



**Nova Scotia  
Board of Examiners  
in Psychology**

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**SUPERVISION GUIDE  
ASSESSMENT, EVALUATION AND DIAGNOSIS**

**Interim Supervision**

The psychologist can begin their work in NS provided a workplace supervisor is available to oversee/consult on assessment issues until a NSBEP supervisor/mentor can be set up and approved.

**Approval of Supervisor**

When the transferring psychologist nominates a registrant to serve as their NSBEP Supervisor, the Board will need to formally approve the supervision arrangement. The Board requires the supervisee to provide the name of the proposed supervisor and the supervisor's CV. While awaiting approval, the supervisor and supervisee are free to meet for supervision.

**Focus of Supervision**

In order for the supervisee to demonstrate competence in Assessment, Evaluation, and Diagnosis, supervision is required for a minimum of 2 hours per month, for the duration of 400 hours of direct clinical practice with clients.

Broadly, supervision is meant to support diagnostic competence for the range of populations and problems the psychologist will treat, ensuring the supervisee can make appropriate diagnoses, and evaluate and inform their interventions. Additionally, the psychologist must be able to discern whether the client may be experiencing an issue/concern/diagnosis that is outside of their competence and be prepared to take appropriate steps to refer that individual to another provider.

**Content of Supervision**

Supervision involves assessment. As such, despite individual differences in supervision plans, there are commonalities in terms of what constitutes adequate assessment of the supervisee's practice. As with most forms of assessment, self-report alone is not a sufficient method of

evaluation. The content of supervision thus should reflect a multi-modal approach to examining the supervisee's level of performance.

For that reason the Board expects that:

- A. the supervisor will review the scoring and interpretation of tests and/or methods of data collection and/or review written reports of the supervisee.
- B. the supervisor will directly question the supervisee's knowledge in the core competency of assessment and evaluation. The usefulness of discussions for assessing performance can be improved by structuring them so that the supervisee presents the information and explains his/her perspective before general discussion begins. Structuring sessions in such a manner will also help the supervisor to evaluate the supervisee's ability to effectively analyze and integrate information

Supervisory sessions should include, but are not limited to the following:

- A. review of psychological assessment cases.
- B. review of intervention strategies
- C. discussion of ethical issues relevant to the supervisees practice area.
- D. review of studies from the relevant literature.
- E. review of reports prepared by the supervisee.
- F. review of raw data and test interpretation.
- G. review of clinical files.

In the event that diagnosis is not an expectation of the transferring psychologist's work setting in NS and/or another professional in the setting is responsible for providing diagnosis, and whereas the psychologist's focus is on treatment, then supervision must involve the following questions and activities:

- What do you know about the client that supports their diagnosis?
- If no diagnosis has been made, please identify the working diagnosis (es) and the reasons for determining this working diagnosis
- Use of the appropriate assessment measures, tools, questionnaires, relevant to the psychologist's populations of practice
- Development of and working through vignettes relating to diagnosis.
- Engaging in online workshops pertaining to diagnosis that utilize vignettes.

### **Supervision Procedures**

The following procedures should be used in the supervision process:

- Establishing goals in the Assessment and Evaluation Core Competency area, using the form that has been provided by the Board. When the applicant applied for registration with NSBEP, they were required to submit documentation with respect to their preparation in Assessment, Evaluation, and Diagnosis. This information is to be shared by the Supervisee with the Supervisor when goals are set to ensure the supervision is appropriately fitted to the individual's competence with respect to diagnosis. If the

applicant has completed interim supervision/consultation in the Nova Scotia workplace, the NSBEP supervisor should consult with the psychologist in the workplace who provided interim supervision/consultation, in order to glean any information that may be useful in setting goals with the supervisee.

- The Supervisor is to submit supervision reports to the Board on a monthly basis, using the Supervision Reporting form that has been provided by the Board.
- Supervision meetings can be held virtually or in-person.

### **Supervision Forms**

- The forms for recording supervisions (Goals of Supervision & Monthly Supervision Reporting Form)
- Should you need to reacquire the supervision forms at any time, you can obtain copies from the Board's website. Here is a direct link to the section of the website containing the supervision forms for Registered Psychologists:  
<https://www.nsbep.org/SupervisionRegisteredPsychologistsabnwt>  
Please note that the above URL on the Board's website is meant for the supervision of Registered Psychologists only (to avoid confusion with the supervision forms used for Supervisees).

All supervisory reports will be reviewed by the Board and if the Board has any questions about them, staff will be in touch with you. Please let NSBEP know if you have any questions about this process. It is advisable for the supervisee and supervisor to retain copies of the goals and all submitted regular reports for your own file.

### **Conclusion of the Supervision**

At the conclusion of the supervision covering 400 hours of direct clinical practice, the supervisor is expected to make a recommendation to the Board about whether, in their opinion, the supervisee is ready for independent practice with respect to assessment, evaluation and diagnosis. The recommendation from the Supervisor should be provided through a letter written by the Supervisor to the NSBEP, providing a summary of their rationale for the recommendation, and any additional information they wish to provide in the letter.

The Board will then review the recommendations of the supervisor. As appropriate, the Board may extend, modify or lift the supervision requirements, pursuant to Sections 14(6)(7) of the Psychologist's Act.

[http://www.nsbep.org/downloads/Adding\\_condition\\_registration.pdf](http://www.nsbep.org/downloads/Adding_condition_registration.pdf)

The NSBEP greatly appreciates the willingness of registrants who are willing to provide supervision and assist transferring psychologists with their transition to practice in Nova Scotia.