

# Supervisor Adherence Measure (SAM)

## Interpretation of Results

**WHAT DOES THE SAM ASSESS?** The SAM consists of 43 items that measure supervisory behavior in four domains. More information about these domains can be obtained from the *Multisystemic Therapy Supervisory Manual: Promoting Quality Assurance at the Clinical Level* (Henggeler & Schoenwald, 1998). These four domains are:

- Structure and Process — focusing on the efficiency and goal-oriented nature of MST Supervision
- Adherence to Principles — promoting clinician adherence to the nine principles
- Analytical Process — facilitating logical connections between conceptualization, goals, and interventions
- Clinician Development — devising specific plans to ensure skill and knowledge development

### WHAT DO THE SCORES MEAN?

Supervisors will receive one score in each of the four domains *averaged* across all therapists providing ratings during the report period. In each of the domains, higher scores are considered indicative of greater adherence to the MST model and are therefore expected to be positively associated with better outcomes for youth and families. As is the case with the Therapist Adherence Measure, it is important to remember that the data from any single therapist or from any single administration of the SAM will have little utility. It is the *trends* that emerge using the scores over several administrations of the measure that will be meaningful. Supervisors may choose to track scores across several administrations of the measure so that trends may be more easily observed.

### WHAT DO I DO WITH THE RESULTS?

After the results from several administrations of the Supervisor Adherence Measure have been calculated, trends in adherence may be more easily detected. Patterns of results indicating low adherence in one or more domains should be addressed. Mirroring the MST process, the “fit” of the low scores and barriers to more effective supervision should be identified. As with any MST conceptualization, it would be expected that several possible factors (in different areas) could be contributing to the problem. Audio taping of supervision sessions may be an effective way to gather additional data. Once the primary barriers to effectiveness have been identified, an individualized intervention can be designed and implemented. The Supervisor’s progress in overcoming the identified barrier will then be assessed by future administrations of the Supervisor Adherence Measure. A [SAM Summary Form](#) can be used to document and keep track of your most recent SAM administrations.

