

Masterclass Course Outline

Masterclass Name	Supervising for Ethical Practice and Professional Competence
Study Modes	Face-to-Face (1-day workshop) OR Live VC
Course Coordinator	Dr Sharon Varela

We acknowledge the Traditional Owners of the lands and waters where our University is located and actively seek to contribute and support the JCU Reconciliation Statement, which exemplifies respect for Australian Aboriginal and Torres Strait cultures, heritage, knowledge and the valuing of justice and equity for all Australians.

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Pre-requisites

This Masterclass is designed for experienced professional/clinical psychology supervisors.

Masterclass outline preparation

This Masterclass outline has been prepared by Dr Sharon Varela for the Murtupuni Centre for Rural and Remote Health, James Cook University. This Masterclass outline was last updated on 12 February 2026 (approved as a new Masterclass on 29 August 2025).

Q1. This Masterclass is offered across more than one campus and/or mode and/or teaching period within the one calendar year.	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Q2. If yes (Q1), the design of all offerings of this Masterclass ensures the same learning outcomes and assessment types and weightings.	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Q3. If no (Q2), Dr Sharon Varela has authorised any variations, in terms of equivalence.		

Masterclass outline peer reviewer

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Psychology Board Approved Trainers	Dr Sharon Varela Sharyn Jones Dr Anita Tan Chris Foley	Our trainers are located in rural locations across WA, NSW, Vic and QLD	

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1 Masterclass at a glance

1.1 Participation requirements

Participation requirements are listed below. All requirements need to be met to successfully complete this Masterclass.

Key Masterclass activities	Time	Day and date	Location
Workshop assessment	3 hours*	Due within one week of attending the final Masterclass workshop session.	Website link + Email session.
Masterclass (Note: this is delivered as either a one-day face-to-face masterclass or as an online live VC masterclass delivered through two 4-hour sessions)	7 hours*	Dates published on website**	Locations published on website
Completion of reflection tasks (during the workshop), and participation in group/peer work during the workshop	N/A	Participation is assessed during workshop session(s).	Workshop

*This Masterclass is equal to 10 hours active learning. Break times are not included in the active learning hours.

** For information on the days and times when your masterclass is on, visit <https://www.crrh.icu.edu.au/health-professionals/psychology-and-allied-health-supervisor-training/masterclasses-for-experienced-supervisors/masterclass-calendar/>

1.2 Key dates

Key dates	Date
Last date to withdraw without financial penalty	4 weeks prior to the Masterclass commencing
Masterclass registrations closing date	One week prior to first Masterclass session
Calendar invite and access to Masterclass materials	Two weeks prior to attending first Masterclass session

2 Masterclass details

2.1 Masterclass description

This Masterclass is designed for supervisors seeking to strengthen their skills and knowledge in supervising for competence within the new professional competency framework. It explores professional competencies through a rural and remote lens, drawing on ethical frameworks to enhance supervisory practice in these contexts. Supervision models and practical tools are examined within a best-practice framework, with a strong emphasis on giving and receiving effective feedback. All content is grounded in the relational context of supervision practice.

2.2 Masterclass learning outcomes

After completing this Masterclass you will be able to:

- provide safe and effective supervision
- develop competency-based learning goals that align with professional competency benchmarks
- evaluate supervisee competencies within the rural and remote context
- supervise for reflexivity, and ethical practice
- supervise for professional wellbeing and self-care

2.3 Learning and teaching in this Masterclass

This masterclass will consist of a mix of didactic presentation, paired skills practice, and group discussions. This is a master level class that utilises a peer learning framework, drawing on your experience to guide the discussions and learning.

2.4 Participant feedback on Masterclass and teaching

As part of our commitment at JCU to improving the quality of our courses and teaching, we regularly seek feedback on your learning experiences. Participant feedback informs the evaluation of the Masterclass and its teaching strengths, including areas that may need refinement or change. We value your feedback and ask that you provide constructive feedback about your learning experiences for this masterclass, in accordance with responsibilities outlined in the [Participant Code of Conduct](#). Refrain from providing personal feedback on topics that do not affect your learning experiences. Malicious comments about staff are deemed unacceptable by the University.

3 Assessment details

3.1 Requirements for successful completion of Masterclass

To successfully complete this Masterclass, you need to:

- demonstrate competency on all assessment tasks.
- actively participate in the masterclass activities and discussions
- complete the feedback questionnaire

Assessment items will be reviewed through moderation processes ([Learning, Teaching and Assessment Policy](#), 5.13-5.18). It is important to be aware that the assessment “is always subject to final ratification and that no single result represents a final grade in a Masterclass” (Learning, Teaching and Assessment Policy, 5.22.).

3.2 Feedback on Participant learning

Participants will be provided with progressive feedback during the masterclass, and formative feedback on the post-workshop assessment.

3.3 Assessment tasks

ASSESSMENT TASK 1: Case Study Reflections

Aligned Masterclass learning outcomes	<ul style="list-style-type: none"> • develop competency-based learning goals that align with professional competency benchmarks • evaluate supervisee competencies within the rural and remote context • supervise for reflexivity, and ethical practice
Group or individual	Individual
Weighting	n/a (competency-based assessment)
Due date	Within 1 week of completing the workshop.

ASSESSMENT TASK 1: DESCRIPTION

This assessment task provides an opportunity to actively reflect on the workshop content. The assessment task will be able to be completed from the supplied materials. The assessment questions may consist of short-answer and reflective questions.

ASSESSMENT TASK 1: POST-ASSESSMENT CRITERIA SHEET

You need to achieve a competent grade on the post-assessment . Participants will be able to resubmit as many times as it takes to be found competent. You will be provided time in the Masterclass to complete this assessment.

CRITERIA	COMPENTENT	INCOMPLETE/NOT YET COMPETENT
Case studies	All questions were completed and demonstrated participation during the masterclass.	Not all questions were attempted, or the assessment was not completed and submitted.

ASSESSMENT TASK 2: Workshop Participation

Aligned Masterclass learning outcomes	<ul style="list-style-type: none"> • provide safe and effective supervision • develop competency-based learning goals that align with professional competency benchmarks • evaluate supervisee competencies within the rural and remote context • supervise for reflexivity, and ethical practice • supervise for professional wellbeing and self-care
Group or individual	Group
Weighting	n/a (assessed based on participation)
Due date	Assessed during masterclass

ASSESSMENT TASK 2: DESCRIPTION

This task requires participants to attend the Masterclass and to participate in group exercises and discussions throughout the masterclass.

ASSESSMENT TASK 2: CRITERIA SHEET

To achieve a competency grade, participants will need to attend all sessions of the masterclass and actively participate in peer and group exercises. An incomplete/not yet competent grade will be given under the circumstances listed below.

CRITERIA	COMPETENT	INCOMPLETE/NOT YET COMPETENT
WORKSHOP PARTICIPATION / GROUP ACTIVITIES	Attended all sessions and engaged in group/peer activities through sharing or other forms of participation.	Attended only some sessions and/or did not engage in group/peer activities through sharing or other forms of participation.

4 Submission and return of assessment

4.1 Submission and return of assessment

Assessments will be submitted within one week of completing the Masterclass. The assessment is returned to supervisortraining@jcu.edu.au. Certificates of completion will be provided within 2-weeks of receiving the assessment and it being found competent.

5 Workshop outline

5.1 Masterclass Content

Please note, the sequence of some topics may change due to staff availability, resourcing, or due to unforeseen circumstances. The workshop time is either one day (8 hours) or two half-day sessions, including breaks (60 minutes in total). The content links to the core competencies in the Psychology Board of Australia's [supervisors guidelines](#).

Session		Topic	Materials/Format	Time
INTRO	Introduction	<ul style="list-style-type: none"> • Acknowledgement of Country • Introductions/icebreakers 	Slide presentation Group introductions	20 minutes
1	Revisiting safe and effective supervision	<ul style="list-style-type: none"> • The learning alliance, pedagogy and the tasks and goals of supervision • Power, diversity and psychological safety within the supervisor relationship 	Slide presentation Group exercises/ discussion	45 minutes
2	A review of supervisory requirements as a Board approved supervisor	<ul style="list-style-type: none"> • Obligations as a Board approved supervisor • Pathways to general registration <ul style="list-style-type: none"> ○ Internships ○ Higher degree programs • Endorsement programs 	Slide presentation Case studies Group exercises/ discussion	45 minutes
3	The context of rural and remote practice	<ul style="list-style-type: none"> • Supervising supervisees working in geographical rural and remote locations • Supervising using remote technology 	Slide presentation Case studies Group exercises/ discussion	30 minutes
4	Supervising for safe and effective psychology practice	<ul style="list-style-type: none"> • Reviewing the professional competencies for psychologists • Supporting supervisees to develop learning plans linked to competency development needs • Embedding feedback in learning plans: assessment tools and methods • Technology in practice – AI and other technologies 	Slide presentation Case studies Group exercises/ discussion	90 minutes
5	Reflexivity, and ethical practice	<ul style="list-style-type: none"> • Ethical practice in review – the Code of Conduct for Psychologists • Reflective supervision and feedback – developing reflexivity in your supervisees 	Slide presentation Case studies Group exercises/ discussion	120 minutes
6	Professional wellbeing and self-care	<ul style="list-style-type: none"> • Self-care as an ethical imperative • Supporting supervisees professional wellbeing 	Slide presentation Case studies Group exercises	60 minutes
CON	What happens next?	Completing masterclass requirements	Slide presentation	10 minutes

6 References

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