

POLICY AND PROCEDURE

REACH for Tomorrow

POLICY: RHR-524

TITLE: Supervision

EFFECTIVE DATE: 12/8/24

AUTHORIZED BY: Board of Trustees

This policy shall apply to all employees, volunteers, interns, trainees, and contracted personnel of The REACH for Tomorrow.

1.0 Supervision

The REACH for Tomorrow shall provide qualified and credentialed supervision as is required for an assigned position in the organization. All individuals who provide direct services must receive supervision. Supervision may occur through staff meetings, side-by-side sessions with the person served, or one-to-one meetings between the supervisor and the individual providing direct services.

2.0 Outcomes

Supervision shall ensure that current OHMAS Performance Indicators, Board-approved outcomes, and program indicators in the areas of effectiveness, efficiency, access, satisfaction of persons served, quality of services and policies and procedures are met.

3.0 Code of Ethics

Supervisors shall comply with and assure that all staff assigned to them comply with the organization's Code of Ethics.

4.0 Professional Development

Supervision shall be conducted in an ethical manner that ensures a strength-based approach, in a non-harassment environment with a primary concern for the professional development for the employees.

References

CARF Manual Program/Service Structure Section, Supervision Standards