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SUPERVISION COMMITTEE MEETING

June 27, 2014

11:00 a.m. - 2:00 p.m.

Phillips Graduate Institute
19900 Plummer Street
Chatsworth, CA 91311
818-654-1702

- I. Introductions*
- II. Review of Current Supervised Experience Requirements for California Applicants
- III. Presentation of an Examination Eligibility Application Evaluation
 - a. Licensed Marriage and Family Therapist
 - b. Licensed Clinical Social Worker
- IV. Discussion and Review of Other State's Supervised Experience Requirements for Licensed Marriage and Family Therapists, Licensed Clinical Social Workers, and Licensed Professional Clinical Counselors
- V. Discussion and Review of Proposed Survey Questions
- VI. Suggestions for Future Agenda Items
- VII. Public Comment for Items not on the Agenda
- VIII. Adjournment

**Introductions are voluntary for members of the public.*

Public Comment on items of discussion will be taken during each item. Time limitations will be determined by the Chairperson. Times are approximate and subject to change. Action may be taken on any item listed on the Agenda.

This Agenda as well as Board Meeting minutes can be found on the Board of Behavioral Sciences website at www.bbs.ca.gov.

NOTICE: *The meeting is accessible to persons with disabilities. A person who needs a disability-related accommodation or modification in order to participate in the meeting may make a request by contacting Christina Kitamura at (916) 574-7835 or send a written request to Board of Behavioral Sciences, 1625 N. Market Blvd., Suite S-200, Sacramento, CA 95834. Providing your request at least five (5) business days before the meeting will help ensure availability of the requested accommodation.*



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To: Supervision Committee **Date:** June 13, 2014

From: Debbie Flewellyn, MFT Evaluator
Darlene York, LCSW Evaluator

Subject: **Discussion Regarding California's Supervised Experience Requirements**

The Board would like to have an open discussion concerning the difference and similarities of the supervised experience requirements for licensure as a Licensed Clinical Social Workers (LCSW), Marriage and Family Therapists (MFT), and Licensed Professional Clinical Counselors (LPCC). The Attachment A, entitled "California's Requirements for Supervised Experience", presents an overview of the required hours of experience, supervision requirements, and employment work settings requirements for each license type. Attachments A and B relate specifically to MFT and LCSW respectively.

Attachments

Attachment A-California's Requirements for Supervised Experience

Attachment B-MFT Breakdown of Required Experience

Attachment C-LCSW Supervised Experience Requirements

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ATTACHMENT A

CALIFORNIA'S REQUIREMENTS FOR SUPERVISED EXPERIENCE

1. HOURS OF EXPERIENCE AND CATEGORIES			
	LCSW	LMFT	LPCC
Summary	<ul style="list-style-type: none"> • Register as Associate Clinical Social Worker (ASW) • Gain 3,200 hours Post-degree • Minimum 104 weeks • Hours gained within 6 years before application for licensure is filed • Max. 40 hours in any week • Max. 40 hours in any 7 consecutive days 	<ul style="list-style-type: none"> • Gain 3,000 hours total: <ul style="list-style-type: none"> - Max. 1,300 Pre-degree as MFT Trainee - Min. 1,700 Post-degree as a registered MFT Intern • Minimum 104 weeks • Hours gained within 6 years before application for licensure is filed (except 500 hours practicum) • Max. 40 hours in any week • Max. 40 hours in any 7 consecutive days 	<ul style="list-style-type: none"> • Register as a Professional Clinical Counselor Intern (PCI) • Gain 3,000 hours Post-degree • Minimum 104 weeks • Hours gained within 6 years before application for licensure is filed • Max. 40 hours in any week • Max. 40 hours in any 7 consecutive days
Minimums	<ul style="list-style-type: none"> • 1,700 hours (minimum 13 weeks) under a LCSW • 2,000 hours in Clinical Psychosocial Diagnosis, Assessment, & Treatment, including: <ul style="list-style-type: none"> - Min. 750 hours of face-to-face Individual or Group Psychotherapy 	<ul style="list-style-type: none"> • 500 hours Diagnosing and Treating Couples, Families and Children (up to 150 hours may be double counted) 	<ul style="list-style-type: none"> • 1,750 hours Direct Counseling with Individuals, Groups, Couples or Families • 150 hours in a Hospital or Community Mental Health Setting
Maximums	<ul style="list-style-type: none"> • 1,200 hours in Client-Centered Advocacy, Consultation, Evaluation, & Research 	<ul style="list-style-type: none"> • 1,000 hours COMBINED: <ul style="list-style-type: none"> - Direct Supervisor Contact - Workshops, Training, Conferences (max 250) - Personal Psychotherapy (max 100 triple counted) • 500 hours COMBINED: <ul style="list-style-type: none"> - Administering & Evaluating Psych Tests, Writing Clinical Reports, Progress or Process Notes - Client-Centered Advocacy • 500 hours Group Therapy • 375 hours Telehealth Counseling 	<ul style="list-style-type: none"> • 1,250 hours COMBINED: <ul style="list-style-type: none"> - Direct Supervisor Contact - Workshops, Training, Conferences (max 250) - Client-Centered Advocacy - Administering & Evaluating Psych Tests, Writing Clinical Reports, Progress or Process Notes (max 250) • 500 hours Group Therapy • 375 hours Telehealth Counseling

2. SUPERVISION REQUIREMENTS

<p>Applies only to:</p> <p style="text-align: center;">ASW</p> <p style="text-align: center;">MFT INTERN/ TRAINEE</p> <p style="text-align: center;">PCI</p>	<ul style="list-style-type: none"> • Min. 1 hour of supervision per week for each work setting • Min. 1 hour of individual or 2 hours of group supervision every week for 104 weeks • Of the 104 weeks of required supervision, 52 weeks must be individual • 1 additional hour of direct supervisor contact for every week in which more than 10 hours of “face-to-face psychotherapy” LCSW/LPCC) or “client contact” (MFT) is performed in each work setting • Max. 5 hours of supervision, whether individual or group, during any single week. • Max. 8 supervisees in a group supervision session; must be provided in segments lasting no less than 1 continuous hour. • Permits supervision via live, two-way videoconferencing if working for a governmental entity, school, college, or university, or an institution that is both nonprofit and charitable. The supervisor is responsible for ensuring client confidentiality. • No experience obtained under a spouse or relative by blood or marriage • No experience obtained under a supervisor with whom the applicant has a personal relationship that undermines the authority or effectiveness of the supervision. • The supervisor shall not have provided therapeutic services to the trainee or intern.
<p>Applies only to:</p> <p style="text-align: center;">MFT INTERN/ TRAINEE</p> <p style="text-align: center;">PCI</p>	<ul style="list-style-type: none"> • Maintain Weekly Log of experience signed by supervisor
	<ul style="list-style-type: none"> • No hours may be gained prior to completing 12 semester/18 quarter units in degree program • 1 hour direct supervisor contact for every five (5) hours of client contact in each work setting

5. EMPLOYMENT/WORK SETTING REQUIREMENTS

<p>Applies only to:</p> <p style="text-align: center;">ASW</p> <p style="text-align: center;">MFT INTERN/ TRAINEE</p> <p style="text-align: center;">PCI</p>	<ul style="list-style-type: none"> • Must be a W-2 or volunteer employee. Employee may not receive any remuneration from patients or clients and shall only be paid by the employer. • Employee may not have any proprietary interest in the employer's business. • Employee may not lease or rent space, pay for furnishings, equipment, or supplies, or pay for any obligations of his or her employer. • Experience shall only be gained in a setting that meets both of the following: <ul style="list-style-type: none"> ○ Lawfully and regularly provides clinical social work, mental health counseling, or psychotherapy. ○ Provides oversight to ensure that the supervisee's work at the setting meets the experience and supervision requirements set forth in this chapter and is within the scope of practice for the profession ○ (If a MFT Trainee, may not be a private practice) • Licensee in private practice may only have 3 supervisees. Corporations permitted a maximum of 3 supervisees per supervisor, for a total of no more than 15 supervisees. Supervisors must be employed full-time by corporation.
<p>Applies only to:</p> <p style="text-align: center;">MFT INTERN/ TRAINEE</p> <p style="text-align: center;">PCI</p>	<ul style="list-style-type: none"> • May only perform services at the place where their employers regularly conduct business, which may include performing services at other locations, so long as the services are performed under the direction and control of their employer and supervisor, and in compliance with the laws and regulations pertaining to supervision. • In a setting which is not a private practice, the supervisor may be employed by the applicant's employer on either a paid or a voluntary basis. If on a voluntary basis, a written agreement must be executed between the supervisor and the organization, prior to commencement of supervision, in which the supervisor agrees to ensure that the extent, kind, and quality of counseling performed by the intern is consistent with the intern's training, education, and experience, and is appropriate in extent, kind, and quality. The agreement shall contain an acknowledgment by the employer that: <ul style="list-style-type: none"> ○ The employer is aware of the licensing requirements that must be met by the intern and agrees not to interfere with the supervisor's legal and ethical obligations to ensure compliance with those requirements; and ○ The employer agrees to provide the supervisor access to clinical records of the clients counseled by the intern. • Trainees, interns, or applicants who provide volunteered services or other services, and who receive no more than a total, from all work settings, of five hundred dollars (\$500) per month as reimbursement for expenses actually incurred by those trainees, interns, or applicants for services rendered in any lawful work setting other than a private practice shall be considered an employee and not an independent contractor. The board may audit applicants who receive reimbursement for expenses, and the applicants shall have the burden of demonstrating that the payments received were for reimbursement of expenses actually incurred.
	<ul style="list-style-type: none"> • Except for periods of time during a supervisor's vacation or sick leave, an intern who is employed or volunteering in private practice shall be under the direct supervision of another qualified supervisor. The supervising licensee shall either be employed by and practice at the same site as the intern's employer, or shall be an owner or shareholder of the private practice. Alternative supervision may be arranged during a supervisor's vacation or sick leave if the supervision meets the requirements of this section. • When an intern employed in private practice is supervised by someone other than the employer, the supervisor must be employed by and practice at the same site(s) as the intern's employer.
<p>Applies only to:</p> <p style="text-align: center;">ASW</p>	<ul style="list-style-type: none"> • An associate, whether employed or volunteering, may obtain supervision from a person not employed by the associate's employer if that person has signed a written agreement with the employer to take supervisory responsibility for the associate's social work services.

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MFT: CATEGORIES REQUIRED FOR SUPERVISED EXPERIENCE

CATEGORIES	PRE-DEGREE (Max 1,300 hours)		POST-DEGREE		
	Minimum/Maximum Prior to January 1, 2010	Minimum/Maximum After January 1, 2010	Minimum/Maximum Prior to January 1, 2010	Minimum/Maximum From Jan 1, 2010 to Jan 1, 2012	Minimum/Maximum After January 1, 2012
<ul style="list-style-type: none"> All hours must be less than 6 years old The Minimums & Maximums for Post-Degree Hours also Apply to Pre-Degree Hours 					
1. Practicum <ul style="list-style-type: none"> A Maximum 500 hours of Direct Counseling & Supervision may be more than 6 years old Practicum change listed under 2010 only applies to those entering a degree program after 08/01/2012 	Minimum 150 hours of Counseling	<ul style="list-style-type: none"> Minimum 225 hours Minimum 150 hours of Counseling Maximum 75 hours of Client Centered Advocacy 			
2. Psychotherapy with Individuals	COUNSELING		No Minimum or Maximum	No Minimum or Maximum	No Minimum or Maximum
3. Psychotherapy with Couples, Families and/or Children			Minimum 500 hours	<ul style="list-style-type: none"> Minimum 500 hours The first 150 hours of conjoint treatment can be double counted 	No change
4. Group Therapy or Counseling			Maximum 500 hours	No change	No change
5. Telemedicine/Telehealth Counseling			<ul style="list-style-type: none"> Telemedicine - 125 hours maximum Telephone Counseling - 250 hours maximum 	Maximum 375 hours	No change
5 A. Administering & Evaluating Psychological Tests	Not permitted	Maximum 500 hours combined	Maximum 250 hours combined (excluding Client Centered Advocacy)	No change	Maximum 500 hours combined
B. Writing Clinical Reports	Not permitted				
C. Writing Progress or Process Notes	Not permitted				
D. Client Centered Advocacy*	Not permitted				
6 A. Max. 250 hours of Workshops, Seminars, Training Sessions or Conferences	Maximum 250 hours	No change	Maximum 1,000 hours combined	Maximum 1,250 hours combined	Maximum 1,000 hours combined
B. Max. 100 hours of Personal Psychotherapy Received (triple-counted to total 300 hours)	Maximum 100 hours	No change			
C. Direct Supervisor Contact	Maximum 750 hours (Combined with #1-#4 - Counseling)	No change			
D. Client Centered Advocacy* <i>Repeated from 5 D as category groups changed between 2010 and 2012</i>					

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LCSW Breakdown of Required Experience

EXPERIENCE TYPE	MINIMUMS AND MAXIMUMS	NOTES
<ul style="list-style-type: none"> ▪ Clinical psychosocial diagnosis ▪ Assessment ▪ Treatment ▪ Psychotherapy ▪ Counseling 	<p>Minimum 2,000 hours REQUIRED</p> <p>Minimum 750 hours of performing face-to-face individual or group psychotherapy is REQUIRED as part of this 2,000 hours</p>	One hour of direct supervisor contact* is required for any week in which more than 10 hours of face-to-face psychotherapy is performed for each setting in which experience is gained.
<ul style="list-style-type: none"> ▪ Client-centered advocacy ▪ Consultation ▪ Evaluation ▪ Research 	Maximum 1,200 hours allowed	
<ul style="list-style-type: none"> ▪ Supervision, Individual 	Minimum 52 weeks REQUIRED, 13 of which must be supervised by a LCSW	One hour of direct supervisor contact* is required for a minimum of 104 weeks.
<ul style="list-style-type: none"> ▪ Supervision, Group (not more than eight (8) supervisees in the group) 	No minimum or maximum	No more than five hours of supervision may be credited during any single week.
Total Weeks of Experience REQUIRED	Minimum 104 weeks	
Total Hours REQUIRED	Minimum 3,200 hours**	Maximum of 40 hours experience may be credited for any week.

* One hour of direct supervisor contact means one hour of individual supervision or two hours of group supervision

** A minimum of 1,700 hours must be gained under the supervision of a LCSW

NOTE: All hours of experience for licensure must be gained post-degree.

The information provided in this publication is general and intended to serve as a quick answer guide for common questions. The *Statutes and Regulations Relating to the Practice of Marriage and Family Therapy, Licensed Clinical Social Work, and Licensed Educational Psychology* contains the official legal code sections and language.

The BBS encourages you to thoroughly read the *Statutes and Regulations* and refer to it in cases that require official legal language.

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To: Supervision Committee **Date:** June 13, 2014

From: Debbie Flewellyn, MFT Evaluator
Darlene York, LCSW Evaluator

Subject: Discussion of the Evaluation Eligibility Worksheet

Debbie Flewellyn and Darlene York will present an overview of the evaluation eligibility worksheets that are completed to during the evaluation of licensing applications. The intent of this presentation is to give the stakeholders better working knowledge of how an application is evaluated as well as the differences in the process between the Marriage and Family Therapist and Licenses Clinical Social Worker evaluation process.

Attachments

Attachment A1-MFT Evaluation Worksheet
Attachment A2-MFT Evaluation Worksheet
Attachment B1-LCSW Evaluation Worksheet

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Applicant Name: Jane Doe
BBS File No: 96259 **IMF No.:** 2) 76630 **Date Issued:** 9/20/2013
Date Intern App Recd: 8/31/2007 **90 Days:** Yes: **No:**
Enrolled in School: 9/1/2005 **Date Degree Awarded:** 5/20/2007

DIRECT COUNSELING HOURS

Supervisor Info		Dates		# Wks	Clinical Counseling Hours				Non-Clinical			Supervision		TOTAL	
Name	Lic #	Start	End		Ind	Couples	Group	Tele	Adm	WS	CCA	Ind	Grp		
		6/5/06	5/21/07	51	88	261	0	0	0	0	0	51	100	500	
														0	
														0	
		10/1/07	5/19/08	29	480	0	0	0	124	36	0	21	56	717	
		8/3/09	12/28/09	20	50.5	3	0	5	71	2	0	0	40	171.5	
		1/4/10	6/20/11	67	192	0	2	46	55	74	12	1	134	516	
		9/24/12	7/31/13	35	1	440	1	4	187	154	280	22	82	1170	
		4/29/13	9/25/13	X	20	0	0	0	13	12	43	1	6	95	
		8/1/13	9/20/13	8	75	0	0	0	24	3	61	2	18	183	
														0	
														0	
														0	
				210	906.5	704	1	6	51	474	281	396	98	436	3352.5

1,250 Maximum Combined Hours:

52 Weeks of Individual Supervision: Yes: No:

Subtotal 3,353

EXPERIENCE:	Hours (3,000 Minimum)
Credited:	<u>3,353</u>
Needed:	<u>-353</u>
Weeks (104 Minimum)	
Credited:	<u>210</u>
Needed:	<u>-106</u>

+
Personal Psychotherapy: 39

TOTAL

Deficient Coursework: _____ Exam App Received: 9/30/2013

CLEARED FOR EXAM: Yes No

COMMENTS

Reviewed by: _____ **Date:** _____

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LICENSED CLINICAL SOCIAL WORKER EXAMINATION ELIGIBILITY APPLICATION EVALUATION SHEET

Applicant's Name: _____
Last First Middle

BBS File No: _____ Associate Number: _____ Date Issued: _____

School Code: _____ Date Degree Awarded: _____

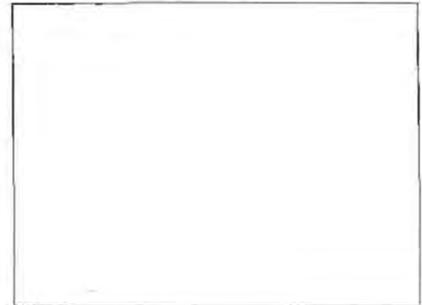
Supervisor Info.			Dates		Supervision Credited				Work Experience Credited			
Name	Lic	Number	Start	End	Ind	Grp	Super wks per month	Hrs per week	Clinical Psych (A)	Direct Psych (A1)	Client Centered (B)	Total Exp
Sub Totals:												

TOTAL EXPERIENCE HOURS CREDITED: _____

ADDITIONAL HOURS NEEDED: _____

TOTAL SUPERVISED WEEKS CREDITED: _____

ADDITIONAL WEEKS NEEDED: _____



- YES NO
- Child abuse assessment and reporting (7 hours)
 - Human sexuality (10 hours)
 - Alcoholism and chemical substance dependency (15 hours)
 - Spousal abuse (Enrolled after 1-1-95; 15 hours after 1-1-04)
 - Aging and Long Term Care (10 hours; Enrolled after 1-1-04)

 - Licensure in other state(s) reported? If YES, list state(s) and date licensed:
 - Was disciplinary action reported? If YES, make sure documentation is attached
 - Was Prior conviction reported? If YES, make sure documentation is attached

 - Examination Security Notice Completed and Received

 - Deficiency?
Reason For Deficiency: _____

Date Cleared for Examination: _____

Reviewed by: _____ Date: _____

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To: Committee Members

Date: June 17, 2014

From: Christy Berger
Regulatory Analyst

Telephone: (916) 574-7817

Subject: Updated Review of Other States' Supervision Requirements

Introduction

The attached documents provide the results of staff research on other states' supervision requirements for license types that are the same or very similar to the Board's LCSW, LMFT, and LPCC programs. The following states were initially surveyed for the April 2014 Committee meeting:

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

Per the Committee's request, the following 5 additional states have now been surveyed and are incorporated into the survey results:

- Colorado
- Illinois
- Ohio
- Texas
- Washington

Attachment A lists the types of experience hours required for each profession in each of the 10 states 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 of the 10 states 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 10 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 10 states is provided. This information may be helpful in comparison with California's requirements. Also see attachment D for a very brief summary of experience requirements nationwide.

LCSW

Minimum Requirement	10 States-Requirement Ranges From:	10 States-Average Requirement:	10 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 – 4,000 hours	1,468 hours	3,000 hours	3,200 hours
Direct Client Contact Hours	0 – 2,000 hours	968 hours	1,500 & 2,000 hours	2,000 hours*
Total Direct Supervision Hours	96 - 150 hours	104 hours	100 hours	104 hours
Individual Supervision Hours	0 - 60 hours	31 hours	50 hours	52 hours
Maximum Supervisees in a Group	No limit – 10 max.	5 max.	6 max.	8 max.

*Must include 750 hours of face-to-face individual or group psychotherapy

LMFT

Minimum Requirement	10 States-Requirement Ranges From:	10 States-Average Requirement:	10 States-Most Commonly Require:	California's Requirement
Years of Experience*	0 – 3 years	2 years	2 years	2 years
Hours of Experience*	1,000** – 3,200 hours	2,070 hours	1,500 & 3,000 hours	3,000 hours
Direct Client Contact Hours	0 – 2,000 hours	1,235 hours	1,500 hours	***
Total Direct Supervision Hours	52 – 200 hours	137 hours	200 hours	104 hours
Individual Supervision Hours	0 – 100 hours	55 hours	100 hours	52 hours
Maximum Supervisees in a Group	No limit – 10 max.	5 max.	6 max.	8 max.

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

**Of the states that require less than 3,000 hours, most require all hours to be direct client contact gained over a minimum of two years. This would result in the overall number of hours gained to be significantly higher.

*** 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: 7 of the 10 States specifically require hours treating couples and families, as does California.

LPCC

Minimum Requirement	10 States-Requirement Ranges From:	10 States-Average Requirement:	10 States-Most Commonly Require:	California's Requirement
Years of Experience*	1.5 – 3 years	2 years	2 years	2 years
Hours of Experience*	960** – 3,000 hours	2,336 hours	3,000 hours	3,000 hours
Direct Client Contact Hours	0 – 2,400 hours	1,191 hours	1,500 hours	1,750 hours
Total Direct Supervision Hours	90 – 200 hours	105 hours	100 hours	104 hours
Individual Supervision Hours	0 – 100 hours	44 hours	0 hours	52 hours
Maximum Supervisees in a Group	0 – 10 max.	5 max.	6 max.	8 max.

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

**Of the states that require less than 3,000 hours, most require all hours to be direct client contact gained over a minimum of two years. This would result in the overall number of hours gained to be significantly higher.

Distribution of Direct Supervision

Six of the 10 states specify how supervision must be distributed, as follows:

- One state requires 1 hour of supervision every 2 weeks + 1 hour for every 15 hours of client contact
- One state requires 1 hour of supervision for every 20 hours worked
- One state requires 1 hour of supervision for every 40 hours worked, with a minimum 4 hours per month, or 2 hours per month if part-time
- Two states require 4 hours per month
- One state requires 2 hours per month

California requires Associate Clinical Social Workers (ASWs), MFT Interns, and Professional Clinical Counselor Interns (PCIs) 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.

Comparison of Supervisor Qualifications

The following charts provide a summary of minimum requirements for supervisors from the 10 states surveyed.

LCSW

Question:	Other States' Requirements	California's Requirement
Who Can Supervise?	LCSW only - 6 states – Licensed Mental Health Professional*- 4 states	Licensed Mental Health Professional, except 13 weeks must be under a LCSW
How Long Must Supervisor Have Been Licensed and Practicing?	0 years - 4 states 1 year - 1 state 2 years - 5 states	2 years
Must the Board Pre-Approve Supervisor Qualifications?	Required by 5 states	Not required
Is Supervisor Training Required?	Required by 6 states	Required
Does the Board Require Notification of Supervision?	Required by 5 states	Not required
Must Supervisor Submit an Evaluation of Supervisee to the Board?	Required by 4 states	Not required

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

LMFT

Question:	Other States' Requirements	California's Requirement
Who Can Supervise?	LMFT only - 1 state Licensed Mental Health Professional*- 9 states	Licensed Mental Health Professional
How Long Must Supervisor Have Been Licensed and Practicing?*	0 years - 2 states 2 years - 1 state 3 years - 3 states 5 years - 4 states	2 years
Must the Board Pre-Approve Supervisor Qualifications?	Required by 4 states	Not required
Is Supervisor Training Required?*/**	Required by 9 states***	Required
Does the Board Require Notification of Supervision?	Required by 4 states	Not required
Must Supervisor Submit an Evaluation of Supervisee to the Board?	Required by 3 states	Not required

* One state requires some hours under a MFT

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

***2 states only require supervisor training for non-MFT licensees

LPCC

Question:	Other States' Requirements	California's Requirement
Who Can Supervise?	Licensed Mental Health Professional* - 9 states LPCC only - 1 state	Licensed Mental Health Professional
How Long Must Supervisor Have Been Licensed and Practicing?*	0 years - 4 states 1 year - 1 state 2 years - 1 state 3 years - 3 states 5 years - 1 state	2 years
Must the Board Pre-Approve Supervisor Qualifications?	Required by 5 states	Not required
Is Supervisor Training Required?*	Required by 6 states	Required
Does the Board Require Notification of Supervision?	Required by 5 states	Not required
Must Supervisor Submit an Evaluation of Supervisee to the Board?	Required by 5 states	Not required

* One state requires some hours under a LPCC

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

Comparison of Supervisor Responsibilities and Employer/Work Setting Requirements

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

California's laws are also provided for comparison.

Attachments

Attachment A: 10-State Survey: Hours & Categories / Supervision by State

Attachment B: 10-State Survey: Supervisor Qualifications & Responsibilities / Employer & Work Setting Requirements by State

Attachment C: 10-State Survey: Compilation of Supervision Laws

Attachment D: Brief Summary of Other States' Experience Requirements for LCSW, LMFT and LPCC

Attachment E: Other States' LCSW, LMFT and LPCC licensing population counts

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Attachment A

10-State Survey - Experience Hours & Categories / Supervision

States: Colorado, Florida, Illinois, Indiana, New York, Ohio, Oregon, South Carolina, Texas, Washington

STATE	Experience Hours & Categories	Supervision Requirements
Colorado LCSW	<ul style="list-style-type: none"> • 2 years / 3,360 hours post-degree experience that includes: • 1,680 hours of treatment, diagnosis, testing, assessment or counseling • Total 96 hours of supervision • 48 hours of individual supervision • A doctoral internship may be applied toward the experience requirement 	<ul style="list-style-type: none"> • May include group supervision with a maximum of 10 supervisees • The supervisor must attest to supervisee's satisfactory completion of experience and meeting generally accepted standards of practice
Colorado LMFT	<ul style="list-style-type: none"> • 2 years / 2,000 hours post-degree experience that includes: • 1,500 hours of face-to-face direct client contact • 1,000 of the 1,500 hours with couples and families performing diagnosis, assessment and intervention • Total 100 hours of supervision • 50 hours of individual supervision • A doctoral internship may be applied toward the experience requirement 	<ul style="list-style-type: none"> • SAME AS ABOVE
Colorado LPCC	<ul style="list-style-type: none"> • 2 years / 2,000 hours post-degree experience that includes: • Total 100 hours of supervision • 70 hours of individual supervision • A doctoral internship may be applied toward the experience requirement 	<ul style="list-style-type: none"> • SAME AS ABOVE

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
Illinois LCSW	<ul style="list-style-type: none"> • 3,000 hours of post-degree experience directly related to clinical social work practice • A doctoral internship may be applied toward the experience requirement 	<ul style="list-style-type: none"> • Average of 4 hours of supervision per month (Minimum of approx. 72 hours) • May include group supervision with a maximum of 5 supervisees • Experience must be evaluated by the supervisor as satisfactory
Illinois LMFT	<ul style="list-style-type: none"> • 3,000 hours / 2 years of post-degree experience that includes: • 1,000 hours of face-to-face contact with clients for evaluation and treatment • 350 of the 1,000 hours performing one-on-one therapy • 350 of the 1,000 hours performing conjoint therapy • 100 hours of supervision • A doctoral internship may be applied toward the experience requirement 	<ul style="list-style-type: none"> • May include group supervision with a maximum of 6 supervisees
Illinois LPCC	<ul style="list-style-type: none"> • 2 years full-time (or equivalent part-time) post-degree experience that includes: • 960 hours providing direct face-to-face service to clients • 104 hours of supervision • A doctoral internship may be applied toward the experience requirement 	<ul style="list-style-type: none"> • 1 hour of supervision per week • May include group supervision with a maximum of 5 supervisees • Experience must be evaluated by the supervisor as satisfactory or better

STATE	Experience Hours & Categories	Supervision Requirements
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
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 	<p>NONE SPECIFIED</p>
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

STATE	Experience Hours & Categories	Supervision Requirements
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
Ohio LCSW	<ul style="list-style-type: none"> 2 years / 3,000 hours post-degree experience that includes: 150 hours of supervision 	<ul style="list-style-type: none"> Maximum 1,500 hours gained during a one-year period 1 hour of supervision for every 20 hours worked May include group supervision with a maximum of 6 supervisees Group supervision must deal with practice problems of group members that are similar in nature and complexity to all supervisees in the group
Ohio LMFT	<ul style="list-style-type: none"> 2 years of post-degree experience / 1,000 total hours of client contact that includes: 500 hours with couples and/or families Total 200 hours of supervision 100 hours of individual supervision 	<ul style="list-style-type: none"> May include group supervision with a maximum of 6 supervisees
Ohio LPCC	<ul style="list-style-type: none"> 2 years / 3,000 hours post-degree experience that includes: 1,500 hours of clinical counseling, which includes the diagnosis and treatment of mental and emotional disorders A doctoral internship may be applied toward the experience requirement 	<ul style="list-style-type: none"> Maximum 1,500 hours in a one-year period 1 hour of supervision for every 20 hours worked May include group supervision with a maximum of 6 supervisees The supervisee must pass a field evaluation completed by the supervisor that includes documented evidence of the quality, scope, and nature of the applicant's experience and competence in diagnosing and treating mental and emotional disorders. Supervisee must notify the Board when changing or adding supervisors, sites or duties within thirty days of such a change.
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 completing 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>
Texas LCSW	<ul style="list-style-type: none"> • 2 years / 3,000 hours of post-degree clinical experience that includes: • 100 hours of supervision 	<ul style="list-style-type: none"> • 1 hour of supervision for every 40 hours worked • If supervisee works full time, minimum 4 hours supervision per month, taking place an average of twice a month. • If supervisee works part time, minimum 2 hours supervision per month, taking place an average of once a month. • Supervisory sessions must be at least 1 hour but no more than 2 hours. • Maximum of 10 hours of supervision counted in any month or 30-day period • May include group supervision with a maximum of 6 supervisees
Texas LMFT	<ul style="list-style-type: none"> • 2 years / 3,000 hours of post-degree experience that includes: • 1,500 hours of direct clinical services • 750 of the 1,500 hours shall be provided to couples or families • Total 200 hours of supervision • 100 hours of individual supervision • A doctoral internship may be applied toward the experience requirement 	<ul style="list-style-type: none"> • Minimum 1 hour of supervision every 2 weeks • Maximum of 50 hours of supervision by telephonic or electronic media • Board approval of a Supervisory Agreement Form which designates the supervisor and the location of practice. • Supervision must be conducted under a supervision contract, submitted to the board within 60 days of the initiation of supervision and approved by the board. • May include group supervision with a maximum of 6 supervisees • Supervisee may have no more than two board-approved supervisors at a time, unless given prior approval by the board.

STATE	Experience Hours & Categories	Supervision Requirements
Texas LPCC	<ul style="list-style-type: none"> • 1.5 years / 3,000 hours of post-degree experience that includes: • 1,500 hours of direct client counseling 	<ul style="list-style-type: none"> • 4 hours per month of face to face or live Internet webcam supervision (Minimum of approximately 72 hours) • 50% of the total hours of supervision can be live Internet webcam supervision • 50% of the total hours of supervision may be received in group supervision, with up to 50% live Internet webcam supervision • Supervisee may have no more than two board-approved supervisors at a time
Washington LCSW	<ul style="list-style-type: none"> • 3 years / 4,000 hours post-degree experience that includes: • 1,000 hours of direct client contact • 130 total hours of supervision • 60 hours of individual supervision • 70 hours of supervision under a LCSW 	<ul style="list-style-type: none"> • May include group supervision with a maximum of 6 supervisees
Washington LMFT	<ul style="list-style-type: none"> • 2 years / 3,000 hours of post-degree experience that includes: • 1,000 hours of direct client contact with at least 500 hours diagnosing and treating couples and families • 200 total hours of supervision • 100 hours of individual supervision • 100 hours of supervision with a licensed MFT 	<ul style="list-style-type: none"> • May include group supervision with a maximum of 6 supervisees
Washington LPCC	<ul style="list-style-type: none"> • 3 years full-time or 3,000 hours of post-degree experience that includes: • 1,200 hours of direct counseling • 100 hours of individual supervision 	<ul style="list-style-type: none"> • May include group supervision with a maximum of 6 supervisees

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Attachment B

10-State Survey - Supervisor Qualifications & Responsibilities / Employer & Work Setting Requirements

States: Colorado, Florida, Illinois, Indiana, New York, Ohio, Oregon, South Carolina, Texas, Washington

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
<p>Colorado</p> <p>LCSW</p>	<p>Licensed as a LCSW</p>	<p>Has sufficient knowledge of all clients for whom supervision is provided, including face-to-face contact with the client when necessary, to develop and to monitor effective service delivery procedures and the supervisee's treatment plan.</p> <p>All decisions requiring the special skill, knowledge, and/or training of a social worker are made in collaboration with, and with the approval of, the approved supervisor. Such decisions include, but are not limited to: type, duration, effectiveness, and method of social work services provided; fees and billing procedures; approval of cases; and personal observation, evaluation, oversight, review, and correction of services provided by the supervisee.</p> <p>Must keep records that enable her/him to effectively train, evaluate, and credit the applicant with the exact number of acceptable hours.</p> <p>Must keep and make available the records for 5 years from the date of supervision.</p> <p>Attest to the applicant's satisfactory completion of the required post-degree practice in individual and marriage and family therapy/psychotherapy under supervision and attest to the applicant's having met the generally accepted standards of practice.</p>	<p>NONE SPECIFIED</p>
<p>Colorado</p> <p>LMFT</p>	<p>Licensed as any of the following:</p> <ul style="list-style-type: none"> • LMFT • LPCC • Psychologist • Must have education, clinical experience, and clinical supervisory experience in the MFT field <p align="center">OR</p> <p>Be an MFT who is an AAMFT-Approved Supervisor</p>	<p>SAME AS LCSW ABOVE</p>	<p>NONE SPECIFIED</p>

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
<p>Colorado</p> <p>LPCC</p>	<p>Licensed as any of the following:</p> <ul style="list-style-type: none"> • LPCC • LCSW • LMFT • Psychologist 	<p>SAME AS LCSW ABOVE</p>	<p>NONE SPECIFIED</p>
<p>Florida</p> <p>LCSW</p> <p>LMFT</p> <p>LPCC (LMHC)</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 be 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
Illinois LCSW	Licensed as a LCSW	NONE SPECIFIED	An applicant may contract with a LCSW to provide supervision. Supervision may be provided within an agency of employment or outside the agency. Supervision may be paid or unpaid.
Illinois LMFT	<ul style="list-style-type: none"> • Licensed as a MFT • 5 years post-degree clinical MFT experience <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> • Certified as an approved supervisor or supervisor in training by AAMFT <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> • Held an active clinical membership certification with AAMFT for at least 5 years <p style="text-align: center;">OR</p> <p>Licensed as any of the following:</p> <ul style="list-style-type: none"> • LPCC • LCSW • Psychologist • Psychiatrist <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> • 5 years clinical experience providing marriage and family therapy • Provided at least 1000 hours of conjoint therapy • 2 years of experience providing clinical supervision of marriage and family therapy or a 1 semester unit graduate course in supervision or the equivalent 	<p>Supervision means the direct clinical review, for the purposes of training or teaching by a supervisor, of the applicant's interaction with a client.</p> <p>The purpose of supervision shall be to promote the development of clinical skills.</p> <p>Supervision is face to face conversation with a supervisor, usually in periods of approximately one hour each. The learning process is sustained and intense. Appointments are scheduled on a regular basis.</p> <p>Supervision focuses on the raw data from a supervisee's continuing clinical practice, which is available to the supervisor through a combination of direct live observation, co-therapy, written clinical notes, audio and video recordings, and live supervision.</p> <p>Supervision is a process clearly distinguishable from personal psychotherapy and is conducted in order to serve professional goals.</p> <p>The following is NOT acceptable supervision:</p> <ul style="list-style-type: none"> • Peer supervision • Administrative supervision • Supervision by current or former family members or any other person with whom the nature of the personal relationship prevents, or makes difficult, a professional supervisory relationship • A primarily didactic process wherein techniques or procedures are taught in a group setting, classroom, workshop or seminar; staff development, orientation to a field or program or role-playing of family relationships as a substitute for current clinical practice in an appropriate clinical situation. 	NONE SPECIFIED

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
Illinois LPCC	Licensed as any of the following: <ul style="list-style-type: none"> • LPCC • LCSW • Psychologist • Psychiatrist 	Supervision means the review of counseling and case management. Counseling activities must be performed pursuant to the supervisor's order, control, oversight, guidance and full professional responsibility The following activities are NOT acceptable clinical supervision: <ul style="list-style-type: none"> • Peer supervision. • Administrative supervision. • A primarily didactic process wherein techniques or procedures are taught in a classroom, workshop or seminar. • Consultation, staff development, or orientation to a field or program, or role-playing of family interrelationships as a substitute for current clinical practice in an appropriate clinical situation. 	A qualified supervisor may be provided at the applicant's place of work, or may be hired by the applicant to provide supervision.
Indiana LCSW	Holds an LCSW license	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	<ul style="list-style-type: none"> • LMFT who has at least 5 years of experience <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> • 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.

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
<p>Indiana</p> <p>LPCC (LMHC)</p>	<p>Licensed as any of the following:</p> <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. 	<p>NONE SPECIFIED</p>	<p>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:</p> <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.
<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
New York LMFT	Be licensed as a MFT or one of the following who is competent in the practice of MFT: <ul style="list-style-type: none"> • Medical Doctor • Physician assistant • Psychologist • LCSW • Registered professional nurse or Nurse practitioner 	SAME AS LCSW ABOVE	SAME AS LCSW ABOVE
New York LPCC	Licensed as one of the following: <ul style="list-style-type: none"> • Mental Health Counselor • Medical Doctor • Physician assistant • Psychologist • LCSW 	SAME AS LCSW ABOVE	SAME AS LCSW ABOVE
Ohio LCSW	<ul style="list-style-type: none"> • Licensed as a LCSW • 1 year post licensure experience • 9 hours of training in supervision or one master's level course • Be board approved • 3 hours of continuing education in supervision each renewal period 	Supervision means: <ul style="list-style-type: none"> • The quantitative and qualitative evaluation of the supervisee's performance • Professional guidance to the supervisee • Approval of the supervisee's intervention plans and their implementation • Responsibility for the welfare of the supervisee's clients • Assurance that the supervisee functions within the limits of their license. <p>The assessment, diagnosis, treatment plan, revisions to the treatment plan and transfer or termination shall be cosigned by the supervisor and shall be available to the board upon request.</p> <p>There shall be no direct family relationship between the supervisor and the supervisee</p>	NONE SPECIFIED
Ohio LMFT	<ul style="list-style-type: none"> • Licensed as a LMFT with 3 years post degree experience <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> • Holds one of the following licenses <u>and</u> is an AAMFT-Approved Supervisor: <ul style="list-style-type: none"> ○ LMFT ○ LPCC ○ LCSW ○ Psychologist ○ Psychiatrist 	The purpose of supervision is for the following: <ul style="list-style-type: none"> • To provide for the protection of consumer and client welfare • To ensure supervisees function within the limits of their competence • To enhance professional development • To provide training in activities relevant to the supervisee's position and academic background. 	NONE SPECIFIED

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
<p>Ohio</p> <p>LPCC</p>	<ul style="list-style-type: none"> • Licensed as a LPCC (exceptions may be made to allow another type of mental health professional in the case of hardship) • 24 hours of training in counselor supervision • Minimum 1 year and 1,500 hours of clinical experience post licensure, including diagnosis and treatment. <ul style="list-style-type: none"> ○ The 1,500 hours shall include at least one supervision of supervision experience. • Be Board approved 	<p>The purpose of supervision is for the following:</p> <ul style="list-style-type: none"> • To provide for the protection of consumer and client welfare • To ensure supervisees function within the limits of their competence • To enhance professional development • To provide training in activities relevant to the supervisee's position and academic background. <p>Complete and forward to the board all supervision evaluation forms required by the board</p> <p>A supervisor may not be a family member or be related to the supervisee in any way.</p> <p>The supervisor is responsible for all diagnoses, change in diagnoses, individualized services plans, and correspondence to any third party outside of the agency.</p>	<p>Supervisees shall not collect fees in their own names. All billings shall be in the name of the employing agency or the licensed supervisor.</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>	<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
<p>Oregon LPCC</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 style="text-align: center;">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 style="text-align: center;">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>
<p>South Carolina LCSW</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>

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
<p>South Carolina</p> <p>LMFT</p>	<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>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>"Supervision" means face-to-face contact between a supervisor and an intern during which the person supervised apprises 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 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/staff development • Administrative supervision • Any process that is primarily didactic or involves teaching or training in a workshop, seminar or classroom format <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.</p> <p>Supervisors must follow the Board's <i>Code of Ethics for All Supervisors</i></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>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>

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
<p>Texas</p> <p>LCSW</p>	<ul style="list-style-type: none"> • Licensed as a LCSW • In practice for 2 years • Be board approved • Board-approved course in supervision • 3 hours of continuing education in supervision every 2 years <p>NOTE: Clinical work, but not licensure hours, may be supervised by a LPCC, Psychologist, LMFT or Psychiatrist</p>	<p>Within 30 days of initiating supervision, submit to the board a clinical supervisory plan for each location of practice for approval by the board</p> <p>Submit a current job description from the agency in which the social worker is employed for verification that the duties of the position are clinical.</p> <p>The supervisor and the supervisee bear professional responsibility for the supervisee's professional activities.</p> <p>The supervisor is responsible for the social work services provided within the supervisory plan.</p> <p>The supervisor is obligated to keep legible, accurate, complete, signed supervision notes and must be able to produce such documentation for the board if requested. The notes shall document the content, duration, and date of each supervision session.</p> <p>The supervisor shall ensure that the supervisee knows and adheres to the Code of Conduct and Professional Standards of Practice of this chapter.</p> <p>A supervisor shall not be a family member of the person being supervised.</p> <p>The supervisor and supervisee shall avoid forming any relationship with each other that impairs the objective, professional judgment and prudent, ethical behavior of either.</p> <p>A supervisor is responsible for developing a well-conceptualized supervision plan with the supervisee, and for updating that plan whenever there is a change in agency of employment, job function, goals for supervision, or method by which supervision is provided.</p> <p>If the supervisor determines that the supervisee lacks the professional skills and competence to practice social work under a regular license, the supervisor shall develop and implement a written remediation plan for the supervisee.</p> <p>The supervisor must indicate specific reasons for not recommending the supervisee on the clinical supervision verification form. The board may consider the supervisor's reservations as it evaluates the supervision verification.</p> <p>Providing supervision without having met all requirements for current, valid board-approved supervisor status may be grounds for disciplinary action against the supervisor.</p>	<p>A supervisee may contract for supervision with written approval of the employing agency. A copy of the approval must accompany the supervisory plan submitted to the board.</p> <p>A supervisor may not charge or collect a fee or anything of value from his or her employee or contract employee for the supervision services provided.</p> <p>A supervisor shall not be employed by or under the employment supervision of the person who he or she is supervising.</p> <p>A supervisee who provides client services for payment or reimbursement shall submit billing to the client or third-party payers which clearly indicates the services provided and who provided the services, and specifying the supervisee's licensure category and the fact that the licensee is under supervision.</p>

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
<p>Texas</p> <p>LCSW</p> <p>(continued)</p>		<p>The board may deny, revoke, or suspend board-approved supervisory status following a fair hearing for violation of the Act or rules, according to the department fair hearing rules.</p> <p>If a supervisor's board-approved status is expired, suspended, or revoked, the supervisor shall refund all supervisory fees the supervisee paid after the date the supervisor ceased to be board-approved.</p> <p>Should a supervisor become subject to a board disciplinary order, he or she must so inform all supervisees, helping them to find alternate supervision.</p> <p>Supervision must promote professional growth. Therefore, all supervision formats must encourage clear, accurate communication between the supervisor and the supervisee, including case-based communication that meets standards for confidentiality.</p> <p>Though the board favors supervision formats in which the supervisor and supervisee are in the same geographical place for a substantial part of the supervision time, the board also recognizes that some current and future technology, such as using reliable, technologically-secure computer cameras and microphones, can allow personal face-to-face, though remote, interaction, and can support professional growth. Supervision formats must be clearly described in the supervision plan, explaining how the supervision strategies and methods of delivery meet the supervisee's professional growth needs and ensure that confidentiality is protected. The plan must be approved by the board.</p>	

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
<p>Texas</p> <p>LMFT</p>	<ul style="list-style-type: none"> • Licensed as a MFT • 3 years/3,000 hours post-licensure practice • 1 unit graduate level or a 40-hour continuing education supervision course • Be board approved <p>OR</p> <ul style="list-style-type: none"> • Licensed as a MFT • Be an AAMFT-Approved Supervisor or candidate • Be board approved 	<p>The supervisor shall ensure that the supervisee is aware of and adheres to pertinent law and ethics.</p> <p>If a supervisor determines that the supervisee may not have the competence to practice under a regular license, the supervisor shall develop and implement a written plan for remediation.</p> <p>Supervisory status may be denied, revoked, or suspended following a fair hearing for violation of the Act or rules.</p> <p>A supervisor whose supervisory status has expired shall refund all supervisory fees received after the expiration.</p> <p>Fees charged by a supervisor during the course of supervision, which occurred without a board-approved supervision contract in place and resulted in the experience hours of the supervisee being denied, must be reimbursed to the supervisee.</p> <p>A supervisor may not be related within the second degree by marriage or within the third degree by consanguinity (blood or adoption) to the person whom he or she is supervising.</p> <p>A dual relationship with the supervisee that impairs the supervisor's objective, professional judgment shall be avoided.</p>	<p>A supervisor may not be employed by the person whom he or she is supervising.</p> <p>May be compensated by the supervisee for time spent in supervision if the supervision is not part of the supervisor's responsibilities as a paid employee of an agency, institution, clinic, or other business entity.</p>
<p>Texas</p> <p>LPCC</p>	<ul style="list-style-type: none"> • Licensed as an LPCC for 3 years • Complete 40 hours of supervision training through continuing education or a graduate level course • Be board approved 	<p>Supervisors shall review board rules and note such on logs.</p> <p>The supervisor shall ensure that the Intern is aware of and adheres to the code of ethics.</p> <p>A supervisor must submit a change of site/supervision form into the board office for approval before commencing supervision at a new site or with a new supervisor.</p> <p>A supervisor shall maintain and sign a record(s) to document the date of each supervision conference and document the total number of hours of supervised experience accumulated. The record shall reflect the approved site where the hours were accrued and the content of the supervision.</p> <p>If a supervisor determines that the LPC Intern may not have the counseling skills or competence to practice professional counseling under a regular license, the supervisor shall develop and implement a written plan for remediation of the LPC Intern.</p> <p>Any relationship with the LPC Intern that impairs the supervisor's objective, professional judgment shall be avoided. A supervisor may not be related within the second degree by affinity or within the third degree by consanguinity to the Intern.</p>	<p>A supervisor may not be an employee of an LPC Intern.</p> <p>The LPC Intern may compensate the supervisor for time spent in supervision if the supervision is not part of the supervisor's responsibilities as a paid employee of an agency, institution, clinic, or other business entity.</p>

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
Texas LPCC (continued)		<p>A supervisor shall submit accurate documentation of supervised experience to the board within 30 days of completion of hours.</p> <p>Supervisory status may be denied, revoked, or suspended following a fair hearing for violation of the Act or rules.</p> <p>A supervisor whose supervisory status has expired may be required to refund all supervisory fees received after the expiration of the supervisory status to the intern(s) who paid the fees.</p> <p>Supervision of the intern without being approved as a supervisor or after expiration of the supervisor status may be grounds for disciplinary action.</p>	
Washington LCSW	<ul style="list-style-type: none"> • 2 years of post-licensure clinical experience as one of the following: <ul style="list-style-type: none"> ○ LCSW ○ LPCC ○ LMFT ○ Psychologist ○ Psychiatrist ○ Psychiatric Nurse Practitioner • Be board approved • 15 hours of training in supervision obtained through: <ul style="list-style-type: none"> ○ A supervision course ○ Continuing education ○ Supervision of supervision ○ Any combination of these • 25 hours of experience in supervision of clinical practice 	<p>Must not be a blood or legal relative or cohabitant of the licensure candidate, licensure candidate's peer, or someone who has acted as the licensure candidate's therapist within the past two years.</p> <p>Prior to the commencement of any supervision, provide the supervisee with a declaration, on a form provided by the department, that the supervisor has met the requirements to qualify as an approved supervisor.</p> <p>The approved supervisor must attest to having thorough knowledge of the supervisee's practice activities including:</p> <ul style="list-style-type: none"> • Practice setting; • Recordkeeping; • Financial management; • Ethics of clinical practice; and • A backup plan for coverage. 	<p>NONE SPECIFIED</p>
Washington LMFT	<ul style="list-style-type: none"> • LMFT licensed 2 years OR Licensed 2 years as one of the following: • LPCC • LCSW • Psychologist • Psychiatrist • Psychiatric Nurse Practitioner <p style="text-align: center;">AND</p>	<p>SAME AS LCSW ABOVE</p>	<p>NONE SPECIFIED</p>

STATE	Supervisor Qualifications	Supervisor Responsibilities	Employer/Work Setting
Washington LMFT (continued)	<ul style="list-style-type: none"> • 300 hours in graduate marriage and family education, continuing education, or supervision by an approved MFT supervisor in marriage and family therapy or any combination of these. • 5 years of clinical practice that includes 1 year of clinical practice working with couples and families. <p><u>All supervisors</u>, including LMFTs, must have the following:</p> <ul style="list-style-type: none"> • 15 hours of training in supervision obtained through: <ul style="list-style-type: none"> ○ A supervision course ○ Continuing education ○ Supervision of supervision ○ Any combination of these • 25 hours of experience in supervision of clinical practice • Be board approved 		
Washington LPCC (LMHC)	<p>Licensed for 2 years as one of the following:</p> <ul style="list-style-type: none"> • LPCC • LMFT • LCSW • Psychologist • Psychiatrist • Psychiatric Nurse Practitioner • 15 hours of training in supervision obtained through: <ul style="list-style-type: none"> ○ A supervision course ○ Continuing education ○ Supervision of supervision ○ Any combination of these • 25 hours of experience in supervision of clinical practice • Be board approved 	SAME AS LCSW ABOVE	NONE SPECIFIED

Attachment C

10-State Survey - Compilation of Supervision-Related Laws

States: Colorado, Florida, Illinois, Indiana, New York, Ohio, Oregon, South Carolina, Texas, Washington

What is Supervision?

<p>Supervision means the direct clinical review, for the purposes of training or teaching by a supervisor, of the applicant's interaction with a client.</p> <p>Supervision is face to face conversation with a supervisor, usually in periods of approximately one hour each. The learning process is sustained and intense. Appointments are scheduled on a regular basis.</p>	<p>Supervision means the review of counseling and case management.</p> <p>Supervision focuses on the raw data from a supervisee's continuing clinical practice, which is available to the supervisor through a combination of direct live observation, co-therapy, written clinical notes, audio and video recordings, and live supervision.</p>
<p>The purpose of supervision is for the following:</p> <ul style="list-style-type: none"> • To provide for the protection of consumer and client welfare; • To ensure supervisees function within the limits of their competence; • To enhance professional development • To provide training in activities relevant to the supervisee's position and academic background. 	<p>Supervision is the quantitative and qualitative evaluation of the supervisee's performance; professional guidance to the supervisee; approval of the supervisee's intervention plans and their implementation; the assumption of responsibility for the welfare of the supervisee's clients; and assurance that the supervisee functions within the limits of their license.</p> <p>The purpose of supervision shall be to promote the development of clinical skills.</p>
<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>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 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.</p>	<p>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.</p>
<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>Supervision is face-to-face contact between an intern and a supervisor during which the intern appraises 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>

CALIFORNIA'S DEFINITIONS

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>Supervision is a process clearly distinguishable from personal psychotherapy and is contrasted in order to serve professional goals.</p>	<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>"Consultation" describes a voluntary relationship between professionals of relative equal expertise or status wherein the consultant offers her/his best advice or information on an individual case or problem for use by the consultee as s/he deems appropriate in her/his professional judgment. Consultation is not supervision.</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 following are NOT considered supervision:</p> <ul style="list-style-type: none"> • Peer supervision • Supervision by current or former family members or any other person with whom the nature of the personal relationship prevents, or makes difficult, a professional supervisory relationship • Administrative supervision • Consultation, staff development, or orientation to a field or program, or role-playing of family interrelationships as a substitute for current clinical practice in an appropriate clinical situation. • A primarily didactic process wherein techniques or procedures are taught in a group setting, classroom, workshop or seminar; staff development, orientation to a field or program or role-playing of family relationships as a substitute for current clinical practice in an appropriate clinical situation.

CALIFORNIA'S DEFINITIONS

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

What are the Supervisory Oversight Requirements?

<p>Has sufficient knowledge of all clients for whom supervision is provided, including face-to-face contact with the client when necessary, to develop and to monitor effective service delivery procedures and the supervisee's treatment plan.</p>	<p>The supervisor and the supervisee bear professional responsibility for the supervisee's professional activities.</p> <p>The supervisor shall model effective practice.</p>
<p>All decisions requiring the special skill, knowledge, and/or training of a social worker are made in collaboration with, and with the approval of, the approved supervisor. Such decisions include, but are not limited to: type, duration, effectiveness, and method of social work services provided; fees and billing procedures; approval of cases; and personal observation, evaluation, oversight, review, and correction of services provided by the supervisee.</p>	<p>The supervisor is obligated to keep legible, accurate, complete, signed supervision notes and must be able to produce such documentation for the board if requested. The notes shall document the content, duration, and date of each supervision session.</p> <p>The supervisor shall ensure that the supervisee knows and adheres to the Code of Conduct and Professional Standards of Practice.</p>
<p>Must keep records that enable her/him to effectively train, evaluate, and credit the applicant with the exact number of acceptable hours, and make available the records for 5 years from the date of supervision.</p>	<p>Supervision must promote professional growth. Therefore, all supervision formats must encourage clear, accurate communication between the supervisor and the supervisee, including case-based communication that meets standards for confidentiality.</p>

What are the Supervisory Oversight Requirements? (continued)

<p>Counseling activities must be performed pursuant to the supervisor's order, control, oversight, guidance and full professional responsibility</p> <p>If a supervisor determines that the supervisee may not have the therapeutic skills or competence to practice marriage and family therapy under a regular license, the supervisor shall develop and implement a written plan for remediation.</p>	<p>The approved supervisor must attest to having thorough knowledge of the supervisee's practice activities including:</p> <ul style="list-style-type: none"> • Practice setting; • Recordkeeping; • Financial management; • Ethics of clinical practice; and • A backup plan for coverage.
<p>The assessment, diagnosis, treatment plan, revisions to the treatment plan and transfer or termination shall be cosigned by the supervisor and shall be available to the board upon request.</p> <p>The supervisor is responsible for all diagnoses, change in diagnoses, individualized services plans, and correspondence to any third party outside of the agency.</p>	<p>A supervisor shall maintain and sign a record(s) to document the date of each supervision conference and document the Intern's total number of hours of supervised experience accumulated up to the date of the conference. The record shall reflect the approved site where the hours were accrued and the content of the supervision.</p>
<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>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 shall ensure the supervisee's familiarity with important literature in the appropriate field of practice.</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>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>	

CALIFORNIA'S REQUIREMENTS
See Agenda Item II

Allowable Work Settings

<p>Duties of the position must be clinical. Must submit a job description from the agency where employed for verification that the duties of the position are clinical.</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>	<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>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

Off-Site Work and Supervision

<p>The Intern may compensate the supervisor for time spent in supervision if the supervision is not part of the supervisor's responsibilities as a paid employee of an agency, institution, clinic, or other business entity.</p>	<p>A supervisee may contract for supervision with written approval of the employing agency. A copy of the approval must accompany the supervisory plan submitted to the board.</p>
<p>A qualified supervisor may be provided at the applicant's place of work, or may be hired by the applicant to provide supervision.</p>	<p>An applicant may contract with a LCSW to provide supervision.</p> <p>Supervision may be provided within an agency of employment or outside the agency. Supervision may be paid or unpaid.</p>
<p>Though the board favors supervision formats in which the supervisor and supervisee are in the same geographical place for a substantial part of the supervision time, the board also recognizes that some current and future technology, such as using reliable, technologically-secure computer cameras and microphones, can allow personal face-to-face, though remote, interaction, and can support professional growth. Supervision formats must be clearly described in the supervision plan, explaining how the supervision strategies and methods of delivery meet the supervisee's professional growth needs and ensure that confidentiality is protected. The plan must be approved by the board.</p>	<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>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>
<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 	

Employer Responsibilities

A supervisor may not charge or collect a fee or anything of value from his or her employee or contract employee for the supervision services provided.	A supervisor shall not be employed by or under the employment supervision of the person who he or she is supervising.
The employer must provide the supervisor with 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.	Agency provides the associate with sufficient support to progress toward licensure, and screens patients who are served by the agency and by the associate.
The setting is responsible for the services provided by individuals gaining experience for licensure.	The setting is responsible for providing adequate supervision and for assigning a qualified supervisor.

CALIFORNIA'S REQUIREMENTS See Agenda Item II

Does the Board Require Notification of and Approval of Supervisors/Supervision?

7 out of the 10 states surveyed require the Board to approve a supervisor, be notified of supervision, and/or require an evaluation of supervisee. Examples of related laws:

Board Supervisor Approval	Board Notification of Supervision
Supervisory status may be denied, revoked, or suspended following a fair hearing for violation of the Act or rules.	The intern and supervisor must notify the Board of the supervision and the Board must approve it.
Supervision of the intern without being approved as a supervisor or after expiration of the supervisor status may be grounds for disciplinary action.	A supervisor must submit a change of site/supervision form for approval before commencing supervision at a new site or with a new supervisor.
Prior to the commencement of any supervision, provide the supervisee with a declaration, on a form provided by the department, that the supervisor has met the requirements to qualify as an approved supervisor.	A supervisor shall submit accurate documentation of supervised experience to the board within 30 days of completion of hours.
Fees charged by a supervisor during the course of supervision, which occurred without a board-approved supervision contract in place and resulted in the experience hours of the supervisee being denied, must be reimbursed to the supervisee.	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.
If a supervisor's board-approved status is expired, suspended, or revoked, the supervisor shall refund all supervisory fees the supervisee paid after the date the supervisor ceased to be board-approved.	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.
Should a supervisor become subject to a board disciplinary order, he or she must so inform all supervisees, helping them to find alternate supervision.	Supervision formats must be clearly described in the supervision plan, explaining how the supervision strategies and methods of delivery meet the supervisee's professional growth needs and ensure that confidentiality is protected. The plan must be approved by the board.

Board Notification of Supervisee Evaluation

Attest to the applicant's satisfactory completion of the required post-degree practice under supervision and attest to the applicant's having met the generally accepted standards of practice.

The supervisor must indicate specific reasons for not recommending the supervisee on the clinical supervision verification form. The board may consider the supervisor's reservations as it evaluates the supervision verification.

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.

The supervisor must submit a biannual evaluation of the supervisee to the board.

The supervisor must submit a written evaluation of the intern's skills and progress every six months and at the conclusion of the plan.

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.

The supervisor must report to the board immediately if the supervisee is not complying with the plan of practice and supervision.

If a supervisor has concerns about a supervisee being licensed, he or she must notify the Board.

CALIFORNIA'S REQUIREMENTS

Supervisors and Supervision: California does not require Board notification or approval.

Evaluation: California requires supervisors of ASWs and PCIs to complete a Supervisory Plan, submitted by the registrant upon application for licensure.



AMERICAN COUNSELING ASSOCIATION

Mental Health Professional Supervised Experience Requirements for State Licensure, 2007

(Requirements listed are for highest level of licensure)

State	Professional Counselors		Marriage & Family Therapists		Clinical Social Workers	
	Years/Hours	Post-master's	Years/Hours	Post-master's	Years/Hours	Post-master's
Alabama	3000 hours	NS	2 years	2 years	2 years	NS
Alaska	2 years/3000 hours	3000 hours	1500 hours	1500 hours	2 years/3000 hours	2 years
Arizona	2 years/3200 hours	3200 hours	2 years/3200 hours	3200 hours	2 years/3200 hours	NS
Arkansas	3 years/3000 hours	3000 hours	3 years	NS	2 years/4000 hours	4000 hours
California	No Licensure	No Licensure	2 years/3000 hours	1700 hours	3200 hours	3200 hours
Colorado	2 years/2000 hours	2000 hours	2 years	2 years	2 years/3360 hours	3360 hours
Connecticut	3,000 hours	3000 hours	1 year	1 year	3000 hours	3000 hours
Delaware	2 years/3200 hours	NS	2 years/3200 hours	NS	2 years/3200 hours	2 years
D.C.	2 years/3500 hours	3500 hours	2 years	2 years	3000 hours	3000 hours
Florida	2 years	2 years	2 years	2 years	2 years	2 years
Georgia	4 years/2400 hours	2400 hours	3 years/2500 hours	2 years	3 years	3 years
Hawaii	2 years/3000 hours	3000 hours	2 years	NS	2 years/3000 hours	3000 hours
Idaho	3000 hours	3000 hours	2 years/3000 hours	3000 hours	2 years/3000 hours	NS
Illinois	2 years/3360 hours	2 years	2 years/3000 hours	3000 hours	3000 hours	3000 hours
Indiana	3000 hours	3000 hours	3 years	1000 hours	3 years	2 years
Iowa	2 years	2 years	2 years	2 years	4000 hours	4000 hours
Kansas	2 years/4000 hours	NS	4000 hours	4000 hours	4000 hours	4000 hours
Kentucky	4000 hours	4000 hours	2 years	2 years	2 years	2 years
Louisiana	2 years/3000 hours	3000 hours	2 years/3000 hours	3000 hours	3 years	3 years
Maine	2 years/3000 hours	3000 hours	2 years/3000 hours	3000 hours	3200 hours	3200 hours
Maryland	3 years/3000 hours	2000 hours	2 years/2000 hours	2000 hours	3000 hours	NS
Massachusetts	2 years/3360 hours	2 years	2 years	2 years	2 years/3500 hours	NS
Michigan	2 years/3000 hours	3000 hours	1000 hours	1000 hours	2 years/4000 hours	2000 hours/year
Minnesota	1 year/2000 hours	2000 hours	2 years	2 years	2 years/4000 hours	NS
Mississippi	2 years/3500 hours	1750 hours	2 years	2 years	2 years	2 years
Missouri	2 years/3000 hours	3000 hours	3000 hours	3000 hours	3000 hours	NS
Montana	3000 hours	1500 hours	No Licensure		3000 hours	3000 hours
Nebraska	3000 hours	3000 hours	3000 hours	3000 hours	3000 hours	3000 hours
Nevada	2 years/3000 hours	2 years	3000 hours	NS	3000 hours	3000 hours
New Hampshire	2 years/3000 hours	3000 hours	2 years	2 years	2 years/3000 hours	2 years
New Jersey	3 years/4500 hours	2 years	5 years	5 years	2 years	2 years
New Mexico	2 years	2 years	2 years	2 years	3600 hours	3600 hours
New York	3000 hours	3000 hours	1500 hours	1500 hours	3 years	3 years
North Carolina	2 years/2000 hours	1250 hours	1500 hours	1000 hours	2 years/3000 hours	3000 hours
North Dakota	2 years/3000 hours	3000 hours	No Board Established Yet		3000 hours	3000 hours
Ohio	2 years/3000 hours	3000 hours	2 years	2 years	2 years/3000 hours	2 years
Oklahoma	3 years/3000 hours	3000 hours	2 years	2 years	2 years/4000 hours	2 years
Oregon	3 years	2 years	3 years	3 years	3500 hours	3500 hours
Pennsylvania	3 years/3600 hours	3600 hours	3 years/3600 hours	3600 hours	3 years/3600 hours	3600 hours
Rhode Island	2 years	2 years	2 years	2 years	3000 hours	3000 hours
South Carolina	2 years/1500 hours	1500 hours	2 years/1500 hours	NS	3000 hours	3000 hours
South Dakota	3000 hours	3000 hours	2 years	2 years	2 years	2 years
Tennessee	2 years	2 years	2 years	2 years	2 years/2000 hours	2 years
Texas	3 years/3000 hours	3000 hours	2 years/3000 hours	NS	3000 hours	3000 hours
Utah	2 years/4000 hours	4000 hours	2 years/4000 hours	NS	2 years/4000 hours	4000 hours
Vermont	2 years/3000 hours	3000 hours	2 years/3000 hours	NS	2 years/3000 hours	2 years
Virginia	4000 hours	NS	2 years/4000 hours	4000 hours	2 years/3000 hours	3000 hours
Washington	3 years/3000 hours	3000 hours	2 years/3000 hours	3000 hours	4000 hours	4000 hours
West Virginia	2 years/2400 hours	1 year	No Licensure		2 years/3000 hours	2 years
Wisconsin	2 years/3000 hours	3000 hours	3000 hours	3000 hours	2 years/3000 hours	3000 hours
Wyoming	3000 hours	1500 hours	3000 hours	1500 hours	3000 hours	1500 hours

NS=Not Specified



AMERICAN COUNSELING ASSOCIATION

Mental Health Professionals Specific Supervision and Experience Requirements for State Licensure, 2007

(Requirements listed are for highest level of licensure)

State	Professional Counselors		Marriage & Family Therapists		Clinical Social Workers	
	Face-to-Face Supervision	Direct Client Contact	Face-to-Face Supervision	Direct Client Contact	Face-to-Face Supervision	Direct Client Contact
Alabama	NS	2250 hours	200 hours	1000 hours	4 hours/month	NS
Alaska	100 hours	1000 hours	200 hours	1500 hours	100 hours	NS
Arizona	100 hours	1600 hours	200 hours	1600 hours	100 hours	1600 hours
Arkansas	NS	NS	NS	NS	1 hour/week	NS
California	No Licensure		1 hour/week	2000 hours	1-2 hours/week	2000 hours
Colorado	100 hours	NS	50 hours	1000 hours	96 hours	NS
Connecticut	100 hours	NS	100 hours	1000 hours	100 hours	NS
Delaware	100 hours	1600 hours	100 hours	1600 hours	1 hour/week	NS
D.C.	200 hours	NS	300 hours	1500 hours	94 hours	NS
Florida	100 hours	1500 hours	100 hours	1500 hours	1 hour/2 weeks	NS
Georgia	120 hours	NS	200 hours	2000 hours	120 hours	NS
Hawaii	100 hours	NS	200 hours	1000 hours	100 hours	2000 hours
Idaho	650 hours	2000 hours	200 hours	2000 hours	100 hours	1750 hours
Illinois	1 hour/week	1920 hours	200 hours	1000 hours	1 hour/week	NS
Indiana	100 hours	NS	200 hours	NS	100 hours	NS
Iowa	200 hours	1000 hours	200 hours	1000 hours	110 hours	NS
Kansas	150 hours	1500 hours	100 hours	1500 hours	150 hours	NS
Kentucky	100 hours	1600 hours	200 hours	1000 hours	200 hours	NS
Louisiana	100 hours	1900 hours	200 hours	2000 hours	96 hours	NS
Maine	100 hours	1500 hours	200 hours	1000 hours	1 hour/week	NS
Maryland	100 hours	1500 hours	100 hours	1000 hours	144 hours	1500 hours
Massachusetts	130 hours	960 hours	200 hours	1000 hours	100 hours	NS
Michigan	100 hours	NS	200 hours	1000 hours	100 hours	NS
Minnesota	100 hours	NS	200 hours	500 hours	75 hours	NS
Mississippi	100 hours	1167 hours	200 hours	1000 hours	100 hours	NS
Missouri	1 hour/week	1200 hours	1 hour/week	1500 hours	100 hours	NS
Montana	100 hours	1000 hours	No Licensure		100 hours	1500 hours
Nebraska	1 hour/week	1500 hours	1 hour/week	1500 hours	1 hour/week	1500 hours
Nevada	100 hours	1500 hours	300 hours	1500 hours	NS	2000 hours
New Hampshire	100 hours	NS	200 hours	1000 hours	100 hours	NS
New Jersey	100 hours	NS	200 hours	1000 hours	1 hour/week	1920 hours
New Mexico	100 hours	3000 hours	200 hours	1000 hours	90 hours	NS
New York	NS	NS	1 hour/week	1500 hours	1 hour/week	20 hr/week
North Carolina	100 hours	NS	NS	NS	100 hours	NS
North Dakota	100 hours	NS	No Board Established Yet		150 hours	NS
Ohio	150 hours	1500 hours	200 hours	1000 hours	150 hours	NS
Oklahoma	112.5 hours	1050 hours	150 hours	1000 hours	100 hours	3000 hours
Oregon	120 hours	2400 hours	480 hours	2000 hours	100 hours	2000 hours
Pennsylvania	180 hours	1800 hours	180 hours	1800 hours	180 hours	1800 hours
Rhode Island	100 hours	2000 hours	100 hours	1000 hours	50 hours	1500 hours
South Carolina	150 hours	1500 hours	150 hours	1500 hours	100 hours	NS
South Dakota	150 hours	2000 hours	200 hours	1700 hours	4 hours/month	NS
Tennessee	100 hours	1000 hours	200 hours	1000 hours	100 hours	NS
Texas	1 hour/week	1500 hours	200 hours	1500 hours	100 hours	NS
Utah	100 hours	1000 hours**	100 hours	1000 hours**	100 hours	1000 hours**
Vermont	100 hours	2000 hours	100 hours	2000 hours	75 hours	NS
Virginia	200 hours	2000 hours	200 hours	2000 hours	100 hours	1380 hours
Washington	100 hours	1200 hours	200 hours	1000 hours	130 hours	1000 hours
West Virginia	120 hours	NS	No Licensure		100 hours	NS
Wisconsin	1hr/week	1000 hours	100 hours	1000 hours	1 hour/week	NS
Wyoming	100 hours	NS	100 hours	NS	100 hours	NS

**-Utah regulations state that 1,000 hours must be supervised experience in mental health therapy
NS=Not Specified



AMERICAN COUNSELING ASSOCIATION

2011 Statistics on Mental Health Professions

(information provided is for the highest level of licensure)

State	Professional Counselors		Marriage & Family Therapists		Social Workers	
	Title	Counts	Title	Counts	Title	Counts
Alabama	LPC	1,628	LMFT	209	LCSW-PIP	621
Alaska	LPC	474	LMFT	92	LCSW	413
Arizona	LPC	2,330	LMFT	320	LCSW	2,067
Arkansas	LPC	1,000	LMFT	100	LCSW	1,465
California	LPCC	0*	LMFT	31,077	LCSW	18,342
Colorado	LPC	4,717	LMFT	653	LCSW	4,223
Connecticut	LPC	1,707	LMFT	1,023	LCSW	5,365
Delaware	LPCM	359	LMFT	14	LCSW	669
D.C.	LPC	1,596	LMFT	136	LICSW	2,901
Florida	LMHC	7,784	LMFT	1,545	LCSW	10,070
Georgia	LPC	4,406	LMFT	698	LCSW	2,853
Hawaii	LMHC	208	LMFT	224	LCSW	636
Idaho	LCPC	629	LMFT	220	LCSW	894
Illinois	LCPC	5,910	LMFT	495	LCSW	10,467
Indiana	LMHC	1,604	LMFT	953	LCSW	3,996
Iowa	LMHC	780	LMFT	181	LISW	1,646
Kansas	LCPC	445	LCMFT	343	LSCSW	787
Kentucky	LPCC	957	LMFT	489	LCSW	1,986
Louisiana	LPC	2,372	LMFT	903	LCSW	2,683
Maine	LCPC	870	LMFT	79	LCSW	2,511
Maryland	LCPC	2,402	LCMFT	186	LCSW-C	7,584
Massachusetts	LMHC	4,643	LMFT	719	LICSW	11,935
Michigan	LPC	5,682	LMFT	712	LMSW-C	13,785
Minnesota	LPCC	224**	LMFT	1,334	LICSW	3,719
Mississippi	LPC	1,032	LMFT	249	LCSW	727
Missouri	LPC	3,912	LMFT	196	LCSW	4,809
Montana	LCPC	1,023	LMFT	42*	LCSW	619
Nebraska	LIMHP-CPC/LPC	301**	LIMHP-CMFT/LMFT	50**	LIMHP-CMSW/LCSW	205**
Nevada	LCPC	42*	LMFT	727	LCSW	622
New Hampshire	LCMHC	608	LMFT	84	LICSW	905
New Jersey	LPC	2,677	LMFT	562	LCSW	7,900
New Mexico	LPCC	1,610	LMFT	263	LISW	1,567
New York	LMHC	4,200	LMFT	755	LCSW	24,823
North Carolina	LPC	4,543	LMFT	645	LCSW	5,122
North Dakota	LPCC	370	LMFT	36*	LICSW	260
Ohio	LPCC	4,338	LIMFT	182	LISW	7,416
Oklahoma	LPC	2,981	LMFT	534	LCSW	1,500
Oregon	LPC	1,629	LMFT	475	LCSW	2,835
Pennsylvania	LPC	4,347	LMFT	451	LCSW	4,562
Puerto Rico	LPC	2,500	no licensure	NA	LSW	TBD
Rhode Island	LCMHC	391	LMFT	96	LICSW	1,590
South Carolina	LPC	1,658	LMFT	225	LISW-CP/AP	710
South Dakota	LPC-MH	179	LMFT	95	LCSW-PIP	237
Tennessee	LPC/MHSP	1,225	LMFT	343	LCSW	2,089
Texas	LPC	14,595	LMFT	2,808	LCSW	6,576
Utah	LPC	630	LMFT	448	LCSW	2,658
Vermont	LCMHC	612	LMFT	43	LICSW	906
Virginia	LPC	3,334	LMFT	818	LCSW	5,231
Washington	LMHC	4,520	LMFT	1,151	LICSW	3,219
West Virginia	LPC	1,038	LMFT	2*	LICSW	306
Wisconsin	LPC	2,686	LMFT	712	LCSW	3,464
Wyoming	LPC	721	LMFT	88	LCSW	448

U.S. TOTALS

120,429

54,785

202,924

*Licensure recently established; state board in process of implementing law.

**Recently enacted law establishes a new tier of licensure; state board in process of implementing law.

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To: Supervision Committee

From: Steve Sodergren
Assistant Executive Officer

Date: June 13, 2014

Telephone: (916) 574-7847

Subject: Discussion Regarding Possible Supervision Survey

In April the Supervision Committee reviewed a supervision survey that the Board had performed in 2006. The committee decided that performing another survey would be beneficial. Staff has drafted a new survey for Supervisees and Supervisors. The plan is to distribute the survey in August 2014 with a deadline to respond in September 2014. Results would then be compiled and presented at a subsequent Committee meeting in November 2014.

At this point, staff is seeking comments and suggestions to the draft version of the survey.

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BBS Supervisor Survey

1. What type of license do you hold?

- Marriage and Family Therapist
- Licensed Clinical Social Worker
- Licensed Professional Clinical Counselor
- Psychologist
- Board Certified Psychiatrist

2. How long have you been supervising?

- 1-6 months
- 6-12 months
- 1.5 years
- 2 years
- 3 years
- 4 years
- 5 years
- 6 or more years

3. Do you believe your training adequately prepared you for being a supervisor?

- Yes
- No

*4. How many supervisees do you supervise at one time?

*5. How many clients does each supervisee typically see in one week?

BBS Supervisor Survey

6. For each type of setting that you work in please answer the following questions.

	Have you supervised in this setting	What type of supervision did you provide in this setting	Where did this supervision take place?	Did you charge for supervision in this setting?	Did you enjoy supervising in this setting?
Private Practice	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Governmental Entity	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Public Non-Profit Agency	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Other Community Agency	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
For Profit Agency	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Public or Public-Contracted Hospital	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
College or University	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Elementary, Junior, or High School	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Other	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Please Explain Other

7. What theory of supervision do you use?

8. What type of evaluation do you prefer to use when evaluating supervisees?

- Informal (Periodic discussion that are not documented)
- Formal (Scheduled discussions that are not documented)
- Formal/Documented (Scheduled discussions that are documented)

9. How frequently do you evaluate your supervisees?

- Once a year
- Twice a year
- Quarterly
- Every month
- Every week

BBS Supervisor Survey

10. Would you become a supervisor if you were required to attend training for?

- 6 hours 15 hours 20 hours 30 hours 45 hours

11. How well do you enjoy being a supervisor?

- Don't Enjoy
 Enjoy
 Completely Enjoy

12. Why did you become a supervisor?

- It was required of my job
 I found the process interesting
 I wanted to give back to the profession
 I wanted the additional income
 Other

Please explain other

13. Why did you become a supervisor?

- It was required of my job
 I found the process interesting
 I wanted to give back to the profession
 I wanted the additional income
 Other

Please explain other

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BBS Supervisee Survey

*1. What type of registration do you have?

- Marriage and Family Therapist Intern
- Associate Clinical Social Worker
- Professional Counselor Intern

Question 1

2. What has been the client mix of your supervised experience?

	0-25%	25 - 50%	50 - 75%	75 - 100%
Adult Individual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Couples	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Children/Adolescents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please Specify Other

Question 2

3. What has been your weekly average caseload?

- 1-5
- 6-10
- 11-15
- 16-20
- 21-25
- 26-30
- Over 30

4. At how many sites or agencies did you gain your hours?

- 1-2
- 3-4
- 5-6
- 7-8
- 9-10
- Over 10

BBS Supervisee Survey

5. What percentage of hours did you gain in each setting?

	N/A	1-25%	25 - 50%	50 - 75%	75 - 100%	All Hours
Private Practice	<input type="checkbox"/>					
Governmental Entity	<input type="checkbox"/>					
Public Non-Profit Agency	<input type="checkbox"/>					
Other Community Agency	<input type="checkbox"/>					
For Profit Agency	<input type="checkbox"/>					
Public or Public-Contracted Hospital	<input type="checkbox"/>					
College or University	<input type="checkbox"/>					
Elementary, Junior, or High School	<input type="checkbox"/>					
Other	<input type="checkbox"/>					

Please Clarify Other

6. How satisfied were you with the quality of supervision for each setting in which you worked?

	N/A	Dissatisfied	Satisfied	Completely Satisfied
Private Practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Governmental Entity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public Non-Profit Agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Community Agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
For Profit Agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public or Public-Contracted Hospital	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
College or University	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Elementary, Junior, or High School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

BBS Supervisee Survey

7. Please answer the following questions for each supervisor that you had?

	Supervisor License Type	Type of Supervision	Location of Supervision	Did you pay this supervisor?	Total months as supervisor	Did they provide regular feedback?
Supervisor 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Supervisor 2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Supervisor 3	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Supervisor 4	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Supervisor 5	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

8. What methods did each supervisor use?

	Report by Supervisee	Direct Observation	Review of Case Notes	Audio or Video Tape	Co-Therapy	Other
Supervisor 1	<input type="checkbox"/>					
Supervisor 2	<input type="checkbox"/>					
Supervisor 3	<input type="checkbox"/>					
Supervisor 4	<input type="checkbox"/>					
Supervisor 5	<input type="checkbox"/>					

Please specify other

9. Did your supervisor regularly discuss the following?

	Your Strengths	Areas of Growth	Setting Supervision Goals	Achievement of Supervision Goals
Supervisor 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisor 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisor 3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisor 4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisor 5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>