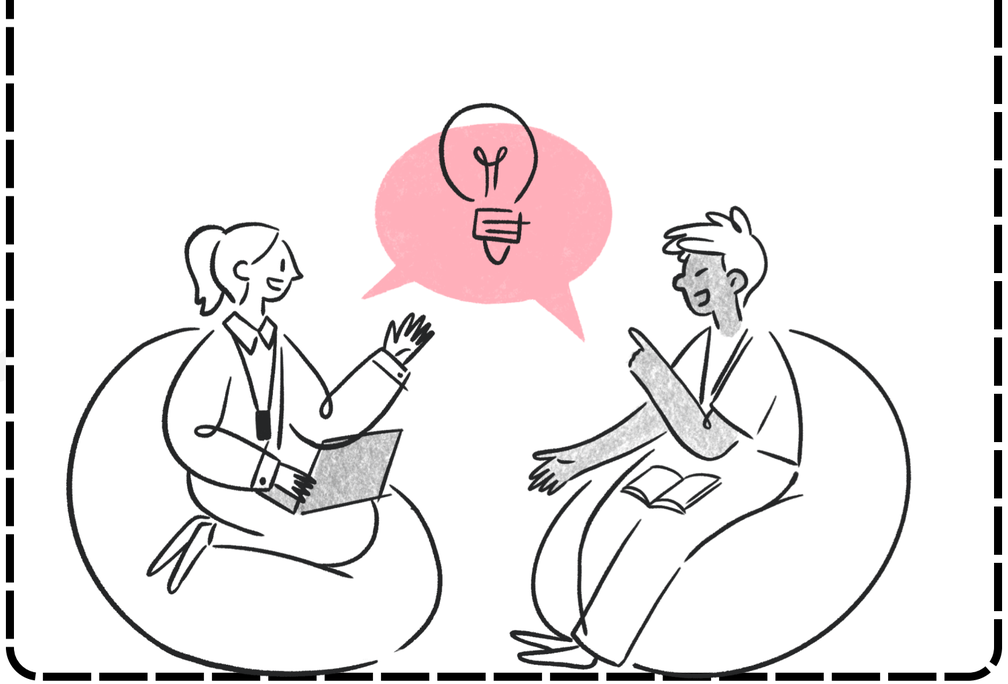
Reflective Supervision in ABA: Reflective Supervision and Client Outcomes in ABA



Part III:

How Reflective Supervision Impacts Treatment Fidelity, Service Quality, and Implementation



Presented By:

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In coordination with ABA Clubhouse

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Current:
Small business owner, Clinician, Presenter
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Working in field of disabilities support since 1997
BACB Certified since 2007
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Clinical work
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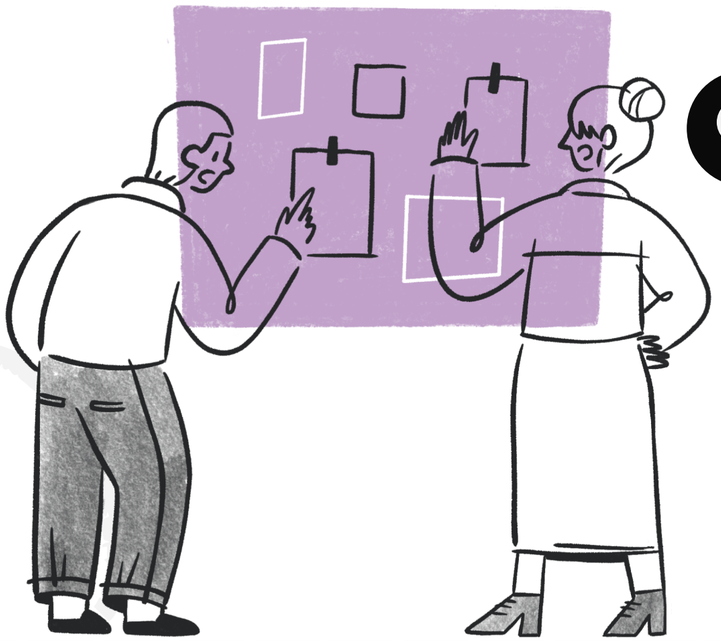
Reflection before Reaction

Learning Objectives

- Identify relationship between provider functioning and client outcomes
- Identify links between reflective supervision and treatment fidelity
- Apply reflective supervision to improve case conceptualization
- Develop a simple reflective supervision protocol



BACB Alignment



Personnel Supervision and Management

I.1. State the reasons for using behavior-analytic supervision and the potential risks of ineffective supervision (e.g., poor client outcomes, poor supervisee performance).
I.2. Establish clear performance expectations for the supervisor and supervisee.
I.8. Evaluate the effects of supervision (e.g., on client outcomes, on supervisee repertoires).

Selecting and Implementing Interventions

H.3. Recommend intervention goals and strategies based on such factors as client preferences, supporting environments, risks, constraints, and social validity.
I.5. Use performance monitoring, feedback, and reinforcement systems.
H.6. Monitor client progress and treatment integrity.

Review and Quick Discussion

Reflective Supervision

- Relationship-based
- Curiosity-driven
- Collaborative
- Focused on clinical reasoning and emotional awareness

Homework Follow-Up:

Practice a reflective dialogue during case discussions this month, note changes in team behavior, autonomy, and rapport-related behaviors

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Discuss:

In a short phrase tell how incorporating reflective dialogue affected supervisee/ staff interactions

Client Outcomes



Provider Functioning

Snowdon, Leggat & Taylor 2017

Key Take Aways:

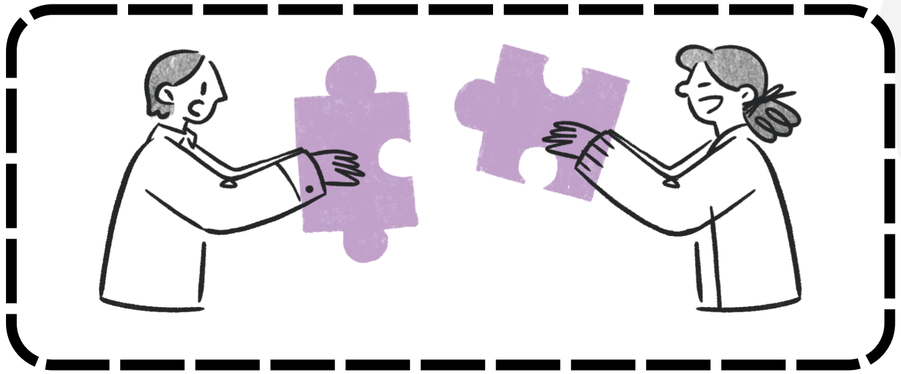
N: 17 studies evaluating; supervision of health professionals, efficacy of care, supervision model

Findings:

- RS had a positive impact on latency to implementation, quality and fidelity of intervention
- Administrative supervision impacted adherance to processes in controlled environments while incorporating RS were noted to improve care, adherence and repeatability
- Supervision did not impact patient satisfaction

Variables: health field, supervision modality, process adherence, process evaluation, implementation quality, patient perception of care

Scientifically: We need more studies comparing control/ no supervision, administrative, RS--but is this ethical? **BUT...**



Reflective Supervision and Treatment Outcomes



Hallinan & McMahon, 2023

4 month Reflective Supervision Pilot Group

An increased sense of resilience was another strong theme. This was defined in various ways such as having more energy, better motivation, increased competence/confidence and improved self-care. One person stated that:

> I felt energised after this particular session and I felt like I may be able to develop my skill set more through this process, which will translate into a more impactful service

One of the ways that the group supervision informed team member's practice was through developing a greater awareness of their own emotional processes when interacting with clients:

> I am more aware of my own internal processes and how I can impact on the client–practitioner dynamic.

On the experience of developing a greater sense of attunement to each client's needs, this person stated:

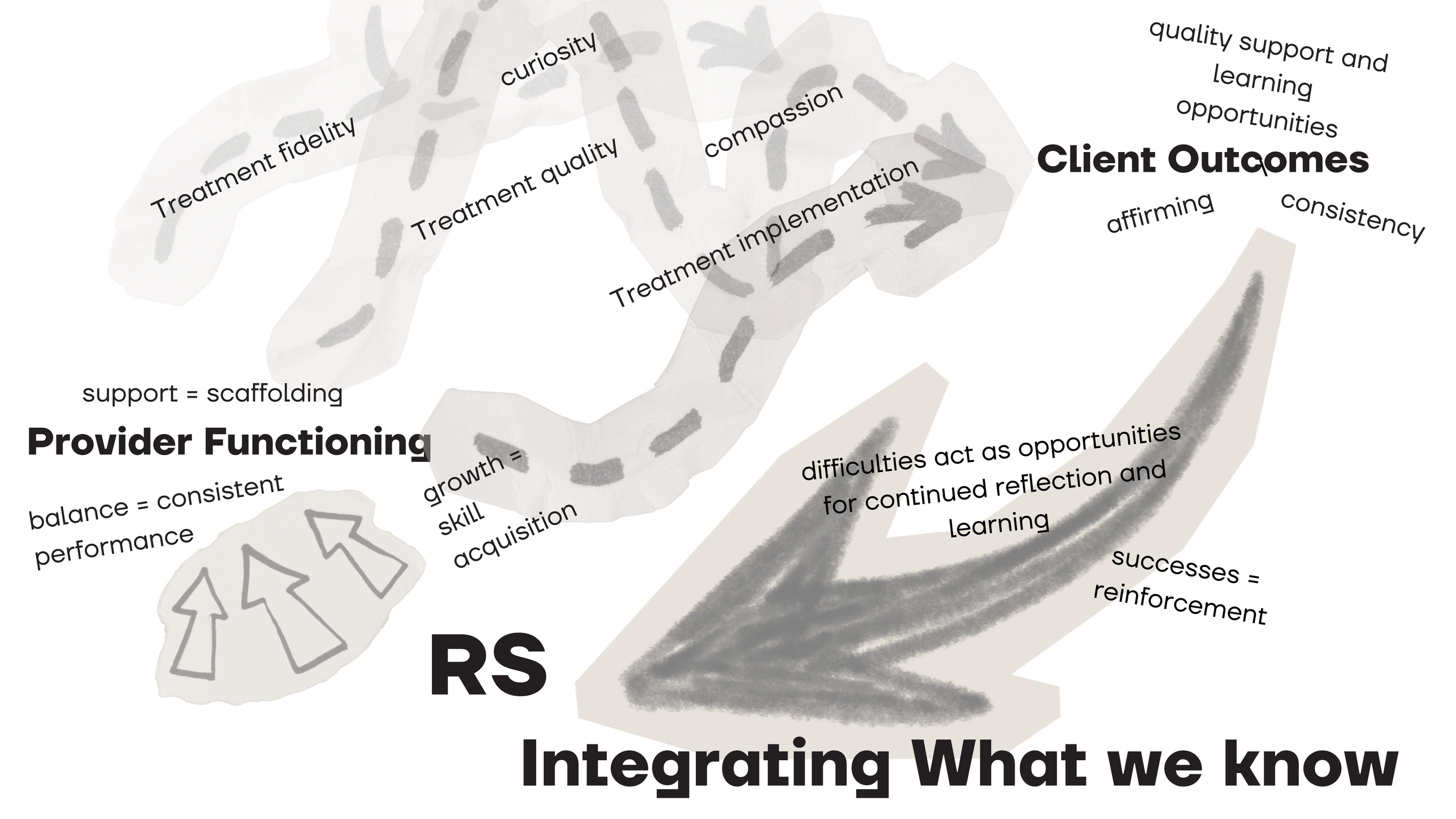
> I think I have an improved awareness of the varying pace at which we can support different individuals toward their goals. One person may have heightened sensory needs which can delay their ability to focus/ communicate & follow through on plans. Another individual may feel stuck & be struggling to make their own decisions as these have historically been made by family, services etc.

Another participant also reflected on the benefits of working through a rupture–repair process in supervision:

> An example is an alliance rupture that I brought to supervision in which the team rallied around the issue and with the supervisor's support led to me leaving with greater optimism around my relationship with this client.

Ravalier, et. al.
2022

- Review of 27 papers on RS and Social Work
- Explores service user positive outcomes:
  - professional self-ratings of service provision
  - relationship with service users
  - assessing service user needs
  - creating culture of client-centered practice



RS

Integrating What we know

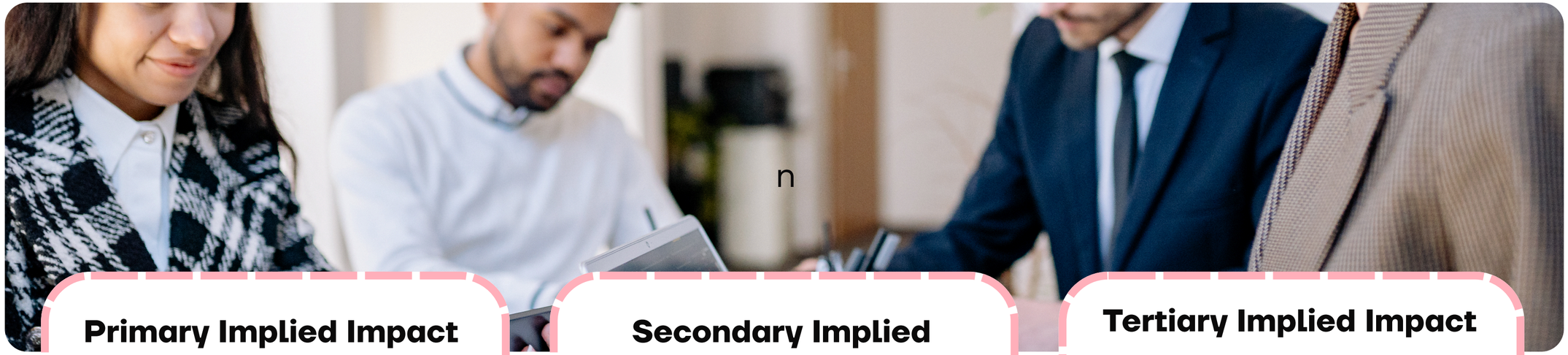
Huffhines, et. al. 2023

Child and Family Outcomes

Qualitative Studies.: No studies explored the impact of RS/C on young children and families directly. Three qualitative papers, however, provided initial evidence that RS/C may change how professionals interact with the families they serve, an important preceding step as positive, more effective relationships between providers and families may be a catalyst for change in parent and child behaviors (see papers marked with § in Table 2). In a sample of home visitors and teachers, participants spoke about how reflective supervision facilitated their ability to bring up difficult topics, and ultimately develop stronger relationships, with the families they served (Barron et al., 2022a). Similarly, teachers reported more positive teacher-parent relationships, improved ability to communicate and cope with challenges in interactions with families, and greater referrals to collateral services for families (Lepore, 2016). In a community mental health setting, reflective supervision was identified as a mechanism by which the quality of clinical care may improve (Williams et al., 2019).

These studies suggest potential positive effects for families, and ostensibly children, through improved interactions with providers who have experienced reflective supervision. However, these results are limited, and no studies have yet taken the final step of measuring child- or family-level outcomes directly.

Stakeholder benefits



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Primary Implied Impact

client-centered focus

curiousity in identifying and understanding client and stakeholder perspectives

Secondary Implied Impact

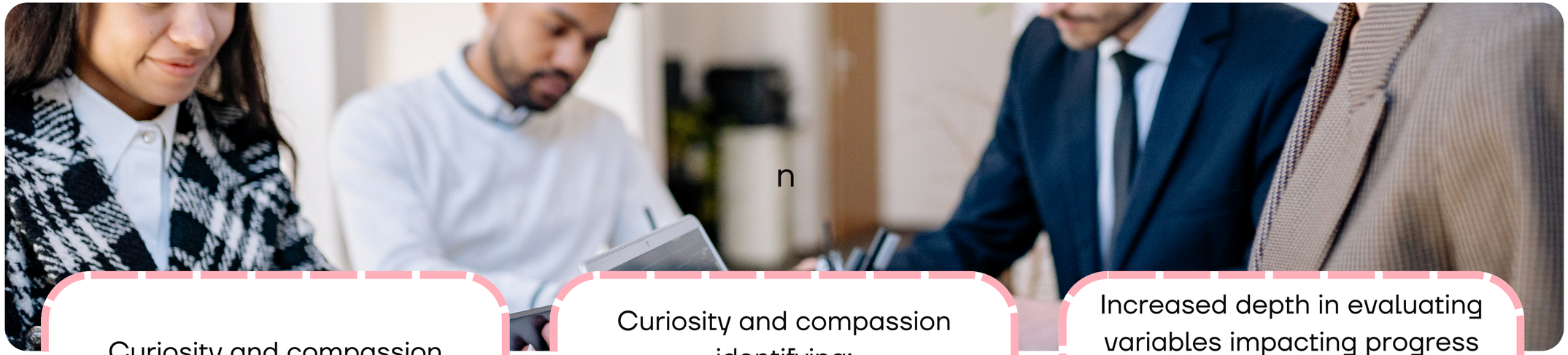
presentation of increased fidelity and quality of learned interventions

Tertiary Implied Impact

decreased stress of provider

decreased burn-out of provider

Improved Case Conceptualization



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Curiosity and compassion identifying:

- personal bias and triggers
- personal and environmental barriers to treatment,

Curiosity and compassion identifying:

- setting events,
- MOs, and
- antecedent patterns fully
- focus on understanding client and stakeholder perspectives

Increased depth in evaluating variables impacting progress with regard to:

- identifying setting events,
- MOs, and
- antecedent patterns
- understanding client and stakeholder perspectives

Developing Reflective Supervision Protocols

Sample RS Flow

- Set/ remind of expectations (especially when starting)

- Mindfulness or Centering Exercise
- Case Presentation
- Reflective Discussion
- Decision Exploration
- Next Step Planning



**Plan to make mistakes and interrupt previously reinforced patterns

Thank you so much



Without reflection, we go blindly on our way, creating more unintended consequences, and failing to achieve anything useful.

— Margaret J. Wheatley

Please take a moment to provide feedback

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Questions

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