

Appendix C

KSAs Required to Supervise for Social Work Licensure

KSAs Required to Supervise for Social Work Licensure

Assumption: Knowledge translates to the ability to apply the knowledge in the supervision process

1. Knowledge of theoretical models of supervision
2. Knowledge of theories of human development and behavior
3. Ability to establish and articulate measurable outcomes for learning and performance of supervisees
4. Knowledge of the stages of professional and career development
5. Knowledge of adult learning theories and research
6. Ability to identify learning needs for supervisees
7. Ability to identify learning objectives for supervisees
8. Knowledge of methods for performance appraisal and evaluation
9. Knowledge of techniques to be used in supervision
10. Knowledge of group processes and dynamics
11. Knowledge of accepted social work practices
12. Knowledge of practice theory on which to build assessments and interventions
13. Knowledge of the bio-psycho-social perspective
14. Knowledge of the laws and regulations pertinent to supervision and practice
15. Knowledge of the responsibilities and liabilities related to supervision
16. Knowledge of evaluation techniques and processes
17. Knowledge of social work ethics
18. Ability to make ethical decisions
19. Ability to use insight and emotional intelligence
20. Knowledge of communication skills (written, verbal, nonverbal)
21. Knowledge of relationship building skills
22. Knowledge of conflict resolution skills
23. Knowledge of practice safety issues
24. Knowledge of business practices (e.g., funding and financial issues) as applied to the practice setting
25. Knowledge of confidentiality requirements

26. Knowledge of risk management
27. Knowledge of record keeping and documentation
28. Knowledge of standards of culturally competent practice and diversity
29. Knowledge of the job duties of supervisee(s)
30. Knowledge of the agency's mission
31. Knowledge of supervisory functions (e.g.):
 - a. Administrative
 - b. Educational
 - c. Supportive
 - d. Evaluation
 - e. Organizational culture
32. Knowledge of the theories of power, influence, and authority
33. Ability to teach the respectful and effective use of power and authority
34. Knowledge of the theoretical underpinnings of transference, counter-transference, boundaries, dual relationships, and parallel process
35. Ability to use critical thinking skills
36. Knowledge of the roles and responsibilities of allied professions
37. Knowledge of interactional skills: collaboration, negotiation, consultation, mediation, networking
38. Knowledge of policy-making, policy analysis, and advocacy
39. Knowledge of how to develop/access resources
40. Knowledge of differences and the effects of oppression, discrimination, and prejudice
41. Knowledge of the ethical, innovative, and effective use of informational and communication technologies
42. Knowledge of the stages of stress, burnout, and compassion fatigue
43. Knowledge of professional social work identity, culture, and community