The Mindful Algebra of Supervision: Combining Safe, Quality Patient Care with Trainee Development

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Learning Objectives

- Differentiate patient focused supervision from trainee focused supervision
- Describe supervision from the perspective of health system policy and accreditation standards
- Describe the impact of COVID-19 on supervision/telesupervision
- Identify opportunities and challenges in the future of telesupervision
The mindful algebra of supervision???

- Graduate school coverage of supervision
- Internship/Postdoc coverage of supervision
- And then... LICENSURE
THE ISSUE – WHAT IS THE FOCUS OF SUPERVISION?
PATIENT FOCUSED

• Clinical Supervision
• Patient safety
• Coverage during encounter
• Location of supervisor
• Coverage plan
  • Intentional
  • Responsibility of the supervisor
• On site
• Primary provider/Cosigner

TRAINEE FOCUSED

• Educational experience
• Interactive
• Focus is HPT development
• Regular meetings with trainee
• Accreditation guidelines
• Trainee competency development
USE BOTH LAKES TO MERGE POINT
APA - Standards of Accreditation

- Regularly scheduled
- Four hours (for internship)
- Appropriate training, licensure, and credentialing
- Trainees must have access to consultation and supervision during patient care episodes
- Supervisors maintain overall responsibility for all supervision
- Supervisors have primary responsibility for cases for which they provide supervision
The quality of health care, Veteran safety, and the success of the educational experience are inexorably linked and mutually enhancing.

Graduated Levels of Responsibility

The delegated supervisor then has the responsibility for care of the Veteran and for supervision of the trainees involved.

The Veteran health record must clearly demonstrate involvement of the supervising practitioner.
Patient care

Trainee Development
A QUICK LOOK AT THE RESEARCH

A sample of research
Tomlinson (2015)

- “Patient safety and quality of patient care [are]... primary purposes”
- “Professionally led, learner-centered, educational and supportive”
- Importance of protected time
  - “squeezed out”
- Learning organization
• Callahan and Love (2020)
  • Developmental
  • Multiculturalism
  • Supervisory Relationship
  • Trainee benefit
  • MAY impact client outcomes

• Farnan et al. (2012)
  • Medicine
  • 24 studies
  • “enhanced supervision in already-supervised activities resulted in improved patient- or education outcomes…”
  • “Lack of data and objective, standardized metrics to measure supervisory quality present challenges to making strong conclusions and represent areas for future research to better delineate the impact of supervision on trainees.”
• Keum & Wang (2020)
  • “the association between supervision and psychotherapy process and outcome has been mixed, unclear, and presumed to vary widely given the idiosyncratic features of the supervision and therapy process”
  • Four percent of the variance in patient outcome
  • Small to Medium Effect Size
  • Therapeutic Relationship
  • Treatment Outcomes
  • Client Satisfaction
• Snowdon, Legatt, & Taylor (2017)
  • Clinical supervision associated with “effectiveness of care”
  • Improvement in “process of care that may improve compliance with processes that are associated with enhanced patient care outcomes”
  • “few studies demonstrated a direct effect on patient care”
  • No association between supervision and patient experience
Impact of COVID - Algebra

- Health/Safety
- Patient Care
- Training
Impact of COVID – Mindful
Impacts of COVID-19 on health professions training

• Forced discussions about telehealth and telesupervision (of telehealth)

• Increased the operationalization of Graduated Levels of Responsibility
  • How do you know the trainee is ready to see a patient without you on the line
  • Present in the room – what about the virtual room?

• Increased discussion about supervision from a patient coverage perspective

• Increased discussion with and between professional organizations and licensing boards
The possibilities for telesupervision

• Is telehealth a competency or is it an application of competencies?
  • Or both?
  • Just because we can, does that mean we should?
• What about trainee delivered care that crosses state lines???
• What about trainee delivered care that is in person care???
• Licensing boards
• Accrediting standards
• Policies
SUPERVISION: IT ISN’T ALWAYS ROSY

When problems arise

- Standards of Accreditation
- Implementing Regulations
- APPIC
- VA Policies
- Due Process/Grievance
- Consultation
But there is something special about it...

- Herzberg’s two factor theory
  - Motivator
- Erikson’s Developmental Stages:
  - Generativity vs Stagnation
- Kohlberg Moral Development:
  - Postconventional
- Practicing at the full level of your profession