



**Bureau of
Substance
Addiction
Services**

**You are invited to apply for BSAS
Supervisors Community of Practice
pilot.**

There are two Virtual Communities of Practice (CoP) designed for:

1. Clinical Supervisors at BSAS outpatient programs
or
2. Non-Clinical Supervisors at Co-occurring Capable (COC) Programs

Objectives include:

- Identify strategies for supporting clinical staff during high turnover.
- Describe the key elements of trauma-informed and culturally competent supervision.
- Participate in group discussions to foster a shared identity among supervisors.
- Reflect on personal supervision practices and identify areas for improvement.

Commitment:

Eight 60-minute sessions and 1.5-2 hours of activities outside meetings, including:

- Submitting a bio and completing a pre-CoP survey
- Short reflections after each session
- A follow-up survey and evaluation at the program's end

Meeting Schedule:

- Non-Clinical Supervisors: Tuesdays, 2:00 PM - 3:00 PM starting February 25, 2025
- Clinical Supervisors: Wednesdays, 12:00 PM - 1:00 PM starting February 26, 2025

[Apply here](#) By Wednesday February 5, 2025

Questions: contact your regional manager or email laura.crosby@mass.gov or maggi Giles33@gmail.com.

Incentives:

Participants receive stipends/gift cards: \$25 per session attended and a \$50 bonus for completing all surveys and activities (up to \$250 total).

Frequently Ask Questions

Who is the Virtual Community of Practices designed for?

These Virtual Communities of Practice are for:

1. a Clinical Supervisor at a BSAS outpatient or
2. a Non-clinical Supervisor at a Co-occurring Capable(COC) Program.

What technology is needed?

Participants will need Zoom for eight sessions and must use audio and video. While no sensitive clinical cases are discussed, members should join from a private space to minimize distractions.

What is the time commitment?

Outside the eight 60-minute sessions, participants will spend 1.5–2 hours total on activities such as:

- Submitting a brief bio and completing a survey before the CoP
- Completing short reflections after each session.
- Completing a follow-up survey and evaluation at the end.

Will Continuing Education credits be offered?

Participants will earn 1 CE per session, with a minimum of six sessions required to qualify for credits.

Can I attend part of the series?

Participants must attend at least six sessions to remain active in the community and qualify for CE credits.

Does this count as supervision? No, this is a peer learning space for general supervision concepts, not for supervision or individual case consultations.

Are there quizzes or tests?

No. Participants are not graded. Feedback surveys are offered, and compensation (e.g., a gift card) will be provided upon completing the series and surveys.

Will the program be evaluated?

Yes, feedback will be gathered via brief polls and a final evaluation. Data will remain de-identified and aggregated.

Can I get support between sessions?

Yes! The facilitator is available via email, phone, or Zoom throughout the series.