

## **Supervision of Nurse Coaches - Policy Statement**

### **Definition and Process of Nurse Coach Supervision**

1. Nurse Coach Supervision is defined as assisting the supervisee in developing expertise in methods of nurse coaching practice and in developing self-appraisal and professional development strategies. Nurse Coach Supervision shall comply with guidelines developed by the Board.
2. The process of Nurse Coach Supervision shall encompass multiple strategies of supervision, may include including regularly scheduled live observation of counseling sessions and review of audiotapes and/or videotapes of counseling sessions. The process may also include discussion of the supervisee's self-reports, micro-training, interpersonal process recall, modeling, role-playing, and other supervisory techniques.

### **Acceptable Nurse Coach Supervisor**

1. Nurse Coach Supervisees beginning their supervised professional coaching shall be supervised by a Nurse Coach certified by this Board.
2. A Nurse Coach Supervisor shall not be related to the supervisee in any of the following relationships: spouse, parent, child, sibling of the whole- or half-blood, grandparent, grandchild, aunt, uncle, present step-parent, or present step-child.

### **Role of the Supervisor**

1. The Nurse Coach Supervisor shall provide nurturance and support to the supervisee, explaining the relationship of theory to practice, suggesting specific actions, assisting the supervisee in exploring various models for practice, and challenging discrepancies in the supervisee's practice.
2. The Nurse Coach Supervisor shall ensure that the coaching clinical contact is completed in appropriate professional settings and with adequate administrative and clerical controls.
3. The Nurse Coach Supervisor shall ensure the supervisee's familiarity with important literature in the field of Nurse Coaching in order to adhere to evidence-based practice.
4. The Nurse Coach Supervisor shall model effective professional coach practice and ethical behavior.

### **Confidentiality & Privacy Policy**

The law protects the relationship between a Nurse Coach Supervisee and a Nurse Coach Supervisor, and information cannot be disclosed without written permission. Exceptions include:

- Suspected child abuse or dependent adult or elder abuse, which is required by law to report this to the appropriate authorities immediately.
- If a nurse coach supervisee is threatening serious bodily harm to another person/s, the nurse coach supervisor must notify the police and inform the intended victim.

- If a nurse coach supervisee intends to harm himself or herself, the supervisor will make every effort to enlist their cooperation in ensuring their safety. If they do not cooperate, the nurse coach supervisor will take further measures without their permission that are provided to me by law in order to ensure their safety.

### **Nurse Coach Supervision Disclaimer Statement**

The Nurse Coach Supervisor names on this site are offered only as a public service to the AHNCC web community. It is the responsibility of the Nurse Coach Supervisor to contract with the Supervisee for terms of their contract. If no longer in a Supervisory capacity, it is the responsibility of the Supervisor to contact AHNCC for exclusion to this database.

AHNCC is not responsible for the outcomes of the Nurse Coach Supervisor/Supervisee relationship.