

**SUMMARY OF STANDARDS AND REQUIREMENTS
CERTIFIED INDIGENOUS CLINICAL SUPERVISOR IN ADDICTIONS (CICSA)**

This Certification level is available to applicants who either

- Are already certified with FNWACCB as Certified Indigenous Addictions Specialists at level III (CIAS III)
- Satisfy the standards and requirement of that certification
- Are certified at a level equivalent to ICAS III with another certification Board.

EDUCATION

Minimum four year degree B.SC/BA in the social or behavioural sciences (human services, counseling psychology, social work, psychology or other relevant field) from an accredited educational institution

For Quebec applicants, three (3) years *or more* baccalaureate or degree in social or behavioural Sciences (human services, counseling psychology, social work, psychology or similar field)

Education and experience requirements: In cases where the education requirement is more than compensated by the length of work experience in the field, ICBOC will give more weight to this experience, complemented by the portfolio of education/training and the Supervisor’s evaluation of the applicant.

WORK EXPERIENCE

HOURS

The work experience requirement for certification as a Clinical Supervisor is 4000 hours for a total of 10 000 hours in the field of addictions

A Masters or higher degree including a minimum of 30 hours education in topics directly related to the 8 competencies of a clinical supervisor will reduce the work experience requirement from 10000 to 6000 hours. However:

- There is no substitution for the 4000 hours of work experience in clinical supervision that are required.
- These 4000 hours must include a minimum of 200 hours of face-to-face clinical supervision.

10000

EDUCATION/TRAINING IN THE 8 COMPETENCIES OF A CLINICAL SUPERVISOR

HOURS

Counsellor evaluation

Professional Development of Staff

Supervisory Interventions and Education

Program Development

Management and Administration

Ethics and Decision Making

Documentation and Report Making

Direct Human Resource Management

40

FACE-TO-FACE CLINICAL SUPERVISION

HOURS

- Face to face is optimal
- Can occur in a group of staff to enhance overall learning
- Phone can be used as an adjunct in rural areas with majority face to face
- Telehealth can be used if available

200

CICSA - CONTINUING EDUCATION TOPICS RELATED TO CLINICAL SUPERVISION

10 Hrs

In one or a combination of these topics. Please note that this list of examples is not exhaustive

Models of Clinical Supervision

Team building skills

Time Management

Employee relations

Assessment & Evaluation/Methods & Standards

Management theories

Challenges in Clinical Supervision

Tools for effective Clinical Supervision

Mentoring

Leadership

Professional development issues

CICSA - ADDITIONAL SKILL SETS ASSOCIATED WITH THIS LEVEL OF CERTIFICATION

- Ability to negotiate performance objectives, to clarify roles, support counsellor evaluation, and ensure counsellor investment in the supervisory process;
- Capacity to assess skills, to identify the counsellor's areas of strength and weakness;
- Knowledge of generic counselling skills, to both model and demonstrate these for the counsellor within a specific frame of reference;
- Possess organizational skills, to ensure that supervision is consistent with the organization's management 'style', policies, and procedures;
- Knowledge and skills in record keeping, to consistently record decisions and accounts of behavior for performance measurement;
- Capacity to manage time in an effective manner to avoid burnout;
- Knowledge of case management, specific to determining the size and level of difficulty of case loads, as well as consistent monitoring practices;
- Knowledge of treatment planning, to ensure gaps in the planning process are attended to, and for monitoring appropriate treatment plans for each client;
- Ability to use of outside agencies and resources, to address gaps in service as identified.

CICSA - CULTURAL COMPETENCY

Cultural competency is an essential required component of all ICBOC certifications

- Ability to respect, implement and incorporate First Nations culture, beliefs, values and traditions in treatment, including separate and combined Sweat Ceremonies, Coming of Age Ceremonies and all other cultural/spiritual ceremonies.
- Ability to support and assist client participation in traditional and cultural aspects of spiritual recovery.
- Cultural competency is verified through the Supervisor's Evaluation and the References

NOTE: EDUCATION/TRAINING

The required addictions-specific and addictions related hours may be acquired through formal education programs at university or college level or through more informal training offered by independent trainers or training organisations (continuing education programs, workshops, seminars, single courses delivered through conferences, in-house or online).