

CS Domains

DOMAIN I: Counselor Development

Task 1 Build a supportive and individualized supervisor alliance, teach the purpose of clinical supervision, and respect professional boundaries including:

Knowledge and Application of:

- 1 Clinical supervision models, techniques, and modalities
- 2 Relationship-building models and strategies
- 3 Problem solving/conflict resolution theories
- 4 Monitoring of the core conditions to establish and maintain rapport with the supervisee
- 5 Adopting counseling and communications techniques for supervisory purposes
- 6 Establishing informed consent and expectations

Task 2 Maintain a constructive, safe supervisory learning environment that fosters self-awareness and awareness of others including:

Knowledge and Application of:

- 1 Motivational techniques
- 2 Cultural and lifestyle differences
- 3 Observation techniques (verbal and non-verbal)
- 4 Supervisees' strengths and limitations
- 5 Providing feedback

Task 3 Help supervisees develop skills specific to working with culturally diverse clients including:

Knowledge and Application of:

- 1 Cultural diversity
- 2 Recognizing values, attitudes, and world views towards self and others
- 3 Evaluating special populations for specific needs

Task 4 Provide ongoing feedback to supervisees on their conceptualizations of client needs and appropriate therapeutic interventions including:

Knowledge and Application of:

- 1 Case conceptualization
- 2 Providing feedback
- 3 Counseling skills
- 4 Observation techniques (indirect and direct)
- 5 Counselor job functions
- 6 Therapeutic modalities
- 7 Assessment of co-occurring, substance use, and addictive disorders
- 8 Using assessment tools

Task 5 Create a professional development plan in collaboration with supervisees that includes specific, measurable goals and objectives including:

Knowledge and Application of:

- 1 Career development strategies
- 2 Assessment theories, practices, and tools

- 3 Identifying staff training needs
- 4 Reviewing and updating supervisory goals

**Task 6 Direct supervisory activities to teach and develop supervisees including:
Knowledge and Application of:**

- 1 Adult learning styles
- 2 Supervisory techniques and modalities, including technology
- 3 Self-care strategies
- 4 Trauma-informed care and vicarious trauma
- 5 Adult teaching and training modalities

**Task 7 Educate supervisees regarding best practice developments including:
Knowledge and Application of:**

- 1 Trends in treating substance use and addictive disorders
- 2 Best practices
- 3 Evidence-based modalities
- 4 Trends in treating co-occurring disorders
- 5 Trends in research
- 6 Identifying educational resources
- 7 Maintaining professional development

DOMAIN II: Professional and Ethical Standards

**Task 1 Ensure adherence to professional codes of ethics including:
Knowledge and Application of:**

- 1 Policies governing appropriate counselor/client and supervisor/supervisee relationships
- 2 Ethical standards and codes
- 3 Professional standards and codes
- 4 Confidentiality standards and limitations
- 5 Consequences of violations of policies, standards, and codes
- 6 Procedures for reporting violations of policies, standards, and codes
- 7 Informed consent
- 8 Clients' rights and responsibilities
- 9 Jurisdictional laws and regulations
- 10 Role of the supervisor as gatekeeper
- 11 Practicing only within one's areas of clinical and supervisory competence
- 12 Following due process guidelines for grievances and appeals

**Task 2 Participate in Clinical Supervisor professional development including:
Knowledge and Application of:**

- 1 Currency with research and evidence-based best practice
- 2 Professional affiliations and workforce development
- 3 Professional consultation/supervision
- 4 Stages of Clinical Supervisor development
- 5 Assessing personal educational needs

**Task 3 Seek supervision and implement a professional development plan including:
Knowledge and Application of:**

- 1 Importance of ongoing supervision and consultation
- 2 The Clinical Supervisor's individual development plan

- 3 Importance of modeling appropriate clinical, professional, and personal behavior
- 4 Elements of a professional development plan

Task 4 Ensure that supervisees disclose supervision practices to clients including:

Knowledge and Application of:

- 1 The purpose and value of consultation
- 2 Documentation of supervision requirements
- 3 Regulations regarding informed consent in relation to clinical supervision

Task 5 Use and teach supervisees ethical decision-making models and monitor their use including:

Knowledge and Application of:

- 1 Ethical decision-making models
- 2 Ethical codes and guidelines, relevant laws, and regulations
- 3 Procedures to report ethical violations
- 4 Identifying ethical dilemmas and violations
- 5 Confronting breaches of ethical standards, laws, or regulations
- 6 Identifying resources for ethical consultation and scholarship
- 7 Addressing conflicts among personal values, legal mandates, ethical issues, and agency policies

Task 6 Understand the risks of dual relationships including:

Knowledge and Application of:

- 1 The impact of establishing a dual relationship
- 2 Technology/social media platforms and their impact on boundaries and confidentiality
- 3 Legal and ethical implications of dual relationships
- 4 Recognizing conflicts of interest
- 5 Recognizing transference and countertransference
- 6 Maintaining boundaries in counseling

Task 7 Provide timely consultation and guidance to supervisees in situations that present moral, legal, and/or ethical dilemmas including:

Knowledge and Application of:

- 1 Importance of addressing supervision issues in a timely manner
- 2 Understanding vicarious liability
- 3 Counselor/supervisor resistance to reporting issues
- 4 Confronting agency resistance to reporting issues
- 5 Communicating to supervisees the importance of consultation
- 6 Using consultation techniques
- 7 Explaining ethical considerations related to counseling and financial remuneration

Task 8 Recognize and address impaired practice of self and others including:

Knowledge of and techniques to address:

- 1 Indications of impaired practice
- 2 Personal impairment
- 3 Signs of stress and burnout
- 4 Signs of compassion fatigue and vicarious trauma
- 5 Self-care strategies
- 6 Utilizing agency/professional resources

- 7 Advocating for supportive systems and assistance

DOMAIN III: Program Development and Quality Assurance

Task 1 Structure and facilitate staff education including:

Knowledge and Application of:

- 1 Recovery management models and the use of counseling interventions
- 2 Alternative counseling approaches and techniques
- 3 Defining training needs
- 4 Using motivational techniques to encourage participation
- 5 Employing a variety of education and training techniques

Task 2 Recognizing and understanding the limitations of evidence-based practices including:

Knowledge and Application of:

- 1 Fidelity/adaptation reviews
- 2 Evidence-based practices
- 3 Community needs assessment and cultural norms

Task 3 Develop strategies for enhancing client access, engagement, and retention in treatment including:

Knowledge and Application of:

- 1 Quality improvement standards
- 2 Engagement strategies
- 3 Empathic skills
- 4 Determining measurement metrics and tools
- 5 Monitoring and measuring client engagement and outcomes
- 6 Understanding special population needs
- 7 Identifying and addressing barriers to care

Task 4 Support and develop the agency quality assurance plan and comply with all monitoring and documenting requirements including:

Knowledge and Application of:

- 1 The role of the quality assurance plan in the provision of quality care
- 2 Quality improvement standards
- 3 The role of accreditation bodies regarding policies and procedures
- 4 Documentation/recordkeeping standards
- 5 Reviewing client charts for internal consistency and clinical quality

Task 5 Utilize referral sources and other community programs including:

Knowledge and Application of:

- 1 Locating, assessing, and using community resources
- 2 Professional relationship building
- 3 Networking models and strategies
- 4 Ethical standards related to referrals
- 5 Problem-solving and conflict resolution theories
- 6 Consensus-building strategies
- 7 Advocacy for required services
- 8 Collaboration

Task 6 Identify and assess program needs and develop a plan to improve clinical services including:

Knowledge and Application of:

- 1 Program needs assessment
- 2 Assessment theories, practices, and tools
- 3 Determining metrics and measurement tools
- 4 Applicable professional standards and codes
- 5 Role delineations in a multidisciplinary team
- 6 Developing staff competencies
- 7 Formulating program plans
- 8 Implementing program changes
- 9 Performing outcome measurements

Task 7 Perform crisis intervention and management including:

Knowledge and Application of:

- 1 The supervisors' role and responsibilities
- 2 Risk management and emergency policies and procedures
- 3 Supervisee role in crisis intervention and management
- 4 Incident debriefing
- 5 Reporting requirements

DOMAIN IV: Assessing Counselor Competencies and Performance

Task 1 Establish counselor role expectations including:

Knowledge and Application of:

- 1 Job duties
- 2 Counselor competencies and scope of practice
- 3 Performance indicators
- 4 Criteria and benchmarking used to evaluate job performance
- 5 Assessment tools and techniques for assessing clinical competence
- 6 Ethical standards
- 7 Gatekeeping functions of supervisors
- 8 Applicable policies, procedures, rules, and laws

Task 2 Understand supervision as a bi-directional evaluative process including:

Knowledge and Application of:

- 1 The role of the Clinical Supervisor evaluation
- 2 Tools for the Clinical Supervisor evaluation
- 3 The evaluative aspects of the supervisory working alliance
- 4 Giving and receiving feedback in a manner that promotes counselor development

Task 3 Assess supervisees' motivation, professional development, cultural, and clinical competence including:

Knowledge and Application of:

- 1 Competency assessment tools and strategies
- 2 Counselor developmental models
- 3 Assessing clinical competence
- 4 Assessing multicultural awareness and biases
- 5 Assessing supervisee motivation and suitability for the work
- 6 Evaluating supervisee progress on the individualized development plan

Task 4 Participate in performance recognition, disciplinary actions, and other personnel decisions including:

Knowledge and Application of:

- 1 Human resources policies and procedures
- 2 Credentialing, certification and/or licensing standards
- 3 Career development interventions and strategies
- 4 Writing job descriptions
- 5 Correlating job requirements to the job description

DOMAIN V: Treatment Knowledge

Task 1 Demonstrate an understanding of substance use disorders, co-occurring disorders, and self-help philosophy including:

Knowledge and Application of:

- 1 Alcohol and other drugs of abuse
- 2 Pharmacology
- 3 Self-help philosophy and traditions
- 4 Non-substance-related addiction disorders
- 5 Integrated healthcare
- 6 Co-occurring disorders

Task 2 Understand the principles and theories of addiction, addiction prevention and treatment, and treatment limitations including:

Knowledge and Application of:

- 1 Prevention strategies and research
- 2 Treatment models and applicability
- 3 Progression of substance use disorders
- 4 Withdrawal management
- 5 American Society of Addiction Medicine (ASAM) patient placement criteria
- 6 Substance use and addiction disorders resources and research
- 7 Assessment of readiness for change
- 8 Recovery and support programs
- 9 Harm reduction models
- 10 The addiction process and recovery management
- 11 Diagnostic and Statistical Manual (DSM)
- 12 Levels of intervention
- 13 Relapse prevention and continuing care
- 14 Bioassays (drug and alcohol testing and screening)
- 15 The continuum of care
- 16 Understanding the appropriate use and limitations of assessment and evaluation tools

Task 3 Understand the use of pharmacological interventions and interactions including:

Knowledge and Application of:

- 1 Pharmacological interventions
- 2 Drug interactions
- 3 Neuropharmacology
- 4 Assessing motivation of patient for pharmacological intervention

- 5 Integrating pharmacological interventions into treatment
- 6 Providing medication education and information