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Remimeo  
Cramming Offs  
Qual Secs

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SUPERVISOR CORRECTION AND CRAMMING

Supervisor correction does not always get the attention that it requires in an org.

Supervisors who let their students dope off, blow, take too long on Courses, don't use word clearing in the classroom as a debug action, require considerable correction and attention.

The HGC and C/Ses are well genned in on instant correction for Auditors and now the line needs to go in for instant correction of Supervisors.

The Tech Sec and D of T are expected to constantly inspect their classes and write up Cramming Orders for all goofs observed or requiring by-pass handling by a senior.

Qual is responsible for the training and correction of all Technical personnel, according to HCO PL 1 Feb 66 Staff Auditor and Supervisor Procurement. Therefore, if the Org has unhatted Tech Sec or D of T, and the Qual Sec is doing most of the training correction, the Qual Sec must see that the Tech Sec and D of T are hatted and corrected. In this way, they will start writing their own Cramming Orders and doing more on the job hatting.

The first barrier of a Supervisor is inability to see his classroom or class. This is manifested in unawareness of students doping off or in trouble. The Super is gaily doing some admin at his desk, not confronting and working with his students, who are doping off, yawning, staring into space, fiddling with their demo kit and otherwise not working as an F/Ning class. This is handled by confront on the classroom, TRs and Objective Processes.

Supervisors are also expected to do daily TRs along with all Tech and Qual people.

The second barrier of a Supervisor is inability to apply study or Supervisor technology to get his products. This shows up in flubbed word clearing or no word clearing, supervisor problems in handling his students, constant requests for advice, slow students and down stats.

The Qual Sec should inspect Course rooms daily. Does the Super have his E-Meter set up on his desk ready for an M2 or M4? Is the Super moving around the class constantly, handling students, keeping them moving and F/Ning? Actual Super two way comm with students should be listened to and TRs and Supervisor or study tech correction written up.

Does the Super have a Qual OK to do Word Clearing M2 and 4 on his students?

Are there student graphs up and posted in pt? Are the Roll Books properly filled in and in PT?

Are all points of What is a Course? in?

Are there any students on strange or irregular schedules?

Is the Supervisor on the Primary Rundown or completed already?

Is the Supervisor at least a Mini Course Supervisor Course grad?

Are there other Supervisors training on HPCSC and post graduate Supervisor training (HSCSC) or scheduled to go for such training?

Are Supervisor TRs poor or choppy?

Are blown students immediately contacted, brought in and handled.

All these points require inspection and correction where needed. This is a constant and daily job. It must be done.

It is longstanding Policy that a class with expert supervision will be a full class. An empty or small class and low Money for Training stat are a clear cut indicator of poor Course Supervision, and action must be taken to get the Supers corrected.

For a long time, the HGC has commanded a large degree of Executive attention. Without dropping any and all successful HGC inspection, Supervisor and Course correction must be phased in as a standard action.

Our Courses make the Auditors of tomorrow and it is too important an area to handle with a look in now and then.

Any Supervisor with down stats, drop outs, blows or slow students must become bait for a continuing correction program until the standard is way up and into an acceptable level.

The value of a good Academy or HSDC Supervisor, who runs snap and pop courses, gets his students through rapidly and thoroughly is extremely high. In this case, he is personally worth about two times that of a top HGC Auditor in terms of beans into the org. HAS and HQS Course supers prove their worth in future beans and resignups in the org. They help to create future business in the Academy and the HGC. Therefore, proven top Supervisors should not be ignored as areas of facility differential.

A lot of work is put in on a Super to make him a crackerjack. His classes would fill up and he would have a constant flow of completing students. If he is not backed up with a second Super when he is approaching 30 students, he may become overloaded. So the Qual Sec must keep an eye on this and back up the Tech Sec in ensuring that the successful area is reinforced.

Qual has the job of correction, but it also has the job of acknowledgement of achievements. If an org has an HPCSC who has fully interned in an SH org, returned to his own org and done a post apprenticeship, with any other needed correction, and built up into a top Supervisor then it would be the responsibility of the Qual Sec and Dir Validity to see that a CSW was sent to the SH Org where the HPCSC was done requesting a permanent cert for the Supervisor. And then, when that is received, making a staff event out of it.

A Supervisor is handled in Cramming like any other person in for correction. The Situation is located, the Why found and the handling for that Why executed. There are many such Situations and Whys to be found on most to get them to a point of being flubless Supervisors. It is a no more lengthy cycle than getting an Interne through his Internship.

Flubless Supervisors make the flubless Auditors of tomorrow.

Ens. Judy Ziff  
CS-5

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for the

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of the  
CHURCHES OF SCIENTOLOGY

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