NM-PIC Policy: Supervision and Videoconference Supervision Policy

General Supervision:

The New Mexico Psychology Internship Consortium recognizes the rights of interns and faculty to be treated with courtesy and respect. To maximize the quality and effectiveness of the interns' learning experiences, all interactions among interns, training supervisors, and faculty/staff are collegial and conducted in a manner that reflects the highest standards of the profession. NM-PIC faculty inform interns of these principles and of their avenues of recourse should problems arise though policies that are available at NM-PIC.org and in the intern handbook.

NM-PIC faculty regularly schedule supervision and are accessible for consultation to interns when they are providing clinical services. NM-PIC faculty provide interns with a level of observation, guidance and supervision that encourages successful completion of the internship. Faculty serve as professional role models and engage in actions that promote interns' acquisition of knowledge, skills, and competencies consistent with the NM-PIC's training aims.

One licensed psychologist serves as primary clinical supervisor for each intern. Interns receive a minimum of two (2) hours of individual supervision each week from a licensed psychologist. Supplemental weekly individual supervision may be provided by other appropriately credentialed professionals at the training site. Two hours of weekly group supervision will be required and conducted with all interns across consortium sites via distance technology. Group supervision may focus on clinical topics, legal/ethical issues, issues of cultural and individual differences, and applying research to clinical work. All interns will receive a total minimum of 4 hours per week of supervision.

Videoconference Supervision:

The New Mexico Psychology Internship Consortium uses videoconferencing to provide weekly group supervision to all interns. This format is utilized to promote interaction and socialization among interns and faculty. Interns and faculty meet in a virtual conference room and interact via high-quality real-time transmission of simultaneous video and audio. Group supervision in this format is required for all current NM-PIC interns for two hours each week, at a regularly scheduled time. This supervision group is led by members of the NM-PIC training faculty on a rotating basis. NM-PIC places high value on cohesion and socialization of intern cohorts, and virtual meetings via videoconferencing are an effective way to foster connection during the intervals between in-person meetings. This structure also provides all interns with the opportunity to experience a breadth of supervisory relationships beyond their primary supervisor. Given the geographical distance between training sites, this model allows the interns to form greater connection to the entire training faculty than would be experienced otherwise. In addition, training in distance technology is emphasized due to the high level of need for distance-related services in the State of New Mexico. It is expected that the foundation for these supervisory relationships is initially cultivated during NM-PIC's orientation, such that interns have formed relationships with the entire training faculty prior to engaging in videoconference group supervision. Requirements to provide telesupervision are the same as those required for in-person supervision. In facilitating telesupervision, the supervisor agrees that they are comfortable and competent with the required technology and meeting platform.

For all clinical cases discussed during group supervision, full professional responsibility remains with the intern clinician's primary supervisor, and any crises or other time-sensitive issues are reported to that supervisor immediately. The process for monitoring and addressing any ruptures

is the same for all individual and group supervision, regardless of modality. Interns and supervisors are always encouraged to speak to the Program Director with any concerns related to supervision and/or training in general. Similarly, diversity, equity, inclusion, and accessibility issues are considered and addressed in supervision, regardless of modality. Interns are provided with equipment and space to engage in telesupervision with accommodations provided as needed. If the platform interferes with the group supervision process or effective engagement in supervision, or if the platform creates a distraction, supervisors will directly address the situation and consider alternatives should concerns persist.

All NM-PIC videoconferencing occurs over a secure network. Supervision sessions using this technology are never recorded. All interns are provided with instruction regarding the use of the videoconferencing equipment at the outset of the training year. Technical difficulties that cannot be resolved on site are directed to the Program Director and/or IT services at the home agency. All videoconferencing supervision attendees are required to use the same professional behavior and decorum as would be expected during an in-person meeting. Interns are provided with formal and informal ways to provide feedback on their satisfaction with group telesupervision. Formally, intern outcomes and satisfaction with supervision, regardless of modality, are assessed three times per year through the Supervisor Evaluation and the Program Evaluation. Informally, interns are encouraged to communicate feedback early and often to supervisors and the Program Director. All feedback is carefully reviewed by the Training Committee with changes implemented as indicated. Interns are also invited to share feedback with the Lead Intern who attends the beginning of the monthly Training Committee meeting.