



## Supervision and Videoconference Supervision Policy

### General Supervision:

The Guam Psychology Internship Consortium (Guam-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 conducted in a manner that reflects the highest standards of the profession. Guam-PIC faculty inform interns of these principles and of their avenues of recourse should problems arise through policies that are available at <https://guam-pic.org/application-procedure/> and in the intern handbook.

Guam-PIC faculty regularly schedule supervision and are accessible for consultation to interns when they are providing clinical services. Guam-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 Guam-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, which will be delivered in person. 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. 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; of at least 50% of which will be in-person.

### Videoconference Supervision:

The Guam Psychology Internship Consortium meets in person for weekly group supervision, with the option of video conferencing if needed. 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 Guam-PIC interns for two hours each week, at a regularly scheduled time, as well as didactic opportunities in this format for two hours each week; group supervision is led by a member of the Guam-PIC training faculty on a rotating basis. Guam-PIC places high value on cohesion and socialization of intern cohorts, and in-person or virtual meetings via videoconferencing are an effective way to foster connection during the intervals between meetings. This structure also provides all interns with the opportunity to experience a breadth of supervisory relationships beyond their primary supervisor. It is expected that the foundation for these supervisory relationships will be initially cultivated during Guam-PIC's orientation, such that interns will have formed relationships with the entire training faculty 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.

All Guam-PIC videoconferencing occurs over a secure network using State-administered technology. Supervision sessions using this technology are never recorded, thus protecting the privacy and confidentiality of all trainees. 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 Office of Information Technology.