



Psychology Internship Consortium

Supervision and Videoconference Supervision Policy

GENERAL OVERVIEW

The Sanford Health-Psychology Internship Consortium (SH-PIC) 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 professional and conducted in a manner that reflects the highest standards of the profession. SH-PIC Faculty inform interns of these principles and of their avenues of recourse should problems arise through policies that are available at www.sh-pic.org and in the SH-PIC Intern Handbook.

SH-PIC Faculty provides 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 SH-PIC training aims. All interns will receive a total minimum of four (4) hours per week of supervision; at least 50% of this time will be delivered in-person.

SUPERVISION DETAILS

Sanford Health-Psychology Internship Consortium Supervisors will schedule two (2) hours of face-to-face supervision for each intern at their primary site. However, primary and/or secondary supervisors are always accessible for remote consultation while interns are providing clinical and support services. Two (2) hours of group supervision will be scheduled weekly for interns to learn from and consult with multiple training committee faculty throughout the internship year.

Individual Supervision Structure

There is one licensed psychologist designated as the primary clinical supervisor for each site in the Sanford Health consortium. The primary supervisor establishes training goals for the intern at that site which are continually revisited and adjusted as necessary for each intern's specific professional needs and development. Interns receive a minimum of two (2) hours of individual supervision each week. Supplemental individual supervision may be provided by other appropriately credentialed professionals at the training site as delegated by the site's primary clinical supervisor.

Group Supervision Structure

Weekly group supervision will be held virtually via a secure videoconferencing platform where interns and the facilitating Training Committee Faculty will meet in real-time. It is required for all current interns for successful program completion. All group supervision facilitators are licensed psychologists. Group supervision will be a combination of case presentations/consultations and professional development discussions. This time will be dedicated to clinical case consultations and presentations, as well as serving as an opportunity to explore legal and ethical issues and discuss clinical and cultural topics reflecting best practices within the current psychological literature. Additionally, cultural and diversity topics, including Native American culture and living in rural, agricultural, or frontier communities, will be a focal point of various group supervision sessions throughout the training year. These sessions will be led by a supervising psychology on the Training Committee who was trained through and remains heavily involved in the APA's Minority Fellowship Program (MFP).

Group supervision is led by SH-PIC training faculty on a rotating basis throughout the year to provide all interns with the opportunity to experience a breadth of supervisory relationships beyond their primary supervisor. Given the geographic distance between training sites, this model allows the interns to form greater connections to the entire training faculty than would be experienced otherwise. It is expected that the foundation for these supervisory relationships will be initially cultivated during SH-PIC Orientation, such that interns will have formed relationships with the entire training faculty (as reasonably as possible) prior to engaging in videoconference group supervision. 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.

TELESUPERVISION

The Sanford Health-Psychology Internship Consortium (SH-PIC) will use videoconferencing to provide weekly group supervision and when necessary, individual supervision, such as in instances of inclement weather. Telesupervision can only account for 1 of the 2 hours of required individual supervision per week. The other hour of required weekly individual supervision must be in-person.

Support for Telesupervision and Impact on Intern Learning

We believe that the use of technology in training serves as an opportunity to introduce, acquaint, and equip interns with good video-conferencing skills and practices that inform distance learning and telehealth, should they need to provide distance-delivered services in the course of their professional work after completing the internship. Particularly in rural areas, telehealth technology can provide accessibility to psychological services that might otherwise be

unavailable via conventional face-to-face service delivery. SH-PIC recognizes that distance technology is often a key component of rural practice, and in this way, telesupervision is consistent with the overall mission of the internship program and the mission of the Sanford Health System to serve rural and frontier patient populations.

Videoconference supervision will not commence until after the SH-PIC Orientation and the intern has become acquainted with the assigned supervisors and peers through in-person interaction. Also, prior to obtaining supervision via videoconference, interns will become familiar with the concept through readings and didactic training provided during SH-PIC Orientation.

Telesupervision Security and Privacy

All SH-PIC videoconferencing occurs over a secure network using real-time videoconferencing. 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 appropriate IT personnel at each site.

Reviewed and approved by SH-PIC Training Committee on 9/30/2024.