Chapter Title	Chapter #		Subject #
Human Resources	HR		524
Subject Title	Adopted	Last Revised	Reviewed
Supervision	11/29/04	10/28/19	6/23/05; 4/24/06; 3/23/09;7/12/10; 5/23/11; 5/29/12; 6/24/13; 8/25/14; 8/31/15; 8/22/16; 9/25/17; 9/24/18; 10/28/19

POLICY

Application

This policy shall apply to all employees, volunteers, interns, trainees, and contracted personnel of The Right Door for Hope, Recovery and Wellness.

1.0 Supervision

The Right Door for Hope, Recovery and Wellness 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 MDHHS Performance Indicators, Board-approved outcomes and program indicators in the areas of effectiveness, efficiency, access, satisfaction of persons served, and 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.

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References
CARF Manual Program/Service Structure Section, Supervision Standards

Nancy Patera, Board Chairperson	Date		