

An Exchange of Ideas

The Supervisor-Intern
Connection in a School Setting

Julie French & Emily Schiro



Let's process.

Did you notice any central themes? Connections?

What stood out to you?

How does this tie into the role of a school counselor?

- Students? Teachers? Parent(s)/guardian(s)?

How could this be applied to the intern-supervisor relationship?

What is your takeaway?

Objectives

- ❑ Gain better sense of why the intern-supervisor connection is mutually beneficial
- ❑ Learn strategies to build and maintain rapport within the intern-supervisor relationships
- ❑ Understand how using individual strengths in a collaborative manner can have a profound impact on a school counseling program

Genoa-Kingston High School

“Preparing students to excel and contribute to their community.”

- Genoa, IL- small, rural town up north
- Student body- 608 total
- Student/teacher ratio- 20:1
- Guidance Office Team
 - Counselors (2) - 304:1
 - Interns (2)
 - Social Worker
 - Intern
 - Psychologist
 - Diagnostician
 - Secretary



The Intern-Supervisor Connection

It is mutually beneficial.



Breakout into groups of 2-3

- Try to have at least one graduate student and one counselor per group

- Discuss the following (3-5 minutes)
 - Positive outcomes of being an intern or supervisor
 - How can this be beneficial?
 - Potential challenges
 - Any specific experiences (if you have any)



The Benefits

- Interns get the real-world experience that is vital to their counselor-identity development (Bernard & Goodyear, 2009)
 - Important to self-efficacy and confidence in abilities (Springer et. al., 2016)
- Supervisors are able to cultivate their mentoring and feedback skills
 - Practice consultation as part of professional development experience (Stahl-Ladbury, 2012)

The Intern-Supervisor Connection

Building and maintaining rapport
within this relationship is key.





Keys to Success

- Trust
 - Role ambiguity (Protivnak & Davis, 2008)
 - Decreased self-confidence
 - Trouble building rapport with others
 - Increased anxiety and burnout
- Open and clear communication
 - Constructive feedback
 - Reflection
- Organization and alignment
 - ASCA Standards (Leuwerke, et. al., 2008)
- Autonomy
- Support
- Collaboration

Activities

- Establish a contract (Gibson, 2009)
- Support intern in building connections with other school personnel
- Reflection questions
- Weekly meetings to discuss and exchange ideas
 - In school
 - Out of school
- Get involved in school activities together

The Intern-Supervisor Connection

It has an impact on the school
counseling program.



Every Piece has its Place



- Get into small groups with different people
- Every group gets one puzzle
 - Blank pieces
 - Pieces with words
 - Sharpie
- Collaborate with group members to identify the missing pieces that would have an impact on the school counseling program (5-10 minutes)

Share your thoughts!

Collaborative Efforts

- SAT Prep presentation
- Groups
 - College Readiness
 - Academic Achievement
- Project Connect
- Social/emotional activities
 - Mindfulness jars

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