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To: Committee Members **Date:** March 28, 2014
From: Christy Berger **Telephone:** (916) 574-7817
Regulatory Analyst
Subject: Discussion and Review of Other States' Supervision Requirements

Introduction

The attached document provides the results of staff research on other states' supervision requirements for license types that are the same or similar to the Board's LCSW, LMFT, LPCC and LEP programs. The following states were surveyed, with several states chosen specifically because they had a license type comparable to LEP (many states do not):

- Florida
- Indiana
- New York
- Oregon
- South Carolina

Attachment A lists the types of experience hours required for each profession in each state surveyed, as well as the requirements for the supervision of those hours.

Attachment B summarizes supervisor qualifications, supervisor responsibilities, and employer/work setting requirements for each state surveyed.

Attachment C contains some items that repeat information from Attachments A & B, but are categorized by topic, rather than by state.

Comparison of Experience Requirements - Hours and Categories

The following charts provide a summary of the minimum requirements from the five states surveyed. For each requirement, the chart lists the range of other states' requirements and also provides the "average" requirement. Additionally, the most common requirement that appears between the five states is provided. This information may be helpful in comparison with California's requirements.

LCSW

Minimum Requirement	5 States-Requirement Ranges From:	5 States-Average Requirement:	5 States-Most Commonly Require:	California's Requirement
Postdegree Experience Years	2 - 3 years	2.2 years	2 years	2 years
Postdegree Experience Hours	1,600 – 3,500 hours	2,640 hours	3,000 hours	3,200 hours
Direct Client Contact Hours	0 – 2,000 hours	1,400 hours	1,500 and 2,000 hours	2,000 hours*
Total Direct Supervision Hours	100 hours	100 hours	100 hours	104 hours
Individual Supervision Hours	0 - 50 hours	30 hours	50 hours	52 hours
Maximum Supervisees in a Group	No limit – 6 max.	2	6	8 max.

*Must include 750 hours of face-to-face individual or group psychotherapy provided to clients in the context of clinical social work services

LMFT

Minimum Requirement	5 States-Requirement Ranges From:	5 States-Average Requirement:	5 States-Most Commonly Require:	California's Requirement
Years of Experience*	0 – 3 years	2 years	2 years	2 years
Hours of Experience*	1,200 – 3,200 hours	1,840 hours	At least 1,500 hours	3,000 hours
Direct Client Contact Hours	0 – 2,000 hours	1,270 hours	1,500 hours	**
Total Direct Supervision Hours	50 – 200 hours	134 hours	100 hours	104 hours
Individual Supervision Hours	0 – 100 hours	57 hours	100 hours	52 hours
Maximum Supervisees in a Group	No limit – 8 max.	4 max.	6 max.	8 max.

*Three states allow some experience to be gained pre-degree, as does California

** California requires 500 hours diagnosing and treating couples, families and children with up to 150 hours double-counted (for a true minimum of 350 hours). These are the only direct client contact hours required, although more may be gained due to limits in other categories.

NOTE: 2 of the 5 states specifically require hours treating couples and families, as does California.

LPCC

Minimum Requirement	5 States-Requirement Ranges From:	5 States-Average Requirement:	5 States-Most Commonly Require:	California's Requirement
Years of Experience*	2 – 3 years	2.5 years	2 years	2 years
Hours of Experience*	1,500 – 3,000 hours	2,320 hours	3,000 hours	3,000 hours
Direct Client Contact Hours	1,350 – 2,400 hours	1,450 hours	1,500 hours	1,750 hours
Total Direct Supervision Hours	90 – 104 hours	109 hours	100 hours	104 hours
Individual Supervision Hours	0 – 100 hours	39 hours	0 hours	52 hours
Maximum Supervisees in a Group	0 – 8 max.	4 max.	0 and 6 max.	8 max.

*Two states allow some experience to be gained pre-degree; California does not permit this.

OTHER FINDINGS - LCSW, LMFT & LPCC

Distribution of Direct Supervision

Three states specify how supervision must be distributed during a one-month period, as follows:

- One state requires 1 hour of supervision every 2 weeks + 1 hour for every 15 hours of client contact
- One state requires 4 hours per month
- One state requires 2 hours per month

California requires ASWs, PCIs and MFT Interns to have 1 of hour of individual or 2 hours of group supervision per week + 1 additional hour if more than 10 hours of psychotherapy are provided, in each work setting

California requires MFT Trainees to have 1 hour of individual or 2 hours of group supervision for every 5 hours of client contact, in each work setting.

Other Findings

California has the following limits on hours, which were not found in the other states surveyed:

- Maximum 5 hours per week of supervisor contact can be credited towards the total hours
- Maximum 40 hours per week of experience can be credited towards the total hours

LEP

Of the five states surveyed, three have a license similar to California's LEP, and each requires a combination of supervised and unsupervised experience, as does California. None of the states require registration with the licensing Board while gaining experience. However, two states and California require experience to be completed while holding a credential as a school psychologist.

Comparison of Supervisor Qualifications

The following charts provide a summary of minimum requirements for supervisors from the five states surveyed.

LCSW

Question:	Other States' Requirements	California's Requirement
Who Can Supervise?	2 states – LCSW only 3 states – Licensed Mental Health Professional*	Licensed Mental Health Professional, except 13 weeks must be under a LCSW
How Long Must Supervisor Have Been Licensed and Practicing?	2 states – 0 years 3 states – 2 years	2 years
Is Supervisor Training Required?	2 states – none 3 states – required	Required
Does the Board Require Notification and Approval of Supervision?	2 states – not required 3 states – required	Not required

*2 of these states allow non-LCSWs only in limited circumstances

LMFT

Question:	Other States' Requirements	California's Requirement
Who Can Supervise?	All 5 states – Licensed Mental Health Professional*	Licensed Mental Health Professional
How Long Must Supervisor Have Been Licensed and Practicing?***	1 state – 0 years 1 state – 3 years 3 states – 5 years	2 years
Is Supervisor Training Required?***	1 state – none 4 states – required	Required
Does the Board Require Notification and Approval of Supervision?	4 states – not required 1 state – required	Not required

* One state requires some hours under a MFT

***2 states permit AAMFT-approved supervisors to be exempt from all other requirements

LPCC

Question:	Other States' Requirements	California's Requirement
Who Can Supervise?	All 5 states – Licensed Mental Health Professional*	Licensed Mental Health Professional
How Long Must Supervisor Have Been Licensed and Practicing?***	2 states – 0 years 2 states – 3 years 1 state – 5 years	2 years
Is Supervisor Training Required?***	2 states – none 3 states – required	Required
Does the Board Require Notification and Approval of Supervision?	4 states – not required 1 state – required	Not required

* One state requires some hours under a LPCC

***2 states permit AAMFT-approved supervisors to be exempt from all other requirements

LEP

Two of the three states surveyed have require supervisors for LEP licensure to be a credentialed school psychologist or a licensed psychologist, as does California.

Comparison of Supervisor Responsibilities and Employer/Work Setting Requirements

LCSW, LMFT & LPCC

Attachment C contains examples from the statutes and regulations of other states pertaining to supervisor responsibilities and employer/work setting requirements. Many of these examples are repeated from the individual state requirements listed in Attachments A & B, but have been categorized by topic in Attachment C.

The examples provide other states' answers to the following questions:

- What is supervision?
- What is NOT supervision?
- What are the supervisory oversight requirements?
- Does the board require notification and approval of supervision?

Additionally, Attachment C lists other states' laws regarding the following:

- Allowable work settings
- Off-Site Work and Supervision
- Employer Responsibilities
- Other Related Issues

California's laws are also provided for comparison.

LEP

California's law does not mandate certain responsibilities of LEP supervisors, and just one of the three states surveyed does (minimally). In terms of work settings, California's LEP candidates must gain their supervised experience in a school, as do applicants in one other state. Neither California nor any other state surveyed sets forth requirements regarding employment or employers.

Attachments

Attachment A: Survey of 5 States: Hours & Categories / Supervision

Attachment B: Survey of 5 States: Supervisor Qualifications & Responsibilities / Employer & Work Setting Requirements

Attachment C: Survey of 5 States: Comparison of Supervision Laws

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Attachment A

Survey of 5 States - Experience Hours & Categories / Supervision

STATE	Experience Hours & Categories	Supervision Requirements
Florida LCSW LMFT LPCC	<ul style="list-style-type: none"> • 2 years of post-degree experience • 1,500 hours providing psychotherapy face-to-face with clients • 100 hours of supervision per 1,500 hours of psychotherapy face-to-face with clients • A doctoral internship may be applied toward the supervised experience requirement. • LMFT ONLY – 50% of clients must be receiving MFT services 	<ul style="list-style-type: none"> • 1 hour of supervision every 2 weeks • 1 hour of supervision per 15 hours of psychotherapy • Individual supervision means one supervisor supervising no more than 2 interns • Group supervision means one supervisor with more than 2 but a maximum of 6 interns • Each hour of group supervision must alternate with an hour of individual supervision if group supervision is obtained • The intern and supervisor must notify the Board of the supervision
Indiana LCSW	<ul style="list-style-type: none"> • 3,000 hours / 2 years full-time paid post-degree experience • At least 1,500 hours per year of direct client contact • A doctoral internship may be applied toward the supervised clinical social work experience requirement. 	<ul style="list-style-type: none"> • Minimum 4 hours of supervision per month. • Must include assessment and evaluation of clients, in which at least 50% of the time consists of providing services directly to clients. • Supervision must be face-to-face contact between the supervisor and supervisee
Indiana LMFT	<ul style="list-style-type: none"> • 1,000 hours / 2 years of post-degree clinical experience • Minimum 200 hours of post-degree clinical supervision, of which 100 hours must be individual supervision • A doctoral internship may be applied toward supervised experience requirement 	<ul style="list-style-type: none"> • At least 50% of the applicant's clients must be receiving marriage and family therapy services. • Individual supervision means face- to-face supervision with not more than 2 individuals

STATE	Experience Hours & Categories	Supervision Requirements
Indiana LMHC (LPCC)	<ul style="list-style-type: none"> 3,000 hours / 2 years of post-degree clinical experience Minimum 100 hours of face to face supervision A doctoral internship may be applied toward supervised experience requirement 	NONE SPECIFIED
New York LCSW	<ul style="list-style-type: none"> 3 years of full-time (or equivalent) post-degree clinical experience that includes 2,000 hours of direct client contact including diagnosis, psychotherapy and assessment-based treatment planning. Minimum 100 hours of individual or group supervision 	<ul style="list-style-type: none"> Supervision must be distributed appropriately over the period of the supervised experience. In the event a supervisor is deceased or not available, verification may be submitted by a licensed colleague who attests to the name and qualifications of the supervisor, the dates of supervised experience, client contact hours and supervision hours and other information required by the department to evaluate the applicant's supervised experience.
New York LMFT	<ul style="list-style-type: none"> 1,500 hours of direct client contact If has a state-approved degree, may use some pre-degree experience. Otherwise all must be post-degree. 	<ul style="list-style-type: none"> Minimum 1 hour per week or 4 hours per month of in-person individual or group supervision
New York LPCC	<ul style="list-style-type: none"> 3,000 hours / 2 years of post-degree experience Includes 1,500 hours of direct client contact 	<ul style="list-style-type: none"> An average of 1 hour per week or 2 hours every other week of in-person individual or group supervision
Oregon LCSW	<ul style="list-style-type: none"> 3,500 hours/ 2 years post-degree Includes 2,000 hours of direct client contact. Supervision totaling 100 hours with a minimum 50 hours of individual supervision. 	<ul style="list-style-type: none"> Meet at least twice a month with a supervisor for a minimum of 1 hour. If there is a second supervisor for group supervision, the requirement is met by a single 1-hour meeting with each supervisor. Group supervision has a maximum of 4 supervisees The associate must work with each supervisor identified in an approved plan for not less than 6 months except in specified circumstances Submit supervisor evaluations of the associate's progress toward completion of the plan to the board After the associate has completed the supervisory plan requirements, must continue to meet at least once each month with a plan supervisor for a minimum of 1 hour.

STATE	Experience Hours & Categories	Supervision Requirements
<p>Oregon LMFT</p>	<ul style="list-style-type: none"> • 3 years of full-time, or the equivalent, clinical experience (approx. 3,200 hours) <ul style="list-style-type: none"> ○ May be a combination of pre-degree and post-degree) • Includes 2,000 direct client contact hours of therapy with at least 1,000 of those hours working with couples and families <ul style="list-style-type: none"> ○ These 2,000 hours must be completed post-degree 	<ul style="list-style-type: none"> • “Direct client contact” means clinical experience that is therapeutic, or a combination of assessment and subsequent therapeutic interactions. • Direct client contact hours must have been face to face with a client or clients and may include electronic communication. • Total of at least 2 hours of supervision for months where there are 45 or less direct client contact hours; or total of at least 3 hours of supervision for months where there are 46 or more direct client contact hours. • Supervision must take place within the same calendar month as the direct client contact hours • Be conducted in a professional setting, face to face, one to one, except: <ul style="list-style-type: none"> ○ Up to 75 percent of the individual supervision hours may be by electronic communication ○ Up to 50 percent of the supervision may have been received in a group setting, which no more than 6 supervisees • Requires the applicant to submit an “intern plan” that includes information about how experience hours will be accrued and that the activities will meet Board requirements.
<p>Oregon LPCC</p>	<ul style="list-style-type: none"> • 3 years of full-time (or the equivalent) post-degree clinical experience • Minimum 2,400 client contact hours of therapy, may be a <i>combination of pre-degree or post-degree</i>. 	<p>SAME AS LMFT ABOVE</p>
<p>South Carolina LCSW</p>	<ul style="list-style-type: none"> • 3,000 hours / 2 years of post-degree social work practice under clinical supervision • Must include face-to-face meetings between the approved supervisor and the supervisee for a minimum of 100 hours of direct clinical supervision. 	<ul style="list-style-type: none"> • 50% of the supervision time may be in a group of no more than 6 supervisees.

STATE	Experience Hours & Categories	Supervision Requirements
South Carolina LMFT	<ul style="list-style-type: none"> • 1,500 hours / 2 years of supervised clinical experience either pre-degree or post-degree • Minimum 1,350 hours of direct client contact with individuals, couples, families, or groups • Minimum 150 hours of supervision including 100 hours of individual and 50 hours of either individual or group supervision • Minimum 150 hours of supervision from a MFT who is a licensed supervisor with the Board. 	<ul style="list-style-type: none"> • The supervisor shall supervise no more than 8 supervisees for direct client contact hours in immediate supervision of individual or group supervision. • Acceptable modes for supervision of direct client contact are the following: <ul style="list-style-type: none"> ○ Individual supervision: Max. 2 supervisees present for at least 1 hour. ○ Group supervision: Max. 4 supervisees present for at least 1.5 hours • The process of supervision shall be outlined in a contract for supervision written between the supervisor and supervisee. This contract must address specified supervision issues (see Attachment B for specifics).
South Carolina LPCC	<p>SAME AS LMFT ABOVE, except 150 hours of supervision must be under a LPCC</p>	<p>SAME AS LMFT ABOVE</p>

LEP

STATE	Experience Hours & Categories	Supervision Requirements
<p>Florida</p> <p><i>School Psychologist – Independent Practice</i></p> <p><i>(LEP)</i></p>	<p>3 years of post-degree school psychology experience that includes 2 years of supervised experience.</p> <p>The third year can consist of general experience.</p> <p>Doctoral internships may be applied toward the supervision requirement.</p>	<p>“One year” of experience consists of 1500 hours within 12 consecutive months.</p> <p>Maximum 1500 hours credited for any consecutive 12 month period. Experience less than 1500 hours during any 12 month period credited on a pro-rata basis.</p> <p>A minimum of 1.5 contact hours per week of face-to-face interactive supervision</p>
<p>Indiana</p> <p><i>LEP*</i></p> <p>*Pending rules</p>	<p>At least 1,200 hours of post-master’s school psychology experience.</p> <p>At least 900 hours of direct client contact</p> <p>At least 600 hours in a school setting supervised by:</p> <ul style="list-style-type: none"> • Physician • Psychologist • School psychologist <p>At least 400 hours of supervised experience in identification and referral of mental and behavioral disorders</p>	<p>52 hours of supervision completed within at least 24 consecutive months</p> <p>Not more than 1 hour of supervision may be included in the total for each week.</p> <p>The 400 hours in identifying and referring mental and behavioral disorders must include at least 1 hour each week of direct personal supervision and a total of at least 10 hours of direct personal supervision.</p>
<p>South Carolina</p> <p><i>Psychoeducational Specialist</i></p> <p><i>(LEP)</i></p>	<p>Have served for 2 years as a certified school psychologist in a school or comparable setting, at least 1 year of which must have been under supervision</p> <p>A one-year 1200 hour internship, at least one-half (1/2) of which must be in an approved school setting that includes a full range of psycho-educational services</p> <p style="text-align: center;">OR</p> <p>National Certified School Psychologist (NCSP) credential issued after January 1, 1988</p>	<p>The experience must include provision of a full range of services to children, youth, and families.</p> <p>1 year of experience is defined as full-time employment for 1 contract year of at least 190 workdays.</p> <p>2 consecutive years of half-time work may, at the discretion of the Board, be deemed to be equivalent to 1 full year of experience.</p>

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Attachment B

Survey of 5 States - Supervisor Qualifications & Responsibilities / Employer & Work Setting Requirements

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
<p>Florida</p> <p>LCSW</p> <p>LMFT</p> <p>LMHC (LPCC)</p>	<p>Holds an active license in the profession for which he or she is supervising, as follows:</p> <ul style="list-style-type: none"> • LCSW: 2 years of clinical experience post-licensure • LMFT: 3 years of clinical experience post-licensure (or an AAMFT approved supervisor) • LMHC(LPCC): 3 years of clinical experience post-licensure <p>If holds a type of mental health professional license different from the supervisee's (i.e., a MFT supervising an ASW and vice-versa), must complete 6 semester units of coursework in the profession to be supervised</p> <p style="text-align: center;">AND</p> <p>Completes one of the following types of supervision training:</p> <ul style="list-style-type: none"> • A graduate level academic course • A 16-hour continuing education course • A post-graduate training course for field instructors • Be an AAMFT-Approved Supervisor <p style="text-align: center;"><u>OR</u> LICENSURE AS:</p> <ul style="list-style-type: none"> • Licensed Psychologist • Board-certified Psychiatrist • Advanced Registered Nurse Practitioner with Specialty Certification 	<p>Supervision is the relationship between the qualified supervisor and intern that promotes the development of responsibility, skills, knowledge, attitudes and adherence to ethical, legal and regulatory standards in the practice of clinical social work, marriage and family therapy and mental health counseling.</p> <p>Supervision is face-to-face contact between an intern and a supervisor during which the intern apprises the supervisor of the diagnosis and treatment of each client, client cases are discussed, the supervisor provides the intern with oversight and guidance in diagnosing, treating and dealing with clients, and the supervisor evaluates the intern's performance.</p> <p>Supervision includes a focus on the raw data from the intern's clinical work, which is made directly available to the supervisor through such means as written clinical materials, direct observation and video and audio recordings.</p> <p>Supervision uses a process which is distinguishable from personal psychotherapy, or didactic instruction.</p> <p>The intern and supervisor must notify the Board of the supervision and the Board must approve it.</p> <p>Supervision provided by the applicant's therapist, parents, spouse, former spouses, siblings, children, employees, or anyone sharing the same household, or any romantic, domestic or familial relationship shall not be acceptable toward fulfillment of licensure requirements.</p>	<p>The clinical experience requirement may be met by work performed on or off the premises of the supervising marriage and family therapist or the equivalent, provided the off-premises work is not the independent private practice rendering of marriage and family therapy services that does not have a licensed mental health professional, as determined by the board, on the premises at the same time the intern is providing services.</p> <p>A supervisor shall not be considered an employee of the applicant if the only compensation received by the supervisor consists of payment for actual supervisory hours.</p>

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
Indiana LCSW	Holds an LCSW license (no other requirements)	Supervision must be face-to-face contact between the supervisor and supervisee for the purpose of assisting the supervisee in the process of learning the skills of social work or clinical social work practice.	Experience shall be earned as an employee in one of the following settings: <ul style="list-style-type: none"> • Social service agencies. • Institutions of higher education. • Mental health centers. • Home health agencies • Long term health care facilities • Employee assistance programs. • Occupational social services. • Correctional institutions • Schools • Hospitals • Private practice • Military facilities The clinical experience requirement may be met by work performed at or away from the premises of the qualified supervisor. The clinical social work requirement may not be performed away from the supervisor's premises if: <ul style="list-style-type: none"> • the work is the independent private practice; and • the work is not performed at a place with the supervision of a qualified supervisor available.
Indiana LMFT	Licensed as either of the following: <ul style="list-style-type: none"> • LMFT who has at least 5 years of experience • An AAMFT approved supervisor or candidate 	NONE SPECIFIED	The clinical experience requirement may be met by work performed at or away from the premises of the qualified supervisor. The clinical requirement may not be performed away from the supervisor's premises if: <ul style="list-style-type: none"> • the work is the independent private practice; and • the work is not performed at a place with the supervision of a qualified supervisor available.
Indiana LMHC (LPCC)	Licensed as any of the following: <ul style="list-style-type: none"> • LMHC • LCSW • LMFT • Licensed as a physician who has training in psychiatric medicine • Psychologist. • Clinical nurse specialist in psychiatric or mental health nursing. 	NONE SPECIFIED	The clinical experience requirement may be met by work performed at or away from the premises of the qualified supervisor. The clinical requirement may not be performed away from the supervisor's premises if: <ul style="list-style-type: none"> • the work is the independent private practice; and • the work is not performed at a place with the supervision of a qualified supervisor available.

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
<p>New York</p> <p>LCSW</p>	<p>Supervisor must Board-approved, and must be licensed as any of the following:</p> <ul style="list-style-type: none"> • LCSW • Physician board-certified in psychiatry (or equivalent) • Psychologist 	<p>Supervision means that a qualified supervisor is available for consultation, assessment and evaluation when professional services are being rendered by an applicant and the supervisor exercises the degree of supervision appropriate to the circumstances.</p> <p>Supervision includes:</p> <ul style="list-style-type: none"> • reviewing the applicant's assessment, evaluation and treatment of each client under his or her general supervision; and • providing oversight, guidance and direction in developing clinical skills. • Appropriate oversight of all services provided under his or her supervision. <p>Supervision consists of:</p> <ul style="list-style-type: none"> • Apprising the supervisor of the diagnosis and treatment of each client • Providing oversight and guidance in diagnosing and treating clients • Regularly reviewing and evaluating the applicant's professional work • Maintain records of the client contact hours in diagnosis, psychotherapy • Assessment-based treatment planning <p>May not supervise more than 5 interns</p> <p>Must submit a plan for supervised experience for review and approval by the board. The plan shall include an attestation from the supervisor(s) that he/she is responsible for any services provided.</p>	<p>The work setting must be a location where legally authorized individuals provide clinical services.</p> <p>The setting cannot be a private practice owned or operated by the intern.</p> <p>The setting is responsible for the services provided by individuals gaining experience for licensure.</p> <p>The setting is responsible for providing adequate supervision and for assigning a qualified supervisor.</p> <p>Must provide the Board with documentation establishing that the agency or setting is any of the following authorized to provide services within the profession's scope of practice:</p> <ul style="list-style-type: none"> • a professional service corporation, registered limited liability partnership, or professional service limited liability company • a sole proprietorship or professional partnership owned by a licensee • a hospital or clinic • certain types of programs or facilities • an entity defined as exempt from the licensing requirements <p>If a third-party is supervising the qualified individual, an affirmation from a representative of the setting that the setting is authorized to provide clinical social work services and that the setting will ensure appropriate supervision when the individual is performing such services.</p>

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
<p>New York</p> <p>LMFT</p>	<p>Be licensed as a MFT or one of the following who is competent in the practice of MFT:</p> <ul style="list-style-type: none"> • Medical Doctor • Physician assistant • Psychologist • LCSW • Registered professional nurse or Nurse practitioner 	<p>SAME AS LCSW ABOVE</p>	<p>SAME AS LCSW ABOVE</p>
<p>New York</p> <p>LPCC</p>	<p>Licensed as one of the following:</p> <ul style="list-style-type: none"> • Mental Health Counselor • Medical Doctor • Physician assistant • Psychologist • LCSW 	<p>SAME AS LCSW ABOVE</p>	<p>SAME AS LCSW ABOVE</p>
<p>Oregon</p> <p>LCSW</p>	<ul style="list-style-type: none"> • Must be licensed and practicing for 2 years as a LCSW • If associate is more than 50 miles from the nearest LCSW able to supervise, the board may authorize a licensed psychologist or psychiatrist • 6-hour supervisor training course 	<p>"Supervision" means a professional relationship between a qualified supervisor and an intern, counselor, or therapist during which the supervisor provides guidance and professional skill development and oversight to the intern, counselor or therapist.</p> <p>The treatment plans presented by the associate must be appropriate, and the supervisor must focus on the therapeutic skill of the associate in promoting change in the client.</p> <p>Supervision includes discussing case notes, charts, records, and audio or visual tapes of clients, if available.</p> <p>The associate presents assessments, diagnoses, and treatment plans of clients to the supervisor.</p> <p>The supervisor must submit a plan of practice and supervision to the board for approval, and a biannual evaluation.</p> <p>The supervisor must report to the board immediately if the associate is not complying with the plan of practice and supervision.</p>	<p>Works in an agency that provides the associate with sufficient support to progress toward licensure, and screens patients who are served by the agency and by the associate</p> <p>The supervisor must have the authority to direct the caseload and treatment plans of the associate</p> <p>The supervisor must have the authority to determine the appropriateness of the associate's client population to the associate's level of expertise</p>

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
<p>Oregon</p> <p>LMFT</p>	<p>One of the following:</p> <ul style="list-style-type: none"> An AAMFT-approved supervisor A diplomate in the American Association of Pastoral Counselors <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> Licensed as a MFT, or hold an equivalent certification or license, such as that required for clinical psychologists, LCSWs and LPCCs <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> Trained specifically in the systemic approach to couples and family therapy 5 years of clinical experience 30 hours of training in supervision theory and practice in post-master's academic coursework or equivalent training <p>NOTE: The Board has an optional "supervisor registry"</p>	<p>The supervisor must:</p> <ul style="list-style-type: none"> Review and evaluate appropriateness of client population and caseload, individual charts, case records, and methodologies for keeping client confidentiality Recommend that the intern to refer clients to other therapists when client needs are outside the intern's scope of practice Hold discussions based on case notes, charts, records, and available audio or visual tapes Review assessments and treatment plans for the clients being seen Determine the appropriateness of the plans and the supervisee's therapeutic skill <p>Supervision may not be a staff or team meeting, intensive training seminar, discussion group, consultation session, or quality assurance or review group.</p> <p>In contrast to consultation, the supervisor has the authority to direct treatment plans</p> <p>In contrast to therapy, the supervisor will identify counter-transference issues and develop a plan for the supervisee to work through those issues independently.</p> <p>The supervisor must submit a written evaluation of the intern's skills and progress every six months and at the conclusion of the plan.</p> <p>If a supervisor has concerns about a supervisee being licensed, the supervisor must notify the Board</p> <p>Be provided by someone other than a spouse or relative by blood or marriage or a person with whom the applicant has or had a personal relationship</p>	<p>Requires the applicant to submit an "intern plan" that includes where counseling will be performed, where supervision will be provided, an agreement between the supervisor, employer and the intern, etc.</p>

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
Oregon LPCC	<p>All of the following:</p> <ul style="list-style-type: none"> 3 years of post-graduate clinical experience as a licensed mental health professional 30 hours of supervision training Been a National Certified Counselor (NCC), Certified Clinical Mental Health Counselor (CCMHC), Certified Rehabilitation Counselor (CRC); or Certified Career Counselor (CCC) <p>OR</p> <ul style="list-style-type: none"> Licensed as a professional counselor or other state certification or licensure, such as school counselors or psychologist associates or clinical psychologists, clinical social workers, and marriage and family therapists <p>OR</p> <ul style="list-style-type: none"> Approved supervisor through AAMFT, the Center for Credentialing and Education, or the American Association of Pastoral Counselors 	<p>SAME AS LMFT ABOVE</p>	<p>SAME AS LMFT ABOVE</p>
South Carolina LCSW	<p>All of the following:</p> <ul style="list-style-type: none"> LCSW license 4,500 hours/3 years of post-licensure clinical practice 45 hours of supervision training 	<p>Clinical supervision means an interactional professional and educational relationship between a clinical supervisor and a social worker that provides evaluation and direction over the supervisee's practice of clinical work and promotes continued development of the social worker's knowledge, skills and abilities to engage in practice in an ethical and competent manner.</p> <p>A plan for clinical supervision must be filed with the board before beginning supervision and at the end of supervision and include a termination evaluation.</p>	<p>NONE SPECIFIED</p>
South Carolina LMFT	<p>One of the following:</p> <ul style="list-style-type: none"> A licensed MFT supervisor (see below for requirements) A licensed LPCC supervisor (see LPCC section for requirements) Board-approved Psychologist or MD, with the knowledge and expertise to provide guidance and direction in a structured program to gain knowledge and skills associated with the diagnosis and treatment of serious problems 	<p>"Supervision" means face-to-face contact between a supervisor and an intern during which the person supervised appraises the supervisor of the diagnosis and treatment of each client. The supervisor provides oversight and guidance in diagnosing, treating, and dealing with clients, and evaluates performance.</p> <p>The focus of a supervision session is on raw data from clinical work which is made directly available to the supervisor through such means as written clinical materials, direct (live) observation, co-therapy, audio and video recordings, and live supervision. Supervision is a process clearly distinguishable from personal</p>	<p>The supervisor shall ensure that the counseling clinical contact is completed in appropriate professional settings and with adequate administrative and clerical controls.</p>

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
<p>South Carolina</p> <p>LMFT</p> <p>(CONTINUED)</p>	<p>Requirements for MFT Supervisor's License:</p> <ul style="list-style-type: none"> • Holds a MFT license • 5 years of continuous clinical experience immediately preceding the application. 2 years must be clinical supervision under a licensed MFT Supervisor • 36 hours of individual supervision by a licensed MFT Supervisor, of the licensee's supervision of at least 2 interns • 3 semester units of graduate study in supervision, or training from an accredited body approved by the Board. 	<p>psychotherapy and is contrasted in order to serve professional goals.</p> <p>The following are NOT considered supervision:</p> <ul style="list-style-type: none"> • Peer supervision, consultation, or professional or staff development • Administrative supervision • Any process that is primarily didactic or involves teaching or training in a workshop, seminar or classroom format, including continuing education <p>The 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.</p> <p>The supervisor shall ensure the supervisee's familiarity with important literature in the appropriate field of practice.</p> <p>The supervisor shall model effective practice.</p> <p>A 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 stepparent, or present stepchild.</p> <p>A Plan for Supervision must be completed by each supervisor and submitted to the Board.</p> <p>The supervisor shall provide written reports as required by the Board and shall be available for consultation with the Board or its committees regarding the supervisee's competence for licensure.</p> <p>The process of supervision shall be outlined in a contract for supervision (see page 9 for items that must be included).</p> <p>Supervisors must follow the Board's "Code of Ethics for All Supervisors" (see pages 9-10 for content)</p>	

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
<p>South Carolina</p> <p>LPCC</p>	<p>One of the following:</p> <ul style="list-style-type: none"> • A licensed LPCC Supervisor (see below for requirements) • A licensed MFT Supervisor (see MFT section for requirements) • Psychologist or MD, approved by the Board, who possesses the knowledge and expertise necessary to provide guidance and direction, in a structured program, to gain knowledge and skills associated with the diagnosis and treatment of serious problems <p>Requirements for LPCC Supervisor's License:</p> <ul style="list-style-type: none"> • Holds a LPCC license • 5 years of continuous clinical experience immediately preceding application. • 2 years of the 5 years must be experience supervising the clinical casework of other certified or licensed counselors • 36 hours of individual supervision by a LPCC Supervisor, of the licensee's supervision of at least 2 interns • 3 semester units of graduate study in supervision or training from an accredited body approved by the Board 	<p>SAME AS LMFT ABOVE</p>	<p>SAME AS LMFT ABOVE</p>

SOUTH CAROLINA - LPCC & LMFT (continued)

Supervisor Responsibilities

The process of supervision shall be outlined in a contract for supervision and include the following:

<ul style="list-style-type: none"> • clarification of whether supervision will be individual, group or both; • clarification of where, when and for what length of time supervision will occur and the consistency required; • any fee for the supervision including cancellation policy for supervisor and supervisee; • the availability of the supervisor in therapeutic emergencies and a clearly stated process for addressing suicidal or homicidal ideation or other high-risk situations; • confidentiality issues and record keeping including the process for responding to subpoenas, requests for records or other client information and a clearly stated process for protecting client's confidentiality; • knowledge of and commitment to abide by the code of ethics and applicable federal and state laws; • boundary issues including but not limited to personal issues (i.e. dual relationships, gifts, self disclosure); 	<ul style="list-style-type: none"> • release of information form for supervisor and the supervisee to exchange information with other supervisors of person supervised; • clarification of the duties of the supervisor and the supervisee such as: caseload report; preparation for supervision; documentation of diagnosis, treatment plan and session notes; time of supervisory sessions to be spent listening or watching tapes and/or observing; homework assignments including familiarity with important literature in the field; appropriate professional settings with adequate administrative and clerical controls; • the development of a learning plan addressing widely accepted treatment models and methodology; • procedure and schedule to review performance including self-evaluation, client satisfaction surveys, and feedback to the supervisor and supervisee; • procedure to review or amend contract and/or Plan for Supervision.
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Code of Ethics for All Supervisors

In addition to following the profession's Code of Ethics, supervisors and candidates for supervisor's license shall:

<ol style="list-style-type: none"> 1. Ensure that supervisees inform clients of their professional status and of all conditions of supervision. Supervisors need to ensure that supervisees inform their clients of any status other than being fully qualified for independent practice or licensed. For example, supervisees need to inform their clients if they are a student, intern, and trainee or, if licensed with restrictions, the nature of those restrictions. In addition, clients must be informed of the requirements of supervision (e.g., the audio taping of counseling sessions for purposes of supervision). 2. Ensure that clients have been informed of their rights to confidentiality and privileged communication when applicable. Clients also should be informed of the limits of confidentiality and privileged communication. The general limits of confidentiality are when harm to self or others is threatened; when the abuse of children, elders or disabled persons is suspected and in cases when the court compels the counselor to testify and break confidentiality. These are generally accepted limits to confidentiality and privileged communication, but they may be modified by state or federal statute. 3. Inform supervisees about the process of supervision, including supervision goals, case management procedures, and the supervisor's preferred supervision model(s). 4. Keep and secure supervision records and consider all information gained in supervision as confidential. 5. Avoid all dual relationships with supervisees that may interfere with the supervisor's professional judgment or exploit the supervisee. Refrain from supervision of current or former clients. Although all dual relationships are not in of themselves inappropriate, any sexual relationship is considered to be a violation. Sexual relationship means sexual contact, sexual harassment, or sexual bias toward a supervisee by a supervisor. 	<ol style="list-style-type: none"> 6. Establish procedures with their supervisees for handling crisis situations. 7. Provide supervisees with adequate and timely feedback as part of an established evaluation plan, including completion of all Board required forms regarding supervision of supervisees. 8. Render assistance to any supervisee who is unable to provide adequate counseling services to clients. 9. Intervene in any situation where the supervisee is impaired and the client is at risk. 10. Refrain from endorsing an impaired supervisee when it is unlikely that the supervisee can provide adequate counseling services. 11. Refrain from offering supervision outside of the supervisor's area(s) of competence. 12. Ensure that supervisees are aware of the current ethical standards related to their professional practice, as approved by the Board, as well as legal standards that regulate their professional practice. 13. Engage supervisees in an examination of cultural issues that might affect supervision and/or counseling. 14. Ensure that both supervisees and clients are aware of their rights and of due process procedures.
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LEP

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
Florida School Psychologist – Independent Practice (LEP)	Has met educational and experience requirements for school psychology licensure, and is licensed as a school psychologist in any jurisdiction OR A licensed psychologist	Focus on the raw data from the intern’s clinical work, which is made directly available to the supervisor through such means as written clinical materials, direct observation and video and audio recordings. Supervise using a process which is distinguishable from personal psychotherapy, or didactic instruction.	NONE SPECIFIED
Indiana LEP* *Pending rules	NONE SPECIFIED	NONE SPECIFIED	NONE SPECIFIED
South Carolina Licensed Psychoeducational Specialist (LEP)	Licensed Psychoeducational Specialist	NONE SPECIFIED	School or comparable setting

Attachment C

Survey of 5 States* - Comparison of Supervision Laws

What is supervision?

Supervision means a professional relationship between a qualified supervisor and an intern, counselor, or therapist during which the supervisor provides guidance and professional skill development and oversight to the intern, counselor or therapist.	Supervision means that a qualified supervisor is available for consultation, assessment and evaluation when professional services are being rendered by an applicant and the supervisor exercises the degree of supervision appropriate to the circumstances.
Supervision is the relationship between the supervisor and intern that promotes the development of responsibility, skills, knowledge, attitudes and adherence to ethical, legal and regulatory standards in the practice of the profession.	Supervision must be face-to-face contact between the supervisor and supervisee for the purpose of assisting the supervisee in the process of learning the skills of social work or clinical social work practice.
Clinical supervision means an interactional professional and educational relationship between a clinical supervisor and a social worker that provides evaluation and direction over the supervisee's practice of clinical work and promotes continued development of the social worker's knowledge, skills and abilities to engage in practice in an ethical and competent manner.	Supervision is face-to-face contact between an intern and a supervisor during which the intern apprises the supervisor of the diagnosis and treatment of each client, client cases are discussed, the supervisor provides the intern with oversight and guidance in diagnosing, treating and dealing with clients, and the supervisor evaluates the intern's performance.

CALIFORNIA'S DEFINITION

MFT/LPCC: The term "supervision", as used in this article, includes ensuring that the extent, kind, and quality of counseling performed is consistent with the education, training, and experience of the person being supervised; reviewing client/patient records, monitoring and evaluating assessment, diagnosis, and treatment decisions of the intern or trainee; monitoring and evaluating the ability of the intern or trainee to provide services at the site(s) where he or she will be practicing and to the particular clientele being served; and ensuring compliance with laws and regulations governing the practice of marriage and family therapy.

LCSW: Includes the same information as MFT/LPCC, and also states: "Supervision" means responsibility for, and control of, the quality of clinical social work services being provided.

What is NOT supervision?

<p>The following are NOT considered supervision:</p> <ul style="list-style-type: none"> • Peer supervision, consultation, or professional or staff development • Administrative supervision • Any process that is primarily didactic or involves teaching or training in a workshop, seminar or classroom format, including continuing education 	<p>Supervision may not be a staff or team meeting, intensive training seminar, discussion group, consultation session, or quality assurance or review group.</p> <p>In contrast to consultation, the supervisor has the authority to direct treatment plans</p>
Supervision is a process clearly distinguishable from personal psychotherapy and is contrasted in order to serve professional goals. Supervision uses a process which is distinguishable from didactic instruction.	In contrast to therapy, the supervisor will identify counter-transference issues and develop a plan for the supervisee to work through those issues independently.

CALIFORNIA'S DEFINITION

LCSW Only: Consultation or peer discussion shall not be considered to be supervision
MFT/LPCC: No definition in law

*Florida, Indiana, New York, Oregon, South Carolina

What are the Supervisory Oversight Requirements?

<p>Supervision consists of:</p> <ul style="list-style-type: none"> • Apprising the supervisor of the diagnosis and treatment of each client • Providing oversight and guidance in diagnosing and treating clients • Regularly reviewing and evaluating the applicant's professional work • Maintain records of the client contact hours in diagnosis, psychotherapy • Assessment-based treatment planning 	<p style="text-align: center;">USED BY TWO STATES:</p> <p>Supervision includes:</p> <ul style="list-style-type: none"> • Reviewing the applicant's assessment, evaluation and treatment of each client under his or her general supervision; and • Providing oversight, guidance and direction in developing clinical skills. • Appropriate oversight of all services provided under his or her supervision.
<p>The supervisor must:</p> <ul style="list-style-type: none"> • Review and evaluate appropriateness of client population and caseload, individual charts, case records, and methodologies for keeping client confidentiality • Recommend that the intern to refer clients to other therapists when client needs are outside the intern's scope of practice • Hold discussions based on case notes, charts, records, and available audio or visual tapes • Review assessments and treatment plans for the clients being seen • Determine the appropriateness of the plans and the supervisee's therapeutic skill 	<p>Discuss cases based on case notes, charts, records, and audio or visual tapes of clients, if available.</p> <p>Focus on the raw data from the intern's clinical work, which is made directly available to the supervisor through such means as written clinical materials, direct observation and video and audio recordings.</p> <p>The process of supervision shall include regularly scheduled live observation of counseling sessions or review of audiotapes and/or videotapes of counseling sessions.</p> <p>The treatment plans presented by the supervisee must be appropriate, and the supervisor must focus on the therapeutic skill of the supervisee in promoting change in the client, and determine the appropriateness of the plans.</p>
<p>The 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.</p>	<p>The supervisor shall ensure the supervisee's familiarity with important literature in the appropriate field of practice.</p> <p>The supervisor shall model effective practice.</p> <p>See attachment B, Page 9 for additional examples</p>

CALIFORNIA'S REQUIREMENTS

See Agenda Item IV, Attachment A, Page 4

Does the Board Require Notification and Approval of Supervision?

<p>4 out of the 5 states surveyed have such requirements. Examples of related laws:</p>	
<p>A plan for clinical supervision must be filed with the board before beginning supervision and at the end of supervision and shall include a termination evaluation.</p> <p>The Board requires specific topics to be covered within the plan, such as where counseling will be performed, where supervision will be provided, services performed, an agreement of the supervisor, employer and the intern, etc.</p> <p>The intern and supervisor must notify the Board of the supervision and the Board must approve it.</p> <p>The supervisor must submit a biannual evaluation of the supervisee to the board.</p>	<p>The supervisor must submit a written evaluation of the intern's skills and progress every six months and at the conclusion of the plan.</p> <p>The supervisor shall provide written reports as required by the Board and shall be available for consultation with the Board or its committees regarding the supervisee's competence for licensure.</p> <p>The supervisor must report to the board immediately if the supervisee is not complying with the plan of practice and supervision.</p> <p>If a supervisor has concerns about a supervisee being licensed, he or she must notify the Board</p>

Other States - Employer/Work Setting Requirements

Allowable Work Settings

<p>Must provide the Board with documentation establishing that the agency or setting is any of the following authorized to provide services within the profession's scope of practice:</p> <ul style="list-style-type: none"> • Professional service corporation, registered limited liability partnership, or professional service limited liability company • Sole proprietorship or professional partnership owned by a licensee • Hospital or clinic • (Specified types of) programs or facilities • An entity defined as exempt from the licensing requirements 	<p>Experience shall be earned as an employee in one of the following settings:</p> <ul style="list-style-type: none"> • Social service agencies • Institutions of higher education • Mental health centers • Home health agencies • Long term health care facilities • Employee assistance programs • Occupational social services • Correctional institutions • Private Practice • Military Facilities • Schools • Hospitals
<p>The work setting must be a location where legally authorized individuals provide clinical services.</p>	<p>The setting cannot be a private practice owned or operated by the intern.</p>

Off-Site Work and Supervision

<p>The clinical experience requirement may be met by work performed on or off the premises of the supervising MFT or the equivalent, provided the off-premises work is not the independent private practice rendering of MFT services that does not have a licensed mental health professional, as determined by the board, on the premises at the same time the intern is providing services.</p>	<p>The clinical experience requirement may be met by work performed at or away from the premises of the qualified supervisor. The clinical social work requirement may NOT be performed away from the supervisor's premises if:</p> <ul style="list-style-type: none"> • The work is independent private practice; and • The work is not performed at a place with the supervision of a qualified supervisor available
<p>If a third-party is supervising the qualified individual, an affirmation from a representative of the setting that the setting is authorized to provide clinical social work services and that the setting will ensure appropriate supervision when the individual is performing such services.</p>	

Employer Responsibilities

<p>The supervisor must have the authority to direct the caseload and treatment plans of the associate, and to determine the appropriateness of the associate's client population to the associate's level of expertise</p>	<p>Agency provides the associate with sufficient support to progress toward licensure, and screens patients who are served by the agency and by the associate.</p>
<p>The setting is responsible for the services provided by individuals gaining experience for licensure.</p>	<p>The setting is responsible for providing adequate supervision and for assigning a qualified supervisor.</p>

Other Related Issues

<p>Requires an "intern plan" that specifies where work will be performed, where supervision will be provided, and includes an agreement between the supervisor, employer and the intern on a variety of issues.</p>	<p>The supervisor shall ensure that the clinical counseling contact is completed in appropriate professional settings and with adequate administrative and clerical controls.</p>
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CALIFORNIA'S REQUIREMENTS: See attachment to agenda item IV, page 5