



**Developmental  
Educators  
Australia  
Incorporated**

## Supervision Framework

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# Detailed Supervision Framework

## 1. Core Principles of Supervision

- **Reflective Practice:** Supervisors will facilitate reflective practice by encouraging supervisees to critically assess their work, decision-making processes, and the impact of their actions on clients. Reflective practice is essential for identifying areas of improvement and reinforcing strengths.
- **Supportive and Collaborative Environment:** Supervision should take place in a safe and supportive environment where supervisees feel comfortable discussing challenges, sharing insights, and seeking guidance. Supervisors will foster mutual respect and trust, promoting continuous learning and professional growth.
- **Ethical and Professional Standards:** Supervisors are responsible for ensuring that their practice and the practice of their supervisees adhere to the highest ethical and professional standards. This includes guiding supervisees to comply with DEAI's Code of Ethics and Practice and Scope of Practice, ensuring that all practice is client-centered, evidence-based, and aligned with the latest developments in the field. Registered supervisors are required to adhere to the legislative requirements regarding mandatory reporting.

## 2. Best Practices for Supervision

- **Peer Supervision:** Encourage non-hierarchical peer supervision where all participants can give and receive constructive feedback. Peer supervision should be organized with clear agendas, goals, and consistent schedules. Documentation of peer supervision sessions should be maintained, and participants should engage in reflection to meet professional development requirements.
- **Clinical Supervision:** Clinical supervision should focus on providing expert guidance and mentorship, particularly for less experienced practitioners. Supervisors should help supervisees enhance both technical and interpersonal skills, focusing on clinical reasoning, intervention strategies, and working effectively with diverse populations. An integral part of clinical supervision is the evaluation of the supervisee's performance, where feedback is balanced, specific, actionable, and aimed at fostering professional growth.
- **Integration with Continuing Professional Development (CPD):** Supervision should be integrated with CPD requirements, ensuring that DEs use supervision as a tool for advancing their professional skills and knowledge. Participation in supervision should be documented and reflected upon as part of the DEAI's CPD requirements.

## 3. Eligibility Criteria for Supervisors

- **Experience:** Relevant qualifications in your area of specialty (eg Mental Health, Forensic, Play Therapy, PBS etc.) with a minimum of 5 years' experience.
- **Supervision Training or Certification:** Provision of certification or similar in supervision training; indication if a member of a professional supervision association (recommended).

- **Commitment to Professional Development:** Demonstrated ongoing commitment to professional development in their field of expertise through attendance at relevant conferences, workshops, or continuous learning activities.

#### **4. Application Process**

- **Submission:** Applicants must submit a formal application to the DEAI Accreditation Committee, including a comprehensive resume and proof of supervision training or certification.
- **Review and Evaluation:** The DEAI Accreditation Subcommittee will review each application.
- **Ongoing Monitoring:** Accredited supervisors will be required to submit evidence of continued professional development and updated qualifications.

#### **5. Complaints Process**

Complaints regarding registered supervisors can be made to the DEAI Board, and a thorough investigative process will be undertaken. Depending on the outcome of the investigation, disciplinary action may be taken, including removal of the supervisor's details from the DEAI website.

#### **6. Transitional Process**

Supervisors listed under the previous system will be given a 6-month transitional period to comply with the new formal accreditation process. Failure to meet the new criteria within this period will result in the removal of their information from the DEAI website.

# Fee Structure

## 1. Application Fee

Amount: \$300 (non-refundable)

Purpose: Covers costs associated with processing applications, reviewing qualifications, and maintaining the accreditation system. This fee includes listing on the DEAI website for 1 year (members-only section and public-facing to attract other disciplines for peer-supervision).

## 2. Ongoing Supervision Listing Fee

Amount: \$200 for an additional 1 year

Purpose: Supports the DEAI website's maintenance and ensures that accredited supervisors remain visible to potential supervisees. Supervisors will be required to complete a simplified self-assessment to demonstrate continued work in the field.

## 3. Rationale for Fees

**Sustainability:** The fees contribute to the sustainability of the supervision program, enabling the DEAI to maintain high standards in the accreditation process.

**Professional Development:** By investing in this process, supervisors demonstrate their commitment to professional development and quality supervision within the DEAI community.

## Appendix A: Sample Application Form

### **\*\*Developmental Educators Australia Inc. (DEAI) Supervision Application Form\*\***

#### **\*\*Account Details\*\***

First Name/Last Name

Username

Password

Email:

Membership Number:

Address:

Phone:

Relevant Professional Membership Status e.g. DEAI, ANZSOC, ARSOC, OTA, ACSA, etc.

#### **\*\*Professional Experience\*\***

Years of Experience in area of specialty: 5+ years

Supervisory Experience: Yes  (Please provide details below)

Relevant Supervisory Roles: [Textbox for details]

#### **\*\*Supervision Training or Certification\*\***

Proof of Completion: Yes  (Attach certificate or proof)

Alternative Evidence of Training: Yes  (Provide details and attach supporting documents)

#### **\*\*Professional Development\*\***

Commitment to Ongoing Learning: Yes  (Please provide examples of recent PD activities) [Textbox for details]

#### **\*\*Supporting Evidence\*\***

Deidentified Case Studies: [Upload option]

Testimonials: [Upload option]

Professional Development Log: [Upload option]

#### **\*\*Acknowledgment of DEAI Standards\*\***

Commitment to Ethical Practice:

I acknowledge my commitment to upholding the DEAI's Code of Ethics and Practice.

Terms and Conditions:

I agree to the terms and conditions