Goodyear have integrated social work, psychology, marriage and family therapy, and counseling to fully cover the main themes in key areas of study in supervision. The primary focus of the book is the centrality of the supervisory alliance/relationship. The text offers a review of many leading models and approaches to supervision and fundamental research.

- Borders, L. D., & Brown, L. L. (2005). ***The New Handbook of Counseling Supervision***, 2<sup>nd</sup> edition. Lawrence Erlbaum Associates

This book is an updated and more comprehensive sequel to Borders and Leddick’s classic 1987 book with a similar title. It is a basic text for all beginning supervisors who want an overview of supervision practices, documentation procedures, and practical tools for supervision. It is also valuable for the seasoned supervisor and those involved with practicum students. The first edition was sponsored by the Association of Counselor Education and Supervision (ACES). The second edition includes new discussion questions and vignettes meant to enhance application of key concepts in each chapter.

- Falender, C. A., & Shafranske, E. P. (2004). ***Clinical Supervision: A Competency-Based Approach***. Washington, D.C.: American Psychological Association.

This book takes an important approach to supervision, focusing on the oft emphasized but rarely discussed issue of competency-based approaches to supervision. It guides the reader through science-informed supervision, delineating the competencies required for good practice. This integrative approach is geared to mental health professionals in general, reviewing supervision in a variety of settings, including academic, training and treatment settings, as well as students and practitioners who are studying supervision research and theory for the first time.



- Tyson, L. E., Culbreth, J. R., & Harrington, J. A. (eds.) (2008). ***Critical Incidents in Clinical Supervision: Addictions, Community and School Counseling.*** Alexandria, VA: American Counseling Association.

A unique approach to the topic of supervision is employed by presenting key issues and incidents encountered by supervisors. Through several respondents, the book provides beginning points for discussion on the application of supervision models, competencies, and ethics, and with insight into supervisors' decision making. It addresses complex challenges inherent in supervision and provides real-world scenarios with spirited discussions between respondents. Readers will find themselves thinking about the critical incidents provided and will gain insights that are invaluable to supervisors.

- Kassan, L. D. (2010). ***Peer Supervision Groups: How They Work and Why You Need One.*** New York: Jason Aronson.

Peer supervision is a topic often discussed but rarely documented in a text. This book fills that gap in the literature. Kassan offers a glimpse into the vulnerabilities of clinicians. With an extensive review of the literature, he makes a compelling case for peer supervision as a haven for personal and professional development and connection. This is the first book-length, comprehensive examination of peer supervision groups, an increasingly popular vehicle for mental health professionals to deal with difficulties that arise in their practices, to foster growth as professionals, and to derive support in what otherwise can be a very lonely profession.

## SPECIAL TOPICS AND TOOLS

### **Ethics**

- Falvey, J. E. (2002). ***Managing Clinical Supervision: Ethical Practice and Legal Risk Management.*** Pacific Grove, California: Brooks/Cole.

This is a must-read book in the topic of ethical and legal issues in clinical supervision. Amid the rich range of books available on the subject, Falvey's text is a powerful and compelling review of the key legal and ethical issues for supervision. The case studies offered and legal precedents are essential for every clinical supervisor to read. The book exposes new and practicing supervisors to critical issues and situations faced in the "real world" of supervision. Chapters examine professional standards, legal decisions, and ethical codes across disciplines related to supervision in the mental health field.

### **Developmental Approaches**

- Stoltenberg, C. D., Delworth, U., & McNeill, B. (1998). ***IDM Supervision: An Integrated Developmental Model for Supervising Counselors and Therapists,*** 3<sup>rd</sup> edition. San Francisco: Wiley and Sons.

This is the classic book on developmental approaches to clinical supervision. Cutting across disciplines and various therapeutic orientations, the model offers clear guidelines for applying developmental theories to every step of the supervision process. Based on



current research on developmental approaches to counselor growth, this book provides a thorough understanding of how learning, cognition, emotions and professional development affect therapists throughout the training process and into their professional lives.

### **Workbook**

- Campbell, J. M. (2006). *Essentials of Clinical Supervision*. New York: John Wiley and Sons, Inc.

It is helpful to have a simple, clearly written workbook of tools to use in supervision. Campbell's book is a rich resource. Using teaching tools such as call-out boxes, self-study test questions, and case studies, this book provides practical, step-by-step guidelines for effectively planning, designing, implementing and evaluating clinical supervision in a multi-disciplinary context. Campbell provides useful suggestions to manage documentation and how to use specialized techniques, such as videotaping in supervision.

## DISCIPLINE-SPECIFIC BOOKS

### **Nursing**

- Cutcliffe, J. R., Butterworth, T., & Brigid P. (eds.) (2001). *Fundamental Themes in Clinical Supervision*. London: Routledge.

Cutcliffe's specialty over the years has been on clinical supervision for the psychiatric nursing professional. This book generically describes the education and training of supervisors, practices, policies, and procedures in supervision, and current research on the subject. It demonstrates the potential of supervision as an essential tool for nurses and other health professionals. It also has an international aspect as the book encompasses clinical practices in the United Kingdom, Finland, the United States, and Australia.

### **Addiction**

- Powell D. J., & Brodsky, A. (1993). *Clinical Supervision in Alcohol and Drug Counseling*, 2<sup>nd</sup> edition. New York: Jossey-Bass.

This is the essential book on clinical supervision in alcohol and drug abuse counseling. Used as the primary text for certification of clinical supervisors in the field, it presents the Blended Model of supervision. It is the first comprehensive approach to supervision for substance abuse supervisors. It presents key models of clinical supervision in various disciplines, provides descriptive dimensions for supervision, incorporates the stages of counselor development, and addresses essential skills and techniques to be used in supervision. The appendices include many useful tools for managers and supervisors. This is a compendium of sound, practical techniques in supervision, based on decades of Powell's management of the largest clinical supervision system in the world, the Clinical Preceptorship Program. Although written primarily for substance abuse supervisors, this book can be used as a primary text across disciplines. This book could



be used as a companion document to the SAMHSA *Treatment Improvement Protocol #52 on Clinical Supervision*, for which Powell was the chair and lead author.

### **Social Work**

- Shulman, L. (2010). *Interactional Supervision*, 3<sup>rd</sup> edition. NASW Press, 2010.

Shulman's book is a must-have for social workers as it focuses on practical, day-to-day problems encountered by supervisors. It is particularly useful for the specialty of child welfare, as Shulman has trained extensively in child welfare systems and draws many examples from that work. The book is written in a reader friendly, conversational mode. It includes in-depth discussions of the content of supervision, evidence-based practices, ethical issues, changing legislation, and risk assessment strategies.

### **Marriage and Family Therapy**

- Liddle, H. A., Breunlin, D. C., & Schwartz, R. C. (eds.) (1988). *Handbook of Family Therapy Training and Supervision*, New York: Guilford Press.

Few books have been developed exclusively for clinical supervision of marriage and family therapists. Although written in 1988 and somewhat dated, this book fills that need. The authors brought together thirty accomplished professionals to author chapters in their respective areas of expertise in training and clinical supervision. The book details a unique and innovative approach to supervision that has evolved from various schools of family therapy. Offering a panoramic view of the entire field of family therapy is a daunting task, but these authors accomplished this goal.

- Todd, T. C., & Storm, C. L. (2002). *The Complete Systemic Supervisor: Context, Philosophy, and Pragmatics*. New York: Authors Choice Press.

This book is the definitive text on clinical supervision from a systemic perspective. Filled with a wealth of material for the beginning and experienced clinical supervisor, regardless of theoretical orientation, this is a must-read book for marriage and family therapists and practicing supervisors. Todd and Storm give an overview of various approaches and ethical, cultural, and gender considerations. There are many specific skills, tasks, and strategies provided. This is a very readable textbook that provides a comprehensive overview of the current literature and thinking in the field.

### **Child Welfare**

- Hess, P., Kanak, S., & Atkins, S. (2009). *Building a Model and Framework for Child Welfare Supervision*. Washington, D.C.: Department of Health and Human Services, National Resource Center for Family-Centered Practice and Permanency Planning and National Child Welfare Resource Center for Organizational Improvement.

Supervision in child welfare programs is a unique issue and deserves special attention. This text, published by the U.S. Department of Health and Human Services, provides essential information for child protective service workers. It addresses key issues in child welfare supervision and offers a framework for supervision that incorporates the unique



organizational culture of child welfare services. It provides a model of supervisory practice that reflects how the organization views the role of the supervisor and a model for peer support, mentorship and clinical consultation.

- Potter, C. C., & Brittain, C. R. (2009). ***Child Welfare Supervision: A Practical Guide for Supervisors, Managers, and Administrators***. New York: Oxford University Press.

Children, youth and family services programs have waited a long time for a textbook that provides clear guidance for supervisors and managers. This text should be required reading for all child protective service workers and scholars. It provides a model for supervision with practical guidelines, practice examples, and skill-based activities that are critical to those working in this field. It connects theory and practice, covering a wide range of must-have skills for supervisors, including leadership, developing worker performance, managing child welfare units, working within and beyond agencies, managing performance, and respecting diversity.

### **Psychology**

- Fleming, I., & Steen, L. (eds.), (2012). ***Supervision and Clinical Psychology: Theory, Practice and Perspectives***, 2<sup>nd</sup> edition. London: Routledge.

This is an excellent introduction to clinical supervision for psychologists. There is a surprising paucity of published texts on supervision in psychology, though supervision is crucial to good professional practice and an essential part of graduate training and continuing professional development. This book includes recent developments in research, policy and the practice of supervision, specifically as applied to psychology. Although written in the light of the National Health policies of the United Kingdom, the practical aspects of supervisor training and implementation of supervision are universal and apply to practices on all continents.

### **Pastoral Care and Counseling**

- DeLong, W. R. (ed.), (2010). ***Courageous Conversations: The Teaching and Learning of Pastoral Supervision***. New York: University Press of America, Inc.

There are a limited number of books written on the topic of pastoral care and counseling supervision. This is because there are an array of settings in which pastoral counseling is provided, such as local congregations, seminary programs of field education, clinical pastoral education, clinical training of spiritual directors and certified pastoral counselors, and more. DeLong's book will assist with the complexities of pastoral supervision in various settings. The preparation and training of supervisors is diverse and often learned through practical experience, "on-the-job-training." This is an edited book that draws on a wide variety of experienced supervisors from those in clinical pastoral education to seminary faculty members. The book addresses very pragmatic aspects of supervision, for pastors in local congregations who supervise seminary interns to well-developed theoretical aspects of supervisory education that are utilized in clinical pastoral education. For those supervising pastoral care and counseling, this is a valuable tool.