

JFK Professional Development Series

FRIDAY EVENING, June 17 & Saturday June 18, 2011

***EVIDENCE – BASED CLINICAL
SUPERVISION IN
REHABILITATION &
OTHER HEALTH CARE SETTINGS***

Gerard Costa, PhD
Peter Kovacek, PT, DPT, MSA
Paige Shaughnessy, PhD, CCC-SLP
Catherine N. Colucci, MA, OTR
Genevieve Pinto Zipp PT, EdD

Pre-Conference Workshop . . . Friday Afternoon, June 17, 2011
Mentoring & Supervising the Generation Mix

Paige Shaughnessy, PhD, CCC-SLP

Sponsored By:

The JFK Johnson Rehabilitation Institute

JFK

JOHNSON
REHABILITATION
INSTITUTE

Dedicated to Service Excellence!

**JFK Conference Center
70 James Street
Edison, NJ 08820**

This program is partially funded by a Clinical Education and Research Partnership Grant from the School of Health and Medical Sciences at Seton Hall University.



**Evidence - Based Clinical Supervision in Rehabilitation &
Other Health Care Settings
Friday & Saturday, June 17 & 18, 2011**

Course Description

The projected future demand for rehabilitation professionals will require clinicians to continuously refine their supervisory skills if they are to effectively develop students and clinical staff. While clinical supervision and professional mentorship involve mastery of specific technical and interpersonal skill sets, learning to be an effective supervisor is often a process that presents challenges throughout one's career. In fact, clinical supervision may increasingly be viewed as a dynamic process that changes with the stages of one's professional growth and the evolving health care environment. Changes in health care policies and legislation, patient safety and other compliance requirements, new clinical approaches, evolving technologies, and salient financial issues have additionally converged to create new demands and expectations that impact clinical supervision.

In order to meet this educational need, the JFK Johnson Rehabilitation Institute (JFK-JRI) has been awarded a grant by the Seton Hall University School of Health and Medical Sciences (SHU-SHMS) to conduct a project for clinicians within the rehabilitation disciplines, titled "Evidence-Based Supervision In The Rehabilitation Setting." This conference is a component of this grant. It is designed to fill a current learning gap by providing information on the accumulating body of scientific evidence with respect to the practice of clinical supervision. As such, it is appropriate for both new clinical supervisors who have had limited opportunity to develop their supervisory skills, as well as experienced clinical supervisors who would like to enhance their current skill levels by incorporating the new research into their supervisory practices.

Educational Objectives

At the conclusion of this educational activity, participants should be able to:

1. Define evidence-based supervision.
2. Describe reflective-practice.
3. Discuss the concept of relationship-based interventions.
4. Discuss effective strategies for ongoing evaluation within a mentoring relationship.
5. List elements of supervision that define it as a distinct evidence-based area of practice.
6. Identify the essential functions of effective supervision.
7. Discuss assessment-based decision-making in the supervisory process.
8. Discuss different styles of supervision based on the knowledge and skill of the supervisee.
9. Identify one's own communication style.
10. Develop strategies for using knowledge of communication styles of others to resolve differences.
11. Explain how insight into generational differences can be used to facilitate communication, mutual respect, and reciprocal life-long learning.
12. Identify the components of successful productivity and outcome management programs as defined by managers, workers and workgroups.
13. Differentiate between quality and quantity factors in the design of productivity and outcome management programs.
14. Examine methods to integrate productivity monitoring and clinical effectiveness into the routine management procedures of the department.
15. Discuss the impact of managed care on the quality and productivity requirements of therapy departments.
16. Identify common strategies that lead to worker and workgroup success.
17. Differentiate between management and leadership.
18. Develop a personal plan of action to enhance managerial effectiveness.
19. Discuss a framework for the development of the scholarship of teaching and learning in the clinical environment.

Participants will be asked to anonymously complete pre and post tests and at the conclusion of the conference to self-assess achievement of objectives and to evaluate the effectiveness of the conference. Additionally, as part of the research grant process, participants may be invited to volunteer to complete surveys on items related to mentorship/leadership. All collected data will be shared in aggregate form only and the anonymity of the participants will be maintained.

Audience

- | | | |
|---------------------------|--------------------------------|----------------------------------|
| • Physical Therapists | • Speech-Language Pathologists | • Psychologists |
| • Occupational Therapists | • Audiologists | • Social Workers |
| | • Rehabilitation Counselors | • Other Healthcare Professionals |

Friday Afternoon, June 17, 2011 . . . Pre-Conference Workshop . . . Mentoring & Supervising the Generation Mix

Faculty: Paige Shaughnessy, PhD

Description: Generations have always had their differences, but never before have there been four generations trying to coexist in the same working environment. This interactive conference will lead participants to discover the forces that shape each generation's values, and will address ideas for transforming generational challenges into opportunities for growth.

Education Objectives: At the conclusion of this educational activity, participants should be able to:

- 1) Define the multifaceted forces that shaped each of the four generations currently in the workforce.
- 2) Discuss critical differences between generations.
- 3) Describe how knowledge of values, attitudes, and behavioral differences can be used to facilitate effective mentoring and supervision.

Program:

1:00-1:30pm	Registration/Light Refreshments	2:25-3:25	Characteristics of Millennials – Culture, Values, and Learning Styles
1:30-2:00	Generation Defined-Silent Gen X	3:25-4:15	Management of Values, Attitude, and Behavioral Differences
2:00-2:25	Evolution of Generational Values		

**Evidence - Based Clinical Supervision in Rehabilitation &
Other Health Care Settings
Friday & Saturday, June 17 & 18, 2011**

Friday Evening, June 17, 2011 . . . Evidence-Based Clinical Supervision in the Rehabilitation Setting

Program

4:30-5:00pm **Registration / Light Dinner**

5:00-5:15pm **Opening Remarks / Conference Rationale & Design - Carole Kolber, PhD & Anne Eckert, AuD, MBA, CCC/A**

I. RELATIONSHIP-BASED COMPONENTS

5:15-7:00pm - **Promoting Reflective Practice Within Clinical Supervision: The Importance of Reflecting on the Challenges of Helping Relationships - Gerard Costa, PhD**

The importance of "Reflective Practice" is emerging as a critically important element of education and practice in a wide range of professions, particularly the helping professions. There appears to be growing recognition, supported by the neurosciences, that affective responses influence the ways in which professionals think and behave. This presentation will examine the importance of "relationship-based" intervention, and through presentation, discussion, video vignettes, and other activities, define "reflective practice", illustrate its uses, and offer strategies to promote reflection in new and experienced staff. It will also stress the importance of reflecting on the total client/patient and family, the establishment of appropriate supervisor/supervisee and client/patient boundaries, and suggestions for learning from meaningful experiences.

7:00-7:15pm **Break**

7:15-8:45pm - **Essential Ingredients for an Effective Supervisory Relationship - Part A - Evidence From Evidence-Based Supervision
Paige Shaughnessy, PhD, CCC-SLP**

Supervision involves both teaching and management; yet, clinicians are often thrust into the role of supervisor with little or no training. Lacking formal or informal preparation for the supervisory process, most professionals in this position fall back on the methods modeled by their own former supervisors. In doing so, they operate without benefit of the knowledge available in the current literature. In the first segment of this two part workshop, participants will be presented with issues related to supervision as a discipline, and will gain an understanding of the basic functions of effective supervision. They will learn to make supervisory decisions that promote an effective supervisory environment. (Part B will focus on Effective Communication and will be the opening talk on Sat. June 18).

***Faculty**

Catherine N. Colucci, MA, OTR, Director of Clinical Education, Occupational Therapy Program, SHUSHMS.

Gerard Costa, PhD, Director, YCS Institute for Infant and Preschool Mental Health; Clinical Assistant Professor, Department of Psychiatry, University of Medicine and Dentistry of New Jersey, East Orange, NJ.

Peter Kovacek, PT, DPT, MSA, Owner, President and Chief Executive Officer, Kovacek Management Services, Inc. & 1st Choice Physical Therapy, LLC; In Home Rehab, LLC; Long Term Care Rehab Management, LLC, Harper Woods, Michigan.

Genevieve Pinto Zipp, PT, Ed.D, Associate Professor, Department of Graduate Programs in Health Sciences, SHUSHMS.

Paige Shaughnessy, PhD, Professor and Graduate Program Director, Department of Communication Sciences and Disorders, School of Allied Health Professions, Loma Linda University, Loma Linda, CA

***Planning Committee**

Catherine N. Colucci, MA, OTR, (See Faculty Listing)

Irene De Masi, PT, DPT, Director of Clinical Education, Department of Physical Therapy, SHUSHMS.

Pragati Duttaroy, PT, DPT, Clinical Director & Clinical Education Coordinator/Physical Therapy, JFK-JRI.

Shelley Levin, Clinical Director & Clinical Education Coordinator/Occupational Therapy, JFK-JRI.

Genevieve Pinto Zipp, PT, Ed.D, (See Faculty Listing)

Patricia A. Remshifski, MS, CCC-SLP, Assistant Professor, Department of Speech-Language Pathology, SHUSHMS.

Kristie Soriano, MS, CCC-SLP, Coordinator/Clinical Director, Speech Language Pathology, JFK-JRI; Adjunct Faculty, Kean University, NJ.

Moderators/Program Committee Chairs:

Kolber, Carole, PhD, Administrative Director, Professional Development & CME, JFK-JRI; Clinical Assistant Professor, Health Sciences, SHUSHMS.

Eckert, Anne, AuD, MBA, CCC/A, Administrative Director, Rehabilitation, JFK-JRI; Adjunct Faculty, Montclair State University, Montclair, NJ.

*JFK Johnson Rehabilitation Institute, Edison, NJ (JFK-JRI); Seton Hall University School of Health and Medical Sciences, South Orange, NJ (SHUSHMS)

Educational Information

Certificates will be awarded to the participants who attend the conference and submit completed evaluation forms. The number of credits for continuing education (CEs) awarded will be based upon the number of conference hours attended and the requirements of the specific accreditation body.



JFK Johnson Rehabilitation Institute is approved by the Continuing Education Board of the American Speech-Language-Hearing Association (ASHA) to provide continuing education activities in speech-language pathology and audiology. See course information for number of ASHA CEUs, instructional level and content area. ASHA CE Provider approval does not imply endorsement of course content, specific products or clinical procedures.

This course is offered for up to 1.4 ASHA CEUs (Intermediate level, Professional area).

JFK Johnson Rehabilitation Institute is an **AMERICAN OCCUPATIONAL THERAPY ASSOCIATION**

(AOTA) Approved Provider of Continuing Education. This program is offered for 1.4 CEUs (Introductory level / Content Focus: Professional Issues: Supervision). The assignment of AOTA CEUs does not imply endorsement of specific course content, products, or clinical procedures by AOTA.



JFK Johnson Rehabilitation Institute is approved by the **American Psychological Association** to sponsor continuing education for psychologists.

JFK Johnson Rehabilitation Institute maintains responsibility for the program and its content.

This program is pending approval by the National Association of Social Workers for continuing education contact hours.

An application for CEUs has been made to the following accreditation bodies: ▶ New Jersey State Board of Physical Therapy Examiners
▶ Certified Rehabilitation Counselor Certification

**Evidence - Based Clinical Supervision in Rehabilitation &
Other Health Care Settings
Friday & Saturday, June 17 & 18, 2011**

Saturday, June 18, 2011

Program

I. Relationship-Based Components . . . Continued

7:30-8:00am - **Continental Breakfast**

8:00-9:30am - **Essential Ingredients for an Effective Supervisory Relationship – Part B – Effective Communication**
Paige Shaughnessy, PhD, CCC-SLP

Communication is perhaps the key ingredient for an effective supervisory environment. Particular attention will be given to the communicative acts of listening and speaking. This interactive segment will provide the tools for discovery of one's own communication and unique behavioral styles. It will then demonstrate how this self-knowledge can be used to facilitate flexible communication strategies for conflict resolution. Participants will also examine events and trends that shape generations and address value differences between today's young professionals and those who supervise them.

9:30-9:45am **Break**

**II. Job Expectations: Achieving Clinical Excellence
Within Today's Health Care Environment**

9:45-10:45am - **A Proactive Approach to Performance Evaluation**
Catherine N. Colucci, MA, OTR

Ongoing evaluation of clinical performance in a mentoring relationship contributes to professional development and is a primary responsibility of the supervisor. This session will provide strategies for compiling meaningful data on performance, asking clinical questions, providing feedback, and conducting a formal review. Participants will understand the legal requirements of due process and will take home tools for guiding performance improvement.

10:45-12:30pm - **Improving Productivity without Sacrificing Quality**
Peter Kovacek, PT, DPT, MSA

This presentation will consist of group discussion, interactive learning sessions, and presentation of information designed to improve the management skills of the rehabilitation manager with respect to the successful development and utilization of clinical efficiency and productivity programs. An emphasis will be placed on worker and workgroup success strategies. Cases will focus on the examination of barriers to success commonly found when these programs are being initiated. Other issues to be discussed include the following: productivity and quality as integral parts of department management, components of successful productivity and successful outcomes management programs, barriers to program success, and the impact of managed care on productivity programs and clinical efficiency. The concepts are designed to benefit novice and experienced supervisors/managers and staff in any of the rehab disciplines.

12:30-1:15pm **Lunch**

III. Moving to A Higher Level: Developing Leaders & Scholars

1:15-2:30pm - **High Power Rehabilitation Management**
Peter Kovacek, PT, DPT, MSA

This presentation is designed to illustrate the characteristics of successful managers, workers and workgroups. It will differentiate between management and leadership and identify common strategies that lead to worker and workgroup success. Through presentation, discussion, and case studies, participants will have an opportunity to examine the impact of stress and frustration in the everyday world of the manager and be guided in developing a personal plan of action to enhance their managerial effectiveness.

2:30-2:45pm **Break**

2:45-4:00pm - **The Practice of Scholarship in a Mentoring Model of Clinical Supervision**
Genevieve Pinto Zipp PT, EdD

As clinicians treating diverse patient populations, we practice our "craft" integrating the best evidence based practices and principles surrounding teaching and learning. As clinical educators, the process involved in the mentorship of professional level students is truly an active learning experience for both the mentee and the mentor. Often the process is a challenging one which can lead to limited active learning for both the mentee and mentor. This presentation will explore a framework for the development of the scholarship of teaching and learning in the clinical environment invoking active learning and reflective skepticism. The 3 active learning tenets associated with the framework that will be explored include: (1) the infusion of Evidence Based Practice and Practice Based Evidence in the mentorship of students; (2) the merging of learning styles and mentorship strategies; and (3) the utilization of teaching and learning strategies in the clinical environment.

4:00-5:00pm - **Panel Discussion / Questions & Answers / Survey Completion**

REGISTRATION INFORMATION

REGISTRATION FEE INCLUDES: • *Conference Workbooks and Handouts* • *Daily Continental Breakfast, Buffet Luncheon and Refreshment Breaks.*
 (Wherever possible, efforts will be made to accommodate special dietary requests, if indicated on registration form).

Early registration will be accepted until **Thursday / May 19, 2011**. Regular registration will be applicable after this date. **CANCELLATION POLICY:** Cancellations and requests for refunds will be accepted until the **June 2, 2011** registration deadline **minus a \$60 non-refundable administrative fees.** (No Refunds Will Be Granted After June 2, 2011).

Please Note: Attendance will be strictly limited. Early enrollment is strongly advised.

Special discounted rate available for two or more registrants registering for the same offering.* Discounted rate is available as follows:

Two or More Registrants (Same Offering Only).....5% Off * *Registration Forms must be submitted together*

Additional discounts offered for larger group registrations. Please contact our office for details. Professional Development & CME / tel: 732-632-1570 • fax: 732-767-2967

Please Note: In the event of course cancellation by JFK, the full registration fee will be refunded. JFK Medical Center/JFK Johnson Rehabilitation Institute regrets that in the event of cancellation, we are not able to assume liability for travel and lodging costs incurred.

For further information, please telephone **Marianne Mohary** at 732-632-1570. You may fax us at 732-767-2967 or E-mail: mmohary@solarishs.org

Please Complete the Conference Registration Form Below, and Mail With Check or Credit Card Number to:

MARIANNE MOHARY/PROFESSIONAL DEVELOPMENT & CME / JFK JOHNSON REHABILITATION INSTITUTE
65 JAMES STREET / EDISON, NJ 08818 • PHONE: 732-632-1570 • FAX: 732-767-2967 • E-MAIL: mmohary@solarishs.org

PLEASE MAKE CHECKS PAYABLE TO: JFK MEDICAL CENTER

****Registration confirmations will be via e-mail only from: mmohary@solarishs.org.** Registrants are kindly requested to provide an e-mail address which they access on a regular basis. Your cooperation in printing legibly will help to ensure that you receive all registration follow-up information.

CONFERENCE REGISTRATION FORM

EVIDENCE – BASED CLINICAL SUPERVISION IN REHABILITATION & OTHER HEALTH CARE SETTINGS
FRIDAY & SATURDAY, JUNE 17 & 18, 2011

JFK Conference Center ♦ 70 James Street ♦ Edison, NJ 08820

(Please print or type name and credentials **EXACTLY** as you would like it to appear on the certificate of attendance.)

Name _____ (Credentials) _____

E-MAIL ADDRESS _____

Registration confirmations will be via e-mail only from: mmohary@solarishs.org

Mailing Address _____

City _____ State _____ Zip _____

Employer* _____

Employer City/State _____

Daytime Phone # _____ Fax # _____

Special Needs and Dietary Requests _____

(If we are unable to accommodate your request, we will contact you)

*If Solaris, Please Indicate Dept. _____

Ask Supervisor to Initial and Send to: **Marianne Mohary in Professional Development & CME**
 (Please Note: Registrations will not be processed without signed approval)

Please Check One	Early Bird	Regular
<input type="checkbox"/> OPTION I Fri. Eve. & Sat. / June 17 & 18, 2011 [ONLY] EVIDENCE – BASED CLINICAL SUPERVISION IN REHABILITATION & OTHER HEALTH CARE SETTINGS	(By 5/19/11) \$225	\$245
<input type="checkbox"/> OPTION II Fri. Eve. & Sat. / June 17 & 18, 2011 & Fri. Afternoon / June 17, 2011 EVIDENCE – BASED CLINICAL SUPERVISION IN REHABILITATION & OTHER HEALTH CARE SETTINGS & Pre-Conference Workshop . . . Mentoring & Supervising Within the Generation Mix* *Please refer to bottom of course description page [1 st panel of this brochure] for full workshop content	\$295	\$325

If Discount Applies • Percent Discounted _____ %
 Dollar Amount of Discount \$ _____
 TOTAL PRICE (After Subtracting Discount) \$ _____
 Enclosed Tuition Fee: \$ _____

Method of Payment: _____ Check Check #: _____

_____ Credit Card / Cards we accept: _____ Visa _____ MasterCard

Credit Card #: _____ Exp. Date _____

Three digit security code on back of credit card _____ First three digits of billing address for card _____

Credit Card Authorization (Please sign) _____



65 James Street
Edison NJ 08818

JFK Johnson Rehabilitation Institute Presents:
**Evidence-Based Clinical Supervision in the Rehabilitation
Setting (June 17 & 18, 2011)**
Location: 70 James Street, Edison, NJ 08820
Open Immediately for Details & Registration Information!

Travel Information

The JFK Johnson Rehabilitation Institute at JFK Medical Center, an affiliate of Solaris Health System, was established in 1974, and since that time has grown to become New Jersey's most comprehensive rehabilitation facility, with extensive inpatient and outpatient services. Its programs are designed to address the physical, psychological, social and vocational potential of each patient, with a goal of maximizing independence. Aggressive stroke rehabilitation is offered, including physical and occupational therapy, cardiac and pulmonary rehabilitation, chronic pain, vocational and occupational services, audiology and speech pathology.

The JFK Conference Center, 70 James Street, Edison, NJ, 08820, is conveniently located in Central New Jersey, 45 minutes from midtown Manhattan, 20 minutes from Newark International Airport and 2 miles from the METROPARK train station (Iselin, NJ) which services Amtrak and NJ Transit lines. The Center is also readily accessible from the Garden State Parkway and the New Jersey Turnpike. Directions will be emailed with confirmation information.

Hotel Registration Form

Evidence-Based Clinical Supervision in the Rehabilitation Setting (June 17 & 18, 2011)

HOTEL ACCOMMODATIONS

A block of rooms has been reserved at the Crowne Plaza Edison, New Jersey until **Thurs. /June 2, 2011** for the above **Course** at the following special conference rate:
(Please mention JFK and the conference title when making reservations)

Monday - Wednesday.....\$129 per night
Thursday - Sunday..... \$ 99 per night

The hotel will provide complimentary shuttle service to and from the JFK Conference Center, if you indicate your need below*. (Check availability & scheduled pick-up times at the front desk upon arrival). Kindly return hotel registration form to: CROWNE PLAZA EDISON, 2055 LINCOLN HWY, EDISON, NJ 08817

(Please print or type)

Name _____
Employer _____
Phone _____
Fax _____
Mailing Address _____
City _____ State _____ Zip _____
Date of Arrival _____
Date of Departure _____
Shuttle Service: Indicate conference date(s) & am or pm time you will be using the hotel shuttle below: _____
*Special Needs _____

ROOMS WILL BE HELD UNTIL 4 P.M. ON THE DATE OF CHECK IN UNLESS GUARANTEED. ALL MAJOR CREDIT CARDS ARE ACCEPTED. PLEASE TELEPHONE HOTEL IF YOU WILL BE ARRIVING AFTER 12 P.M.

HOTEL GUARANTEE

Credit Card # _____
Exp. Date _____
Type of Card _____ Visa _____ MasterCard _____
Three Digit Security Code on Back of Credit Card _____
Or Enclosed is Check for One Nights Room Deposit \$ _____

PLEASE MAKE CHECKS PAYABLE TO: THE CROWNE PLAZA EDISON AND MAIL DIRECTLY TO: The Crowne Plaza Hotel, 2055 Lincoln Highway, Edison, NJ 08817
TO RECEIVE A CONFIRMATION NUMBER, PLEASE CALL THE HOTEL AT

◆ Phone: 732-287-3500 ◆ Fax: 732-287-4549