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**SUPERVISION COMMITTEE MEETING NOTICE**  
**January 30, 2015**  
**1:30 p.m.**

Department of Consumer Affairs  
Hearing Room  
1625 North Market Blvd., 1<sup>st</sup> Floor  
Sacramento, CA 95834

- I. Call to Order and Establishment of Quorum
- II. Introductions\*
- III. Update on Prior Committee Decisions
- IV. Discussion Regarding Supervisor Qualifications
- V. Discussion Regarding the Proposed Supervisor and Supervisee Surveys
- 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 and order of items 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](http://www.bbs.ca.gov).



Governor  
Edmund G. Brown Jr.  
State of California  
Business, Consumer Services  
and Housing Agency  
Department of  
Consumer Affairs

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:** January 14, 2015  
**From:** Christy Berger **Telephone:** (916) 574-7817  
Regulatory Analyst  
**Subject:** Update on Prior Committee Decisions

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To date, the following decisions have been made by the Supervision Committee:

#### **Formal Decision on Supervised Experience Hours**

At its meeting in November 2014, the Board approved language pertaining to the hours and types of supervised experience required for licensure as a LCSW, LMFT or LPCC, and the associated minimums and maximums (“buckets”). The language reflected the committee’s and stakeholders’ desire to remove most of the “buckets” for LMFT and LPCC, and instead requires a minimum of 1,750 hours of direct counseling, and a maximum of 1,250 hours of non-clinical experience. Board staff is in the process of obtaining an author for this legislative proposal.

#### **Informal decisions (agreed on by stakeholders and the Committee)**

- Time licensed in another state should be able to count towards 2 years of licensure for all supervisor/license types
- Supervisor training requirements should be consistent across license types
- Allow Triadic supervision in place of Individual supervision
- Offsite supervision laws should be consistent across license types
- Offsite supervision laws should encompass offsite supervisors who are employed or contracted by the employer (as opposed to only addressing volunteers).

#### **The remaining areas for the Supervision Committee to address are as follows:**

Supervision Requirements including supervision definitions, amount and type of weekly supervisor contact, supervision formats, monitoring/evaluating the supervisee, etc.

Supervisor Responsibilities including the Supervisor Responsibility Statement

Employment/Employers including registrant/trainee employment, supervisor employment, offsite supervision, temp agency employers, etc.

**Attachment:** Board-Approved Proposed Language – Hours of Supervised Experience

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**PROPOSED LANGUAGE  
LMFT, LCSW, LPCC SUPERVISED EXPERIENCE HOURS**

**LMFT**

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**AMEND § 4980.03. DEFINITIONS**

- (a) "Board," as used in this chapter, means the Board of Behavioral Sciences.
- (b) "Intern," as used in this chapter, means an unlicensed person who has earned his or her master's or doctor's degree qualifying him or her for licensure and is registered with the board.
- (c) "Trainee," as used in this chapter, means an unlicensed person who is currently enrolled in a master's or doctor's degree program, as specified in Sections 4980.36 and 4980.37, that is designed to qualify him or her for licensure under this chapter, and who has completed no less than 12 semester units or 18 quarter units of coursework in any qualifying degree program.
- (d) "Applicant," as used in this chapter, means an unlicensed person who has completed a master's or doctoral degree program, as specified in Sections 4980.36 and 4980.37, and whose application for registration as an intern is pending, or an unlicensed person who has completed the requirements for licensure as specified in this chapter, is no longer registered with the board as an intern, and is currently in the examination process.
- (e) "Advertise," as used in this chapter, includes, but is not limited to, any public communication, as defined in subdivision (a) of Section 651, the issuance of any card, sign, or device to any person, or the causing, permitting, or allowing of any sign or marking on, or in, any building or structure, or in any newspaper or magazine or in any directory, or any printed matter whatsoever, with or without any limiting qualification. Signs within religious buildings or notices in church bulletins mailed to a congregation shall not be construed as advertising within the meaning of this chapter.
- (f) "Experience," as used in this chapter, means experience in interpersonal relationships, psychotherapy, marriage and family therapy, ~~and professional enrichment activities~~ direct counseling, and non-clinical practice that satisfies the requirements for licensure as a marriage and family therapist pursuant to Section 4980.40.
- (g) "Supervisor," as used in this chapter, means an individual who meets all of the following requirements:
- (1) Has been licensed by a state regulatory agency for at least two years as a marriage and family therapist, licensed clinical social worker, licensed professional clinical counselor, licensed psychologist, or license physician certified in psychiatry by the American Board of Psychiatry and Neurology.
  - (2) If a licensed professional clinical counselor, the individual shall meet the additional training and education requirements specified in paragraph (3) of subdivision (a) of Section 4999.20.
  - (3) Has not provided therapeutic services to the trainee or intern.
  - (4) Has a current and valid license that is not under suspension or probation.
  - (5) Complies with supervision requirements established by this chapter and by board regulations.
- (h) "Client centered advocacy," as used in this chapter, includes, but is not limited to, researching, identifying, and accessing resources, or other activities, related to obtaining or providing services and supports for clients or groups of clients receiving psychotherapy or counseling services.

## **AMEND §4980.42. TRAINEES' SERVICES**

(a) Trainees performing services in any work setting specified in subdivision ~~(d)~~(e) of Section 4980.43 may perform those activities and services as a trainee, provided that the activities and services constitute part of the trainee's supervised course of study and that the person is designated by the title "trainee."

(b) Trainees subject to Section 4980.37 may gain hours of experience and counsel clients outside of the required practicum. This subdivision shall apply to hours of experience gained and client counseling provided on and after January 1, 2012.

(c) Trainees subject to Section 4980.36 may gain hours of experience outside of the required practicum but must be enrolled in a practicum course to counsel clients. Trainees subject to Section 4980.36 may counsel clients while not enrolled in a practicum course if the period of lapsed enrollment is less than 90 calendar days, and if that period is immediately preceded by enrollment in a practicum course and immediately followed by enrollment in a practicum course or completion of the degree program.

(d) All hours of experience gained pursuant to subdivisions (b) and (c) shall be subject to the other requirements of this chapter.

(e) All hours of experience gained as a trainee shall be coordinated between the school and the site where the hours are being accrued. The school shall approve each site and shall have a written agreement with each site that details each party's responsibilities, including the methods by which supervision shall be provided. The agreement shall provide for regular progress reports and evaluations of the student's performance at the site. If an applicant has gained hours of experience while enrolled in an institution other than the one that confers the qualifying degree, it shall be the applicant's responsibility to provide to the board satisfactory evidence that those hours of trainee experience were gained in compliance with this section.

## **AMEND § 4980.43. PROFESSIONAL EXPERIENCE; INTERNS OR TRAINEES**

(a) ~~Prior to applying~~ To qualify for licensure examinations as specified in section 4980.40, each applicant shall complete experience related to the practice of marriage and family therapy, under a qualified supervisor that. The experience shall comply with the following:

(1) A minimum of 3,000 hours of supervised experience completed during a period of at least 104 weeks.

(2) ~~Not more than~~ A maximum of 40 hours in any seven consecutive days.

(3) ~~Not less than~~ A minimum of 1,700 hours of supervised experience completed ~~subsequent to the granting of~~ obtained after the qualifying master's or doctoral degree was awarded.

(4) ~~Not more than~~ A maximum of 1,300 hours of supervised experience obtained prior to ~~completing a~~ the award date of the qualifying master's or doctoral degree.

(5) ~~The applicant shall not be credited with more than~~ A maximum of 750 hours of counseling and direct supervisor contact prior to ~~completing the~~ award date of the qualifying master's or doctoral degree.

~~(5)(6)~~ No hours of experience may be gained prior to completing either 12 semester units or 18 quarter units of graduate instruction and becoming a trainee except for personal psychotherapy.

~~(6)(7)~~ No hours of experience may be gained more than six years prior to the date the application for examination eligibility was filed, except that up to 500 hours of clinical experience gained in the supervised practicum required by subdivision (c) of Section 4980.37 and subparagraph (B) of paragraph (1) of subdivision (d) of Section 4980.36 shall be exempt from this six-year requirement.

~~(7)~~ Not more than a combined total of 1,000 hours of experience in the following:

~~(A) Direct supervisor contact.~~

~~(B) Professional enrichment activities. For purposes of this chapter, "professional enrichment activities" include the following:~~

~~(i) Workshops, seminars, training sessions, or conferences directly related to marriage and family therapy attended by the applicant that are approved by the applicant's supervisor. An applicant shall have no more than 250 hours of verified attendance at these workshops, seminars, training sessions, or conferences.~~

~~(ii) Participation by the applicant in personal psychotherapy, which includes group, marital or conjoint, family, or individual psychotherapy by an appropriately licensed professional. An applicant shall have no more than 100 hours of participation in personal psychotherapy. The applicant shall be credited with three hours of experience for each hour of personal psychotherapy.~~

~~(8)~~ Not more than 500 hours of experience providing group therapy or group counseling.

~~(9)~~ For all hours gained on or after January 1, 2012, not more than 500 hours of experience in the following:

~~(A) Experience administering and evaluating psychological tests, writing clinical reports, writing progress notes, or writing process notes.~~

~~(B) Client centered advocacy.~~

~~(8)(10)~~ A minimum of 1,750 hours of direct counseling with individuals, groups, couples or families. Not which includes not less than 500 total hours of experience in diagnosing and treating couples, families, and children. For up to 150 hours of treating couples and families in conjoint therapy, the applicant shall be credited with two hours of experience for each hour of therapy provided.

~~(11)~~ Not more than 375 hours of experience providing personal psychotherapy, crisis counseling, or other counseling services via telehealth in accordance with Section 2290.5.

(9) A maximum of 1,250 hours of non-clinical practice. This includes direct supervisor contact, administering and evaluating psychological tests, writing clinical reports, writing progress or process notes, client centered advocacy, and workshops, seminars, training sessions or conferences directly related to marriage and family therapy that have been approved by the applicant's supervisor.

~~(10)(12)~~ It is anticipated and encouraged that hours of experience will include working with elders and dependent adults who have physical or mental limitations that restrict their ability to carry out normal activities or protect their rights.

This subdivision shall only apply to hours gained on and after January 1, 2010.

(b) An individual who submits an application for examination eligibility between January 1, 2016 and December 31, 2017, may alternatively qualify under the experience requirements that were in place on January 1, 2015.

~~(c)(b)~~ All applicants, trainees, and registrants shall be at all times under the supervision of a supervisor who shall be responsible for ensuring that the extent, kind, and quality of counseling performed is consistent with the training and experience of the person being supervised, and who

shall be responsible to the board for compliance with all laws, rules, and regulations governing the practice of marriage and family therapy. Supervised experience shall be gained by interns and trainees only as an employee or as a volunteer. The requirements of this chapter regarding gaining hours of experience and supervision are applicable equally to employees and volunteers. Experience shall not be gained by interns or trainees as an independent contractor.

(1) If employed, an intern shall provide the board with copies of the corresponding W-2 tax forms for each year of experience claimed upon application for licensure.

(2) If volunteering, an intern shall provide the board with a letter from his or her employer verifying the intern's employment as a volunteer upon application for licensure.

~~(d)(c)~~ Except for experience gained pursuant to subparagraph (B) of paragraph (7) of subdivision ~~(a)~~ by attending workshops, seminars, training sessions, or conferences as described in paragraph (9) of subdivision (a), supervision shall include at least one hour of direct supervisor contact in each week for which experience is credited in each work setting, as specified:

(1) A trainee shall receive an average of at least one hour of direct supervisor contact for every five hours of client contact in each setting. No more than six hours of supervision, whether individual or group, shall be credited during any single week.

(2) An individual supervised after being granted a qualifying degree shall receive at least one additional hour of direct supervisor contact for every week in which more than 10 hours of client contact is gained in each setting. No more than six hours of supervision, whether individual or group, shall be credited during any single week.

(3) For purposes of this section, "one hour of direct supervisor contact" means one hour per week of face-to-face contact on an individual basis or two hours per week of face-to-face contact in a group.

(4) Direct supervisor contact shall occur within the same week as the hours claimed.

(5) Direct supervisor contact provided in a group shall be provided in a group of not more than eight supervisees and in segments lasting no less than one continuous hour.

(6) Notwithstanding paragraph (3), an intern working in a governmental entity, a school, a college, or a university, or an institution that is both nonprofit and charitable may obtain the required weekly direct supervisor contact via two-way, real-time videoconferencing. The supervisor shall be responsible for ensuring that client confidentiality is upheld.

(7) All experience gained by a trainee shall be monitored by the supervisor as specified by regulation.

(8) The six hours of supervision that may be credited during any single week pursuant to paragraphs (1) and (2) shall apply to supervision hours gained on or after January 1, 2009.

~~(e)(d)~~ (1) A trainee may be credited with supervised experience completed in any setting that meets all of the following:

(A) Lawfully and regularly provides mental health counseling or psychotherapy.

(B) Provides oversight to ensure that the trainee'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 as defined in Section 4980.02.

(C) Is not a private practice owned by a licensed marriage and family therapist, a licensed professional clinical counselor, a licensed psychologist, a licensed clinical social worker, a licensed physician and surgeon, or a professional corporation of any of those licensed professions.

(2) Experience may be gained by the trainee solely as part of the position for which the trainee volunteers or is employed.



~~(f)(e)~~ (1) An intern may be credited with supervised experience completed in any setting that meets both of the following:

(A) Lawfully and regularly provides mental health counseling or psychotherapy.

(B) Provides oversight to ensure that the intern'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 as defined in Section 4980.02.

(2) An applicant shall not be employed or volunteer in a private practice, as defined in subparagraph (C) of paragraph (1) of subdivision ~~(d)~~(e), until registered as an intern.

(3) While an intern may be either a paid employee or a volunteer, employers are encouraged to provide fair remuneration to interns.

(4) 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 a licensee that has satisfied the requirements of subdivision (g) of Section 4980.03. 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.

(5) Experience may be gained by the intern solely as part of the position for which the intern volunteers or is employed.

~~(g)(f)~~ Except as provided in subdivision ~~(g)~~(h), all persons shall register with the board as an intern in order to be credited for postdegree hours of supervised experience gained toward licensure.

~~(h)(g)~~ Except when employed in a private practice setting, all postdegree hours of experience shall be credited toward licensure so long as the applicant applies for the intern registration within 90 days of the granting of the qualifying master's or doctoral degree and is thereafter granted the intern registration by the board.

~~(i)(h)~~ Trainees, interns, and applicants shall not receive any remuneration from patients or clients, and shall only be paid by their employers.

~~(i)(i)~~ Trainees, interns, and applicants shall 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. Trainees and interns shall have no proprietary interest in their employers' businesses and shall not lease or rent space, pay for furnishings, equipment, or supplies, or in any other way pay for the obligations of their employers.

~~(k)(j)~~ 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.

~~(l)(k)~~ Each educational institution preparing applicants for licensure pursuant to this chapter shall consider requiring, and shall encourage, its students to undergo individual, marital or conjoint, family, or group counseling or psychotherapy, as appropriate. Each supervisor shall consider, advise, and encourage his or her interns and trainees regarding the advisability of undertaking individual, marital or conjoint, family, or group counseling or psychotherapy, as appropriate. Insofar

as it is deemed appropriate and is desired by the applicant, the educational institution and supervisors are encouraged to assist the applicant in locating that counseling or psychotherapy at a reasonable cost.

**AMEND §4980.44. UNLICENSED INTERN; QUALIFICATIONS; NOTICE TO CLIENT OR PATIENT; ADVERTISEMENTS**

An unlicensed marriage and family therapist intern employed under this chapter shall comply with the following requirements:

(a) Possess, at a minimum, a master's degree as specified in Section 4980.36 or 4980.37, as applicable.

(b) Register with the board prior to performing any duties, except as otherwise provided in subdivision ~~(g)~~(h) of Section 4980.43.

(c) Prior to performing any professional services, inform each client or patient that he or she is an unlicensed marriage and family therapist registered intern, provide his or her registration number and the name of his or her employer, and indicate whether he or she is under the supervision of a licensed marriage and family therapist, licensed clinical social worker, licensed professional clinical counselor, licensed psychologist, or a licensed physician and surgeon certified in psychiatry by the American Board of Psychiatry and Neurology.

(d) (1) Any advertisement by or on behalf of a marriage and family therapist registered intern shall include, at a minimum, all of the following information:

(A) That he or she is a marriage and family therapist registered intern.

(B) The intern's registration number.

(C) The name of his or her employer.

(D) That he or she is supervised by a licensed person.

(2) The abbreviation "MFTI" shall not be used in an advertisement unless the title "marriage and family therapist registered intern" appears in the advertisement.

# LCSW

## AMEND § 4996.23. SUPERVISED POST-MASTER'S EXPERIENCE CRITERIA

The experience required by subdivision (c) of Section 4996.2 shall meet the following criteria:

~~(a) All persons registered with the board on and after January 1, 2002, shall have at least 3,200 hours of postmaster's degree supervised experience providing clinical social work services as permitted by Section 4996.9.~~

(a) To qualify for licensure as specified in section 4996.2, applicants shall complete 3,200 hours of postmaster's degree experience related to the practice of clinical social work under a qualified supervisor. The experience shall comply with the following:

(1) At least 1,700 hours shall be gained under the supervision of a licensed clinical social worker. The remaining required supervised experience may be gained under the supervision of a licensed mental health professional acceptable to the board as defined by a regulation adopted by the board. This experience shall consist of the following:

(2)(4) A minimum of 2,000 hours in clinical psychosocial diagnosis, assessment, and treatment, including psychotherapy or counseling.

(3)(2) A maximum of 1,200 hours in client-centered advocacy, consultation, evaluation, and research, direct supervisor contact, and workshops, seminars, training sessions or conferences directly related to clinical social work that have been approved by the applicant's supervisor.

(4)(3) Of the 2,000 clinical hours required in paragraph (4)(2), no less than 750 hours shall be face-to-face individual or group psychotherapy provided to clients in the context of clinical social work services.

(5)(4) A minimum of two years of supervised experience is required to be obtained over a period of not less than 104 weeks and shall have been gained within the six years immediately preceding the date on which the application for licensure was filed.

(6)(5) Experience shall not be credited for more than 40 hours in any week.

(b) An individual who submits an application for examination eligibility between January 1, 2016 and December 31, 2017, may alternatively qualify under the experience requirements that were in place on January 1, 2015.

(b) "Supervision" means responsibility for, and control of, the quality of clinical social work services being provided. Consultation or peer discussion shall not be considered to be supervision.

(c) (1) Prior to the commencement of supervision, a supervisor shall comply with all requirements enumerated in Section 1870 of Title 16 of the California Code of Regulations and shall sign under penalty of perjury the "Responsibility Statement for Supervisors of an Associate Clinical Social Worker" form.

(2) Supervised experience shall include at least one hour of direct supervisor contact for a minimum of 104 weeks. For purposes of this subdivision, "one hour of direct supervisor contact" means one hour per week of face-to-face contact on an individual basis or two hours of face-to-face contact in a group conducted within the same week as the hours claimed.

(3) An associate shall receive at least one additional hour of direct supervisor contact for every week in which more than 10 hours of face-to-face psychotherapy is performed in each setting

in which experience is gained. No more than ~~five~~ six hours of supervision, whether individual or group, shall be credited during any single week.

(4) Supervision shall include at least one hour of direct supervisor contact during each week for which experience is gained in each work setting. Supervision is not required for experience gained attending workshops, seminars, training sessions or conferences as described in paragraph (3) of subdivision (a).

(5) The six hours of supervision that may be credited during any single week pursuant to paragraph (3) shall apply to supervision hours gained on or after January 1, 2010.

~~(6)~~(4) Group supervision shall be provided in a group of not more than eight supervisees and shall be provided in segments lasting no less than one continuous hour.

~~(7)~~(5) Of the 104 weeks of required supervision, 52 weeks shall be individual supervision, and of the 52 weeks of required individual supervision, not less than 13 weeks shall be supervised by a licensed clinical social worker.

~~(8)~~(6) Notwithstanding paragraph (2), an associate clinical social worker working for a governmental entity, school, college, or university, or an institution that is both a nonprofit and charitable institution, may obtain the required weekly direct supervisor contact via live two-way videoconferencing. The supervisor shall be responsible for ensuring that client confidentiality is preserved.

(d) The supervisor and the associate shall develop a supervisory plan that describes the goals and objectives of supervision. These goals shall include the ongoing assessment of strengths and limitations and the assurance of practice in accordance with the laws and regulations. The associate shall submit to the board the initial original supervisory plan upon application for licensure.

(e) Experience shall only be gained in a setting that meets both of the following:

(1) Lawfully and regularly provides clinical social work, mental health counseling, or psychotherapy.

(2) Provides oversight to ensure that the associate'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 as defined in Section 4996.9.

(f) Experience shall not be gained until the applicant has been registered as an associate clinical social worker.

(g) Employment in a private practice as defined in subdivision (h) shall not commence until the applicant has been registered as an associate clinical social worker.

(h) A private practice setting is a setting that is owned by a licensed clinical social worker, a licensed marriage and family therapist, a licensed psychologist, a licensed professional clinical counselor, a licensed physician and surgeon, or a professional corporation of any of those licensed professions.

(i) If volunteering, the associate shall provide the board with a letter from his or her employer verifying his or her voluntary status upon application for licensure.

(j) If employed, the associate shall provide the board with copies of his or her W-2 tax forms for each year of experience claimed upon application for licensure.

(k) While an associate may be either a paid employee or volunteer, employers are encouraged to provide fair remuneration to associates.

(l) An associate shall not do the following:

(1) Receive any remuneration from patients or clients and shall only be paid by his or her employer.

(2) Have any proprietary interest in the employer's business.

(3) Lease or rent space, pay for furnishings, equipment, or supplies, or in any other way pay for the obligations of his or her employer.

(m) 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.

(n) Notwithstanding any other provision of law, associates and applicants for examination shall receive a minimum of one hour of supervision per week for each setting in which he or she is working.

# LPCC

## AMEND § 4999.46. SUPERVISED EXPERIENCE REQUIREMENTS; QUALIFICATION FOR LICENSURE

(a) To qualify for the licensure examination as specified by paragraph (2) of subdivision (a) of Section 4999.53 in section 4999.50, applicants shall complete clinical mental health experience related to the practice of professional clinical counseling under the general supervision of an approved a qualified supervisor as defined in Section 4999.12. The experience shall comply with the following:

~~(1)(b) The experience shall include a~~ A minimum of 3,000 postdegree hours of supervised ~~clinical mental health experience related to the practice of professional clinical counseling,~~ performed over a period of not less than two years (104 weeks), ~~which shall include:~~

~~(2)(4)~~ Not more than 40 hours in any seven consecutive days.

~~(3)(2)~~ Not less than 1,750 hours of direct counseling with individuals, groups, couples, or families in a setting described in Section 4999.44 using a variety of psychotherapeutic techniques and recognized counseling interventions within the scope of practice of licensed professional clinical counselors.

~~(3) Not more than 500 hours of experience providing group therapy or group counseling.~~

~~(4) Not more than 375 hours of experience providing personal psychotherapy, crisis counseling, or other counseling services via telehealth in accordance with Section 2290.5.~~

~~(4)(5)~~ Not less than 150 hours of clinical experience in a hospital or community mental health setting, as defined in Section 1820 of Title 16 of the California Code of Regulations.

~~(6) Not more than a combined total of 1,250 hours of experience in the following related activities:~~

~~(A) Direct supervisor contact.~~

~~(B) Client centered advocacy.~~

~~(C) Not more than 250 hours of experience administering tests and evaluating psychological tests of clients, writing clinical reports, writing progress notes, or writing process notes.~~

~~(D) Not more than 250 hours of verified attendance at workshops, seminars, training sessions, or conferences directly related to professional clinical counseling that are approved by the applicant's supervisor.~~

(5) A maximum of 1,250 hours of non-clinical practice. This includes direct supervisor contact, administering and evaluating psychological tests, writing clinical reports, writing progress or process notes, client centered advocacy, and workshops, seminars, training sessions or conferences directly related to professional clinical counseling that have been approved by the applicant's supervisor.

(b) An individual who submits an application for examination eligibility between January 1, 2016 and December 31, 2017, may alternatively qualify under the experience requirements that were in place on January 1, 2015.

(c) No hours of clinical mental health experience may be gained more than six years prior to the date the application for examination eligibility was filed.

(d) An applicant shall register with the board as an intern in order to be credited for postdegree hours of experience toward licensure. Postdegree hours of experience shall be credited toward

licensure, provided that the applicant applies for intern registration within 90 days of the granting of the qualifying degree and is registered as an intern by the board.

(e) All applicants and interns shall be at all times under the supervision of a supervisor who shall be responsible for ensuring that the extent, kind, and quality of counseling performed is consistent with the training and experience of the person being supervised, and who shall be responsible to the board for compliance with all laws, rules, and regulations governing the practice of professional clinical counseling.

(f) Experience obtained under the supervision of a spouse or relative by blood or marriage shall not be credited toward the required hours of supervised experience. Experience obtained under the supervision of a supervisor with whom the applicant has had or currently has a personal, professional, or business relationship that undermines the authority or effectiveness of the supervision shall not be credited toward the required hours of supervised experience.

(g) Except for experience gained ~~pursuant to subparagraph (D) of paragraph (6) of subdivision (b), by attending workshops, seminars, training sessions or conferences as described in paragraph (5) of subdivision (a),~~ supervision shall include at least one hour of direct supervisor contact in each week for which experience is credited in each work setting.

(1) No more than six hours of supervision, whether individual or group, shall be credited during any single week. This paragraph shall apply to supervision hours gained on or after January 1, 2009.

(2) An intern shall receive at least one additional hour of direct supervisor contact for every week in which more than 10 hours of face-to-face psychotherapy is performed in each setting in which experience is gained.

(3) For purposes of this section, "one hour of direct supervisor contact" means one hour of face-to-face contact on an individual basis or two hours of face-to-face contact in a group of not more than eight persons in segments lasting no less than one continuous hour.

(4) Notwithstanding paragraph (3), an intern working in a governmental entity, a school, a college, or a university, or an institution that is both nonprofit and charitable, may obtain the required weekly direct supervisor contact via two-way, real-time videoconferencing. The supervisor shall be responsible for ensuring that client confidentiality is upheld.

(h) This section shall become operative on January 1, 2016.

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**To:** Supervision Committee Members **Date:** January 22, 2015  
**From:** Christy Berger **Telephone:** (916) 574-7817  
Regulatory Analyst  
**Subject:** Discussion Regarding Supervisor Qualifications

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## Background

At its meeting in August 2014, the Supervision Committee began to discuss the qualifications for supervisors of trainees and registrants. Committee members were provided information about the Board's current requirements, differences between the licensing programs, other states' requirements and topics recommended for supervisor training. For your reference, the following attachments are included:

- **Attachment A** provides a complete list of all requirements currently necessary to supervise each type of registrant in California
- **Attachment B** provides a summary of 10 other states' supervisor qualifications
- **Attachment C** provides more detailed information on the 10 states surveyed, and also includes "model" laws recommended by several professional associations.

## Discussion

The Committee had previously considered the following questions, which are being presented again in order to follow up on research requested, to discuss areas of concern, and review the committee's prior decisions in these areas.

### 1. Should supervisors of MFT Interns and PCC Interns who have not been licensed in California for at least two years, be permitted to count time licensed in another state?

Supervisors of ASWs and MFT Trainees must be licensed in California, but are permitted to count time licensed in another state toward the two-year requirement. Supervisors of MFT Interns and PCC Interns must have been licensed in the State of California for a full two years. The Committee and stakeholders agreed that supervisors of any registrant type should be permitted to count time licensed in another state. The reasoning is that the supervisor would have to hold licensure here, and therefore would have knowledge of California's laws. Additionally, practice experience in another state is just as valid as experience in California, except that the licensee may have seen a less diverse client population as compared to some California licensees.

**2. A supervisor is required to have practiced psychotherapy, or oversee supervisees who perform psychotherapy, for at least 2 years within the 5 years preceding the supervision. What is the background of this requirement and should it be changed?**

Staff was asked to look at the original legislative intent of this requirement, whether any research supports the need to change this requirement, and whether there are consumer protection issues. Staff was unable to locate any research relating a certain amount of direct practice to competence in supervision.

Though much of the legislative intent is unavailable, some history for the MFT program was located. The two-year licensure requirement for supervisors was implemented in 1983, and was later modified to require that the supervisor average at least five (5) client contact hours per week for at least two (2) years within the preceding five (5) years, in order to ensure that supervisors had a sufficient amount of clinical experience prior to supervising someone learning to provide psychotherapy.

In 2008, the law was changed to its current form, which allows the supervisor to count oversight of supervisees who are performing psychotherapy in place of the supervisor's own client contact hours (and no longer requires a specific number of client contact hours per week).

This change was requested by the California Mental Health Director's Association, as supervisors in public mental health had difficulty maintaining the client contact hours as they take on more supervisees. Due to consumer protection concerns, the Board debated the issue at several meetings and decided to approve the new language based on the following:

- Providing supervision is like providing therapy vicariously, so being a supervisor maintains the skills and knowledge required to practice effectively
- Service agencies, insurance companies, and third party payers are a control on quality
- It is doubtful that a licensee could build their career by being a supervisor only

Current law is written in a manner that ensures a new supervisor will have two (2) years of direct counseling experience prior to supervising. A licensee with no experience as a supervisor can only qualify by having practiced psychotherapy. However, there is no minimum number of hours required, so a licensee may have done very little direct counseling and still qualify to be a supervisor.

Current law addresses consumer protection in clinical supervision in a number of ways. However, there is no specific section of law that requires the supervisor to be competent in the areas of clinical practice and techniques being supervised. This competency is implied under the requirement that the supervisor be responsible for ensuring that the extent, kind, and quality of counseling performed is consistent with the training and experience of the person being supervised. In order for a supervisor to be compliant with this mandate, he or she must be competent in the areas of clinical practice being supervised – otherwise how can the quality of the supervisee's counseling be ensured?

The Committee may wish to discuss whether there is a need to make it more explicit in law, that a supervisor must have competency in the areas of clinical practice and techniques being supervised.

**3. Should the supervisor training requirements be made consistent across license types? Are the current requirements for supervision training adequate?**

Supervisors of ASWs are required to complete a one-time 15-hour training course that covers specific content (see **Attachment A**). Supervisors of MFT Interns & Trainees, and PCC Interns are

required to complete 6 hours of training every 2 years, and no specific content is required. Licensed Psychologists and Psychiatrists who supervise BBS registrants are exempt from supervision training. The Committee and stakeholders agreed that requirements should be consistent across license types.

The Committee and stakeholders expressed concern that individuals supervising MFT Interns and PCC Interns only need six (6) hours of supervision training every two (2) years, and could take the same training every time. Additionally, there are concerns that those supervising ASWs are not required to have ongoing training.

Research, expert opinion, and model laws support the necessity of supervisor training (including ongoing training) and has identified the minimum content that should be included, as follows<sup>i</sup> <sup>ii</sup>:

- Supervision competencies
- Effective feedback
- Supervisor-supervisee relationship dynamics
- Legal and ethical issues
- Multicultural issues

Stakeholders suggested that the Board include questions in its supervisor survey to determine if an increase in supervisor training hours would create a barrier. The survey may also be helpful in determining necessary training content. The draft survey is presented in Agenda Item V.

#### **4. When should the required supervisor training occur?**

Current law is ambiguous, stating that the training is required “within 60 days of commencement of supervision.” The Board’s current interpretation is that it may be taken either prior to, or up to 60 days after commencement. The Committee and stakeholders agreed that there was no need to change this requirement. Although ideally the training would be taken ahead of time, there are circumstances that could require an individual to start supervising immediately (for example, when another supervisor quits unexpectedly and the agency asks the clinician to take over supervision).

#### **5. Should an advanced supervisor certification be accepted in lieu of other requirements?**

Some states will waive their state-specific supervisor qualifications if the individual holds an advanced supervisor certification from a professional association, as shown in **Attachment D**. Six of the 10 states surveyed accept such a certification in lieu of other requirements, and all but one of those states only allows this for supervisors of LMFT applicants (Oregon allows for LPCC too). It is unknown why this would be a common practice only for supervisors of LMFT applicants and not other license types.

**Attachment E** details the various supervisor certification programs that are available, as well as the qualifications required for each. Staff was directed to review the minimum requirements for each type of certification in order to aid the Committee’s discussion. **Attachment E** also provides a determination of whether a particular certification is either equivalent to, or meets a higher standard than, what California currently requires. If the Committee wishes to pursue changes to supervisor qualifications, these determinations should be revisited as a future agenda item.

**6. Should Psychologists and Board-Certified Psychiatrists be subject to requirements placed on other supervisors, such as training?**

The Committee asked for more information on this topic, including how many applicants have received supervision under a Psychologist or Board-certified Psychiatrist (physician certified by the American Board of Psychiatry and Neurology). A random sample of 100 LMFT applicants who obtained exam eligibility in 2014 indicates that applicants averaged 331 hours under a Psychologist and 24 hours under a Psychiatrist out of the 3,000 hours total.

The Committee also asked for staff to research the training received by Psychologists and Board-certified Psychiatrists who supervise.

Psychologists

To obtain licensure as a Psychologist in California, individuals must obtain two (2) years/3,000 hours of experience supervised by a licensed Psychologist. Up to 750 of those hours may be supervised by a Board-certified Psychiatrist. California requires a Psychologist who supervises psychologist trainees, to be licensed (no minimum number of years) and have six (6) hours of supervision training every two (2) years. Psychiatrists who supervise psychology trainees must be licensed and certified, and are not required to obtain supervision training. It is not uncommon for a doctoral psychology degree to contain coursework on supervision.

Board-Certified Psychiatrists

Licensure as a physician requires completion of a residency, a three (3) to seven (7)-year period of education in a specialty where Residents care for patients under the supervision of physician faculty. When physicians graduate from a residency program, they are eligible to take their board exams and receive specialty certification.

Requirements for supervision of Residents are set by the accreditation body, the sponsoring institution (such as a teaching hospital), and the school that employs the supervising faculty. While an individual institution or school may require supervision training, the accreditation standards do not mandate supervision training.

Psychologists and Psychiatrists have valuable perspectives to impart to counselors in training. While staff research indicates that many Psychiatrists may not be trained in providing clinical supervision, many Psychologists do have this training (as part of their doctorate degree, or because they are supervising hours for psychology licensure). Requiring supervisor training for Psychologists would be likely to have minimal impact. Requiring it of Psychiatrists creates the possibility of losing some of these professionals as supervisors. However, a great deal of research supports the importance of supervisor training.

**7. Should the Board be required to pre-approve a supervisor's qualifications?**

Four of the 10 states surveyed require the state board to pre-approve a supervisor's qualifications (Ohio, South Carolina, Texas and Washington). Oregon has an "optional" registry. Some states also require submission of a supervisory plan.

The Committee wondered if a supervisor pre-approval process would help prevent supervisees from losing hours of experience gained under an unqualified supervisor. Hours are denied approval when BBS staff finds that the supervisor's license was expired (or was another ineligible status) during the registrant's supervised experience. A supervisee is therefore responsible to make sure his or her supervisor's license is valid throughout the supervision. This information, such as issue date, expiration date, disciplinary status, etc. is available on the Board's website. Some of the other possible advantages (and disadvantages) of pre-approving supervisors is as follows:

<i>Possible Advantages</i>	<i>Possible Disadvantages</i>
Intern can be sure that supervisor is compliant, less likely to lose hours	Large workload that cannot be absorbed by existing staff. Funding for new positions is not guaranteed.
Supervisor can be sure that he or she is compliant	Large fiscal impact to the Board (new positions, Breeze changes, etc.)
Greater awareness of requirements	Any delay in BBS supervisor approval impacts ability to supervise
Greater adherence to requirements	Could slightly reduce the number of available supervisors

The proposed supervisor survey in Agenda Item V asks whether supervisors would be in favor of some type of a Board pre-approval process. If the Committee wishes to further explore this idea, staff can bring back more detailed information to a future meeting, along with the survey results.

### **Attachments**

**Attachment A:** California’s Supervisor Qualifications for LCSW, LPCC and LMFT

**Attachment B:** Summary of Other States’ Supervisor Qualifications

**Attachment C:** 10-State Survey - Other States’ Supervisor Qualifications (Detail) and Model Qualifications

**Attachment D:** States that Allow Advanced Supervisor Certification in Lieu of State Requirements

**Attachment E:** Professional Associations’ Advanced Supervisor Certifications

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<sup>i</sup> Gonsalvez, Craig & Milne, Derek. (2010). *Clinical supervisor training in Australia: A review of current problems and possible solutions*. *Australian Psychologist*; 45(4): 233-242.

<sup>ii</sup> Borders, L. DiAnne. (2005). *Snapshot of Clinical Supervision in Counseling and Counselor Education: A Five-Year Review*. *The Clinical Supervisor*; Vol. 24, No. 1/2, 2005. Pp. 69-113.

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**Attachment A**

**CALIFORNIA'S SUPERVISOR QUALIFICATIONS**

	Supervises an ASW	Supervises an MFT Intern or Trainee	Supervises a PCI
<b>LICENSURE</b>	<ul style="list-style-type: none"> <li>• Currently licensed in good standing in California</li> <li>• Licensed for 2 years <u>in California OR any other state</u> as:               <ul style="list-style-type: none"> <li>○ LCSW, LMFT, LPCC, Psychologist, or Board-Certified Psychiatrist</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Currently licensed in good standing in California</li> <li>• Licensed for 2 years <u>in California</u> as:               <ul style="list-style-type: none"> <li>○ LCSW, LMFT, Psychologist, or Board-Certified Psychiatrist, or LPCC who meets “couples/families” requirements.</li> <li>○ NOTE: If supervising a MFT Trainee, may use time licensed in another state to meet 2 years of licensure required.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Currently licensed in good standing in California</li> <li>• Licensed for 2 years <u>in California</u> as:               <ul style="list-style-type: none"> <li>○ LCSW, LMFT, LPCC, Psychologist, or Board- Certified Psychiatrist.</li> </ul> </li> </ul>
<b>TRAINING</b>	<ul style="list-style-type: none"> <li>• Has sufficient experience, training, and education in the area of clinical supervision to competently supervise.</li> <li>• Completes a one-time fifteen (15) hour supervision training that includes the following:               <ul style="list-style-type: none"> <li>○ Familiarity with supervision literature</li> <li>○ Facilitation of therapist-client and supervisor-therapist relationships and identifying problems in those relationships</li> <li>○ Structuring to maximize supervision</li> <li>○ Implementing supervisor interventions</li> <li>○ Knowledge of contextual variables such as culture, gender, etc. and</li> <li>○ The practice of clinical social work, including the mandated reporting laws, and knowledge of ethical &amp; legal issues.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Has sufficient experience, training, and education in the area of clinical supervision to competently supervise.</li> <li>• Six (6) hours of supervision training in each two-year renewal period if supervising.               <ul style="list-style-type: none"> <li>○ No specific content required.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Has sufficient experience, training, and education in the area of clinical supervision to competently supervise.</li> <li>• Six (6) hours of supervision training in each two-year renewal period if supervising.               <ul style="list-style-type: none"> <li>○ No specific content required.</li> </ul> </li> </ul>
<b>PRACTICE/ COMPETENCY</b>	<ul style="list-style-type: none"> <li>• Has practiced psychotherapy or provided direct supervision to supervisees who perform psychotherapy for at least two (2) years within the five (5) year period immediately preceding this supervision.</li> </ul>	<ul style="list-style-type: none"> <li>• Has practiced psychotherapy or provided direct supervision to supervisees who perform psychotherapy for at least two (2) years within the five (5) year period immediately preceding this supervision.</li> <li>• Has sufficient experience, training, and education in marriage and family therapy to competently practice in California.</li> <li>• Stays informed about developments in marriage and family therapy and in California law governing its practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Has practiced psychotherapy or provided direct supervision to supervisees who perform psychotherapy for at least two (2) years within the five (5) year period immediately preceding this supervision.</li> <li>• Has sufficient experience, training, and education in professional clinical counseling to competently practice in California.</li> <li>• Stays informed about developments in professional clinical counseling and in California law governing its practice.</li> </ul>

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## Attachment B

### SUMMARY OF OTHER STATES' SUPERVISOR QUALIFICATIONS

The following provides a summary of minimum requirements from 10 states: Colorado, Florida, Illinois, Indiana, New York, Ohio, Oregon, South Carolina, Texas and Washington.

The qualifications required of supervisors range from minimal regulation to an extensive regulatory framework. Significant findings are as follows:

- The length of time a supervisor must be licensed and practicing ranges from 0 to 5 years, with 0 years being the most common and 2 years being second most common.
- Most states require supervisors to take supervision training or coursework, ranging from 6 hours to 45 hours.
- Some states require supervisors to complete a mentorship, or "supervision of supervision" for a specified number of hours.
- Some states exempt individuals who hold an advanced supervisor certification (such as an AAMFT-Approved Supervisor) from supervisor training requirements, and/or meeting requirements for length of time licensed.
- Most states surveyed permit supervision by a mental health professional other than the license type being supervised, as does California. However, several states require at least some of the experience to be supervised by the same license type, as does California's LCSW program.
- About 50% of the states surveyed require the board to pre-approve a supervisor's qualifications. This is not required in California.

#### LCSW

Question:	Other States' Requirements	California's Requirements
<b>Who Can Supervise?</b>	LCSW only - 6 states Licensed Mental Health Professional*- 4 states	Licensed Mental Health Professional, except 13 weeks must be under a LCSW
<b>How Long Must Supervisor Have Been Licensed and Practicing?</b>	0 years - 4 states 1 year - 1 state 2 years - 5 states	2 years
<b>Must the Board Pre-Approve Supervisor Qualifications?</b>	Required by 5 states	Not required
<b>Is Supervisor Training Required?</b>	Required by 6 states	Required

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

LMFT

Question:	Other States' Requirements	California's Requirements
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

\* 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 Requirements
Who Can Supervise?	LPCC only - 1 state Licensed Mental Health Professional* - 9 states	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

\* One state requires some hours under a LPCC

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

## Attachment C

### 10-STATE SURVEY - SUPERVISOR QUALIFICATIONS

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

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### MODEL SUPERVISOR QUALIFICATIONS

STATE	LCSW Qualifications	LMFT Qualifications	LPCC Qualifications
<b>Colorado</b>	Licensed as a LCSW	Licensed as any of the following: <ul style="list-style-type: none"> <li>• LMFT</li> <li>• LPCC</li> <li>• Psychologist</li> <li>• Must have education, clinical experience, and clinical supervisory experience in the MFT field</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>• Be an MFT who is an AAMFT-Approved Supervisor</li> </ul>	Licensed as any of the following: <ul style="list-style-type: none"> <li>• LPCC</li> <li>• LCSW</li> <li>• LMFT</li> <li>• Psychologist</li> </ul>
<b>Illinois</b>	Licensed as a LCSW	<ul style="list-style-type: none"> <li>• Licensed as a MFT</li> <li>• 5 years post-degree clinical MFT experience</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>• Certified as an approved supervisor or supervisor in training by AAMFT</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>• Held an active clinical membership certification with AAMFT for at least 5 years</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>• Licensed as any of the following:                             <ul style="list-style-type: none"> <li>○ LPCC</li> <li>○ LCSW</li> <li>○ Psychologist</li> <li>○ Psychiatrist</li> </ul> </li> </ul> <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> <li>• 5 years clinical experience providing marriage and family therapy</li> <li>• Provided at least 1000 hours of conjoint therapy</li> <li>• 2 years of experience providing clinical supervision of marriage and family therapy or a 1 semester unit graduate course in supervision or the equivalent</li> </ul>	Licensed as any of the following: <ul style="list-style-type: none"> <li>• LPCC</li> <li>• LCSW</li> <li>• Psychologist</li> <li>• Psychiatrist</li> </ul>

STATE	LCSW Qualifications	LMFT Qualifications	LPCC Qualifications
Indiana	Holds an LCSW license	LMFT who has at least 5 years of experience OR An AAMFT approved supervisor or candidate	Licensed as any of the following: <ul style="list-style-type: none"> <li>• LMHC</li> <li>• LCSW</li> <li>• LMFT</li> <li>• Licensed as a physician who has training in psychiatric medicine</li> <li>• Psychologist.</li> <li>• Clinical nurse specialist in psychiatric or mental health nursing.</li> </ul>
New York	Must be Board-approved, and licensed as any of the following: <ul style="list-style-type: none"> <li>• LCSW</li> <li>• Physician board-certified in psychiatry (or equivalent)</li> <li>• Psychologist</li> </ul>	Licensed as a MFT or one of the following who is competent in the practice of MFT: <ul style="list-style-type: none"> <li>• Medical Doctor</li> <li>• Physician assistant</li> <li>• Psychologist</li> <li>• LCSW</li> <li>• Registered professional nurse or Nurse practitioner</li> </ul>	Licensed as one of the following: <ul style="list-style-type: none"> <li>• Mental Health Counselor</li> <li>• Medical Doctor</li> <li>• Physician assistant</li> <li>• Psychologist</li> <li>• LCSW</li> </ul>
Ohio	<ul style="list-style-type: none"> <li>• Licensed as a LCSW</li> <li>• 1 year post licensure experience</li> <li>• 9 hours of training in supervision or one master's level course</li> <li>• Be board approved</li> <li>• 3 hours of continuing education in supervision each renewal period</li> </ul>	<ul style="list-style-type: none"> <li>• Licensed as a LMFT with 3 years post degree experience</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>• Holds one of the following licenses <u>and</u> is an AAMFT-Approved Supervisor: <ul style="list-style-type: none"> <li>○ LMFT</li> <li>○ LPCC</li> <li>○ LCSW</li> <li>○ Psychologist</li> <li>○ Psychiatrist</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Licensed as a LPCC (exceptions may be made to allow another type of mental health professional in the case of hardship)</li> <li>• 24 hours of training in counselor supervision</li> <li>• Minimum 1 year and 1,500 hours of clinical experience post licensure, including diagnosis and treatment. <ul style="list-style-type: none"> <li>○ The 1,500 hours shall include at least one supervision of supervision experience</li> </ul> </li> <li>• Be Board approved</li> </ul>

STATE	LCSW Qualifications	LMFT Qualifications	LPCC Qualifications
Oregon	<ul style="list-style-type: none"> <li>• Must be licensed and practicing for 2 years as a LCSW</li> <li>• If associate is more than 50 miles from the nearest LCSW able to supervise, the board may authorize a licensed psychologist or psychiatrist</li> <li>• 6-hour supervisor training course</li> </ul>	<ul style="list-style-type: none"> <li>• An AAMFT-Approved Supervisor</li> <li>• A diplomate in the American Association of Pastoral Counselors</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>• Licensed as a MFT, or hold an equivalent certification or license, such as that required for clinical psychologists, LCSWs and LPCCs</li> </ul> <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> <li>• Trained specifically in the systemic approach to couples and family therapy</li> <li>• 5 years of clinical experience</li> <li>• 30 hours of training in supervision theory and practice in post-master's academic coursework or equivalent training</li> </ul> <p>NOTE: The Board has an optional "supervisor registry"</p>	<ul style="list-style-type: none"> <li>• 3 years of post-graduate clinical experience as a licensed mental health professional</li> <li>• 30 hours of supervision training</li> <li>• Been a National Certified Counselor (NCC), Certified Clinical Mental Health Counselor (CCMHC), Certified Rehabilitation Counselor (CRC); or Certified Career Counselor (CCC)</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>• 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</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>• Approved supervisor through AAMFT, the Center for Credentialing and Education, or the American Association of Pastoral Counselors</li> </ul>
South Carolina	<ul style="list-style-type: none"> <li>• LCSW license</li> <li>• 4,500 hours/3 years of post-licensure clinical practice</li> <li>• 45 hours of supervision training</li> </ul>	<p>One of the following:</p> <ul style="list-style-type: none"> <li>• Licensure as a MFT supervisor (see below for requirements)</li> <li>• Licensure as a LPCC supervisor (see LPCC section for requirements)</li> <li>• 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</li> </ul> <p>Requirements for MFT Supervisor's License:</p> <ul style="list-style-type: none"> <li>• Holds a MFT license</li> <li>• 5 years of continuous clinical experience immediately preceding the application. 2 years must be clinical supervision under a licensed MFT Supervisor</li> <li>• 36 hours of individual supervision by a licensed MFT Supervisor, of the licensee's supervision of at least 2 interns</li> <li>• 3 semester units of graduate study in supervision, or training</li> </ul>	<p>One of the following:</p> <ul style="list-style-type: none"> <li>• A licensed LPCC Supervisor (see below for requirements)</li> <li>• A licensed MFT Supervisor (see MFT section for requirements)</li> <li>• 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</li> </ul> <p>Requirements for LPCC Supervisor's License:</p> <ul style="list-style-type: none"> <li>• Holds a LPCC license</li> <li>• 5 years of continuous clinical experience immediately preceding application.</li> <li>• 2 years of the 5 years must be experience supervising the clinical casework of other certified or licensed counselors</li> <li>• 36 hours of individual supervision by a LPCC Supervisor, of the licensee's supervision of at least 2 interns</li> <li>• 3 semester units of graduate study in supervision or training</li> </ul>

STATE	LCSW Qualifications	LMFT Qualifications	LPCC Qualifications
Texas	<ul style="list-style-type: none"> <li>Licensed as a LCSW</li> <li>In practice for 2 years</li> <li>Be board approved</li> <li>Board-approved course in supervision</li> <li>3 hours of continuing education in supervision every 2 years</li> </ul> <p>NOTE: Clinical work, but not licensure hours, may be supervised by a LPCC, Psychologist, LMFT or Psychiatrist</p>	<ul style="list-style-type: none"> <li>Licensed as a MFT</li> <li>3 years/3,000 hours post-licensure practice</li> <li>1 unit graduate level or a 40-hour continuing education supervision course</li> <li>Be board approved</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>Licensed as a MFT</li> <li>Be an AAMFT-Approved Supervisor or candidate</li> <li>Be board approved</li> </ul>	<ul style="list-style-type: none"> <li>Licensed as an LPCC for 3 years</li> <li>Complete 40 hours of supervision training through continuing education or a graduate level course</li> <li>Be board approved</li> </ul>
Washington	-		<p>Licensed for 2 years as one of the following:</p> <ul style="list-style-type: none"> <li>LPCC</li> <li>LMFT</li> <li>LCSW</li> <li>Psychologist</li> <li>Psychiatrist</li> <li>Psychiatric Nurse Practitioner</li> <li>15 hours of training in supervision obtained through: <ul style="list-style-type: none"> <li>A supervision course</li> <li>Continuing education</li> <li>Supervision of supervision</li> <li>Any combination of these</li> </ul> </li> <li>25 hours of experience in supervision of clinical practice</li> <li>Be board approved</li> </ul>

## PROFESSIONAL ASSOCIATIONS MODEL SUPERVISOR QUALIFICATIONS

Entity	Supervisor Training Requirements
American Association of State Counseling Boards (AASCB)	<p style="text-align: center;"><b>Model Supervisor Requirements</b></p> <ul style="list-style-type: none"> <li>• One of the following:               <ul style="list-style-type: none"> <li>○ 45-hour graduate-level academic course in counseling supervision OR</li> <li>○ A 30-hour training program in supervision OR</li> <li>○ 25 hours of “supervision of supervision”</li> </ul> </li> <li>• 3 hours per year of supervision-related CE</li> </ul>
American Mental Health Counselors’ Association (AMHCA)	<p style="text-align: center;"><b>Model Supervisor Requirements</b></p> <ul style="list-style-type: none"> <li>• 24 CE hours or equivalent graduate hours in the theory and practice of clinical supervision</li> <li>• 3 supervision-related CE hours per year</li> <li>• Possess the knowledge and skills necessary to supervise</li> </ul>
Association of Social Work Boards (ASWB)	<p style="text-align: center;"><b>Model Supervisor Requirements</b></p> <ul style="list-style-type: none"> <li>• Graduate course work in supervision in an approved social work program or an approved program of continuing education</li> <li>• Three hours of continuing education in supervision per licensure renewal.</li> </ul>

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**ATTACHMENT D**  
**States that Allow Supervisor Certification in Lieu of State Requirements**

State & Lic. Type	Supervisor Qualifications	Requirements in Lieu
<b>Colorado</b> <b>LMFT</b>	<ul style="list-style-type: none"> <li>Licensed LMFT, LCSW, LPCC or Psychologist who has education, clinical experience, and clinical supervisory experience in the field of marriage and family therapy</li> </ul>	<ul style="list-style-type: none"> <li>AAMFT-Approved Supervisor</li> </ul>
<b>Illinois</b> <b>LMFT</b>	<ul style="list-style-type: none"> <li>Licensed LMFT with 5 years post-degree clinical experience OR</li> <li>Licensed as a mental health professional with 5 years post-degree clinical MFT experience including 1000 hours of conjoint therapy AND</li> <li>2 years of experience providing clinical supervision of MFT services AND</li> <li>A one semester unit graduate course in supervision</li> </ul>	<ul style="list-style-type: none"> <li>AAMFT-Approved Supervisor (or candidate) OR</li> <li>Held an active clinical membership with AAMFT for at least 5 years</li> </ul>
<b>Indiana</b> <b>LMFT</b>	<ul style="list-style-type: none"> <li>Licensed LMFT with 5 years of experience</li> </ul>	<ul style="list-style-type: none"> <li>AAMFT-Approved Supervisor (or candidate)</li> </ul>
<b>Ohio</b> <b>LMFT</b>	<ul style="list-style-type: none"> <li>Licensed LMFT with 3 years post-degree experience</li> </ul>	<ul style="list-style-type: none"> <li>AAMFT-Approved Supervisor</li> </ul>
<b>Oregon</b> <b>LMFT</b>	<p><u>All of the following:</u></p> <ul style="list-style-type: none"> <li>Licensed as a mental health professional for 3 years</li> <li>30 hours of training in supervision including systems components</li> <li>100 hours of experience supervising at least two interns</li> <li>Pass the Supervisor's Law and Rules Exam</li> </ul>	<p><u>All of the following:</u></p> <ul style="list-style-type: none"> <li>Licensed as a mental health professional</li> <li>Be an AAMFT-Approved Supervisor</li> <li>100 hours of experience supervising at least two interns (gained while under supervision as a supervisor candidate)</li> <li>Pass the Supervisor's Law and Rules Exam</li> </ul> <p>OR</p> <p><u>All of the following:</u></p> <ul style="list-style-type: none"> <li>Licensed as a mental health professional</li> <li>Diplomate in the American Association of Pastoral Counselors</li> <li>100 hours of experience supervising at least two interns (gained while under supervision as a supervisor candidate)</li> <li>Pass the Supervisor's Law and Rules Exam</li> </ul>

State & Lic. Type	Supervisor Qualifications	Requirements in Lieu
<b>Oregon</b> <b>LPCC</b>	<u>All of the following:</u> <ul style="list-style-type: none"> <li>• Licensed as a mental health professional for 3 years AND</li> <li>• 30 hours of training in supervision AND</li> <li>• 100 hours of experience supervising at least two interns AND</li> <li>• Pass the Supervisor's Law and Rules Exam</li> </ul>	<u>All of the following:</u> <ul style="list-style-type: none"> <li>• Licensed as a mental health professional</li> <li>• Be an AAMFT-Approved Supervisor</li> <li>• 100 hours of experience supervising at least two interns (gained while under supervision as a supervisor candidate)</li> <li>• Pass the Supervisor's Law and Rules Exam</li> </ul> <p style="text-align: center;">OR</p> <u>All of the following:</u> <ul style="list-style-type: none"> <li>• Licensed as a mental health professional</li> <li>• Diplomate in the American Association of Pastoral Counselors</li> <li>• 100 hours of experience supervising at least two interns (gained while under supervision as a supervisor candidate)</li> <li>• Pass the Supervisor's Law and Rules Exam</li> </ul>
<b>Texas</b> <b>LMFT</b>	<u>All of the following:</u> <ul style="list-style-type: none"> <li>• Licensed as a MFT</li> <li>• 3 years/3,000 hours post-licensure practice</li> <li>• 1 unit graduate level or a 40-hour continuing education supervision course</li> </ul>	<u>Both of the following:</u> <ul style="list-style-type: none"> <li>• Licensed as a MFT</li> <li>• Be an AAMFT-Approved Supervisor or candidate</li> </ul>

**Attachment E**  
**PROFESSIONAL ASSOCIATIONS - SUPERVISOR TRAINING REQUIREMENTS**

Entity	Supervisor Training Requirements	Equivalent to or Exceeds California's Current Requirements?
<p><b>American Association of Pastoral Counselors</b></p> <p><b>AAPC Diplomate</b></p>	<p><b>AAPC Diplomate - Requirements include:</b></p> <ul style="list-style-type: none"> <li>• Certification as an AAPC Fellow (see below) <ul style="list-style-type: none"> <li>○ Achievement in three of the following areas: Doctoral level degree, Research or Publication, Leadership in AAPC, Contribution to church/community, Contribution to a mental health discipline</li> </ul> </li> <li>• Hold a state license to supervise or be approved by a cognate group to supervise in specific mental health disciplines, OR receive 50 hours of supervision of supervision</li> <li>• Provide at least 150 hours of pastoral counseling supervision</li> <li>• Submit a paper of one's supervisory theory</li> <li>• 30 clock hours of graduate level coursework in clinical supervision</li> </ul> <p><b>AAPC Fellow, Traditional Track - Requirements are:</b></p> <ul style="list-style-type: none"> <li>• Meets requirements to be a Certified Pastoral Counselor (see below)</li> <li>• 1,000 hours of pastoral counseling with 125 hours of supervision (totaling 1,375 hours of pastoral counseling and 250 hours of supervision)</li> <li>• Submit an Integrated Theory of Therapy paper</li> <li>• 58 semester hours distributed among religious foundations, core clinical theory, pastoral counseling theory, specialized technical studies, and a practicum</li> </ul> <p><b>AAPC Fellow, Certification/Licensure Track - Requirements are:</b></p> <ul style="list-style-type: none"> <li>• Holds a Masters or Doctoral level degree in either theological/spiritual or biblical studies, or Pastoral Counseling from a school accredited by agencies recognized by the U.S. Department of Education</li> <li>• State licensure/certification as a mental health professional</li> <li>• Submit an Integrated Theory of Therapy paper</li> <li>• 58 semester hours distributed among religious foundations, core clinical theory, pastoral counseling theory, specialized technical studies, and a practicum</li> </ul> <p><b>AAPC Certified Pastoral Counselor - Requirements include:</b></p> <ul style="list-style-type: none"> <li>• B.A. &amp; a Master of Divinity or a Graduate level degree in theological/spiritual or biblical studies or Pastoral Counseling, from an accredited school</li> <li>• Religious body endorsement/Active relationship to a religious community</li> <li>• Completion of a supervised self-reflective pastoral experience/course</li> <li>• Three years in ministry</li> <li>• 375 hours of pastoral counseling with 125 hours of supervision</li> </ul>	<p style="text-align: center;"><b>No</b></p>

Entity	Supervisor Training Requirements	Equivalent to or Exceeds California's Current Requirements?
<p><b>American Association for Marital and Family Therapy (AAMFT)</b></p> <p><b>AAMFT-Approved Supervisor</b></p>	<ul style="list-style-type: none"> <li>• Be an AAMFT Clinical Fellow, which requires either: <ul style="list-style-type: none"> <li>○ Licensure as a LMFT OR</li> <li>○ Licensure as another type of mental health professional AND <ul style="list-style-type: none"> <li>▪ Completion of 11 specific courses that cover 5 different MFT-related topic areas</li> <li>▪ 300 hours of client-contact in a supervised practicum</li> <li>▪ 2 years of post-graduate experience including 1000 hours of client contact, concurrently completed with 200 hours under an AAMFT Approved Supervisor or equivalent</li> </ul> </li> </ul> </li> <li>• 18 months of supervision training, including: <ul style="list-style-type: none"> <li>○ 180 hours of supervising at least 2 supervisees under the supervision of an Approved Supervisor mentor</li> <li>○ 36 hours of mentoring or supervision of supervision spread throughout the training period</li> </ul> </li> <li>• 30-hour supervision course that includes interactional and didactic instructional methods, and requires of a philosophy of supervision paper.</li> </ul> <p><u>Renewal:</u></p> <ul style="list-style-type: none"> <li>• Pre-approved 5-hour refresher course every 5 years</li> </ul>	<p><b>Yes,</b></p> <p><b>Except does not require ongoing client contact or supervision of registrants who are treating clients</b></p>
<p><b>American Board of Examiners in Clinical Social Work (ABECSW)</b></p> <p><b>Board-Certified Clinical Supervisor</b></p>	<ul style="list-style-type: none"> <li>• Licensed at the highest clinical social work level for at least 5 years</li> <li>• 3,000 hours of supervised clinical practice, including 300 hours in the past year</li> <li>• Currently providing clinical supervision</li> <li>• In the past 3 years, provided a total of 100 hours or more of clinical supervision</li> <li>• 40 hours of continuing clinical education in the past 3 years</li> <li>• Over any time span, post-degree, amassed 15 clock hours of supervision CE</li> <li>• Currently receiving consultation or participating in a peer supervision group</li> <li>• Two colleagues who will attest to your practice</li> </ul> <p><u>Renewal:</u></p> <ul style="list-style-type: none"> <li>• Annual recertification (300 practice hours in past year, of which at least 50% apply to clinical supervision and 20 hours of clinical continuing education of which at least 25% must relate to practice in clinical supervision)</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>• Completion of Approved Clinical Supervisor Credential from NBCC</li> </ul>	<p><b>Yes</b></p>

Entity	Supervisor Training Requirements	Equivalent to or Exceeds California's Current Requirements?
<p><b>California Association of Marriage and Family Therapists (CAMFT)</b></p> <p><b>CAMFT-Certified Supervisor</b></p>	<ul style="list-style-type: none"> <li>• Licensed in California as a LMFT for 2 years</li> <li>• 18 hours of supervision coursework that includes: <ul style="list-style-type: none"> <li>○ Similarities and differences between the supervisor's and therapist's roles, obligations, functions and duties</li> <li>○ Practical considerations of supervision including interview and selection, administration and third party reimbursement</li> <li>○ Evaluation of supervisee and supervisor</li> <li>○ Understanding how one's theoretical orientation impacts supervision</li> <li>○ Familiarity with the developmental stages of supervisees and the supervisory relationship</li> <li>○ The supervisor-supervisee relationship: <ul style="list-style-type: none"> <li>▪ Hierarchical vs. collaborative supervisory relationships</li> <li>▪ Evolution of the relationship</li> <li>▪ Transference/countertransference issues</li> </ul> </li> <li>○ Contextual issues, e.g., culture, gender, sexual orientation, spirituality, age</li> <li>○ Techniques of supervision, including individual and group, and methods including review of audio/video tapes, live supervision, role play, review of case notes</li> <li>○ Crisis intervention and conflict resolution</li> <li>○ Structure of the supervision process</li> <li>○ Legal and ethical issues in supervision and psychotherapy</li> <li>○ Supervisor/supervisee boundaries</li> <li>○ Advertising and marketing</li> </ul> </li> <li>• 52 weeks of supervision experience that includes at least 1 hour per month of individual consultation, or 2 hours per month of group consultation.</li> <li>• One-page Consultation Summary describing the consultation experience</li> <li>• 3-5 page summary describing the supervision experience with his or her supervisee</li> </ul> <p><u>Renewal:</u></p> <ul style="list-style-type: none"> <li>• 6-hour workshop on legal &amp; ethical issues</li> <li>• One of the following: <ul style="list-style-type: none"> <li>○ 3-page written review of a book on supervision</li> <li>○ Completion of a supervision workshop</li> <li>○ A one-page description demonstrating participation in an ongoing consultation/supervision group.</li> </ul> </li> </ul>	<p style="text-align: center;"><b>Yes,</b></p> <p style="text-align: center;"><b>Except does not require ongoing client contact or supervision of registrants who are treating clients</b></p>

Entity	Supervisor Training Requirements	Equivalent to or Exceeds California's Current Requirements?
<p><b>Center for Credentialing and Education (CCE)</b></p> <p>Parent Organization: National Board of Certified Counselors (NBCC)</p> <p><b>Approved Clinical Supervisor</b></p>	<ul style="list-style-type: none"> <li>• Current status as one of the following: <ul style="list-style-type: none"> <li>○ Licensed mental health provider</li> <li>○ National Certified Counselor (NCC)</li> <li>○ Licensed/Certified clinical supervisor</li> </ul> </li> <li>• 3 years of post-master's experience in mental health services that includes at least 1,500 hours of direct service</li> <li>• 100 hours of clinical supervision of individuals providing mental health services</li> <li>• Endorsement from a mental health professional attesting to clinical supervision capabilities</li> <li>• Submit a professional disclosure statement.</li> <li>• Either of the following <ul style="list-style-type: none"> <li>○ Graduate course in supervision OR</li> <li>○ 30 hours of workshops in clinical supervision</li> <li>○ Must include: <ul style="list-style-type: none"> <li>▪ Roles and functions of clinical supervisors</li> <li>▪ Models of clinical supervision</li> <li>▪ Mental health-related professional development</li> <li>▪ Methods and techniques in clinical supervision</li> <li>▪ Supervisory relationship issues</li> <li>▪ Cultural issues in clinical supervision</li> <li>▪ Group supervision</li> <li>▪ Legal and ethical issues in clinical supervision</li> <li>▪ Evaluation of supervisee competence and the supervision process</li> </ul> </li> </ul> </li> </ul> <p><u>Renewal:</u></p> <ul style="list-style-type: none"> <li>• 18 hours of CE in supervision</li> </ul>	<p style="text-align: center;"><b>Yes,</b></p> <p style="text-align: center;"><b>Except does not require ongoing client contact or supervision of registrants who are treating clients</b></p>

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**To:** Supervision Committee

**Date:** January 16, 2015

**From:** Steve Sodergren  
Assistant Executive Officer

**Telephone:** (916) 574-7847

**Subject:** Discussion Regarding Possible Supervision Survey

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Attached are the Supervisee and Supervisor Survey drafts for review and comment.

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# BBS Supervisee Survey

## Welcome to the Supervisee Survey

BBS has formed a Supervision Committee in an effort to conduct a holistic review of the current requirements for supervised work experience and for supervisors. The Committee will focus on establishing standards for supervision and supervisors that will ensure consumer protection without impeding the licensure process. The Board is seeking relevant input and feedback on your supervision experience. Your participation will greatly assist the committee.

This survey is voluntary and your responses are anonymous.

### \* 1. What type of registration do you have?

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

### 2. Is this your first registration?

- Yes
- No, This is my 2nd
- No, This is my 3rd

### 3. What were your reasons for needing a 2nd or 3rd registration?

- For employment purposes.
- I was unable to gain all of my hours in 6 years.
- Other

Please explain

### \* 4. Approximately, how many supervised hours have you gained?

Clinical	<input type="text"/>
Non-Clinical	<input type="text"/>

# BBS Supervisee Survey

## Question 1

### 5. 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

### \*6. What has been your weekly average caseload?

Cases Per Week

## Supervisor Questions

Please answer the following questions for each supervisor that you have gained hours under.

### Supervisor 1

#### 7. What type of license does your supervisor hold?

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

#### 8. What type of Supervision did you receive from this supervisor?

- Individual
- Group
- Both

# BBS Supervisee Survey

## 9. How many hours have you gained under this supervisor in the following settings?

Private Practice	<input type="text"/>
Governmental Entity	<input type="text"/>
Public Non-Profit Agency	<input type="text"/>
Other Community Agency	<input type="text"/>
Medical Facility	<input type="text"/>
School, College or University	<input type="text"/>
Other	<input type="text"/>

## 10. Where did the supervision take place?

- Onsite
- Offsite
- Video
- All the Above

## 11. Did you pay this supervisor?

- Yes
- No

## 12. Did the Supervisor provide regular feedback?

- Yes
- No

## 13. Did your supervisor ask you for feedback on their supervision?

- Yes
- No

## 14. What methods of supervision did this supervisor use?

- Report by Supervisee
- Direct Observation
- Review of Case Notes
- Audio or Video Tape
- Co-Therapy
- Other

Other (please specify)

## BBS Supervisee Survey

### 15. Did your supervisor regularly discuss the following?

- Your Strengths
- Areas of Growth
- Setting Supervision Goals
- Achievement of Supervision Goals

### 16. How satisfied were you with the quality of this supervision?

- Dissatisfied
- Somewhat Dissatisfied
- Satisfied
- Completely Satisfied

Please explain:

### 17. Did you have an additional supervisor?

- Yes
- No

## Supervisor 2

### 18. What type of license does your supervisor hold?

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

### 19. What type of Supervision did you receive from the supervisor?

- Individual
- Group
- Both

# BBS Supervisee Survey

## 79. Did your supervisor regularly discuss the following?

- Your Strengths
- Areas of Growth
- Setting Supervision Goals
- Achievement of Supervision Goals

## 80. How satisfied were you with the quality of this supervision?

- Dissatisfied
- Somewhat Dissatisfied
- Satisfied
- Completely Satisfied

## 81. What are your biggest concerns about the licensing processes?

## 82. In what ways can the BBS assist you better?

## You have completed the Supervisee Survey!

Thank you for your participation. Your input is greatly appreciated.

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# BBS Supervisor Survey

## Welcome to the Supervisor Survey

BBS has formed a Supervision Committee in an effort to conduct a holistic review of the current requirements for supervised work experience and for supervisors. The Committee will focus on establishing standards for supervision and supervisors that will ensure consumer protection without impeding the licensure process. The Board is seeking relevant input and feedback on your experience as a supervisor. Your participation will greatly assist the committee.

Please base your following responses on your experience supervising registrants and interns, not trainees. This survey is voluntary and your response are anonymous.

### 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 licensed?

Years

Months

### 3. What is your highest degree earned?

### 4. What type of registration do your supervisees hold?

- IMF
- ASW
- PCI

# BBS Supervisor Survey

## 5. How long have you been supervising?

Years

Months

## 6. Do you believe you were adequately prepared for being a supervisor?

Yes

No

Please explain:

## 7. Beyond the BBS required hours of supervisor training or coursework, how else have you prepared for being a supervisor?

## 8. Would you be in favor of increasing the supervision course work or training required for a supervisor?

Yes

No

Please explain:

## 9. How many supervisees in total do you supervise across all settings?



# BBS Supervisor Survey

## 10. How often do your supervisees review your performance?

- Weekly
- Monthly
- Quarterly
- Yearly
- Never
- Other

## 11. Have you ever charged for supervision?

- Yes
- No

## 12. Have you supervised in the following setting? Mark each that applies.

- Private Practice
- Governmental Entity
- Public Non-Profit Agency
- Other Community Agency
- Medical Facility
- School, Colleges and Universities
- Other

Please Explain

# BBS Supervisor Survey

**13. What type of supervision have you provided in the following settings? Mark each that applies.**

	Individual	Group	Both
Private Practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Governmental Entity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public Non-Profit Agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Community Agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medical Facility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
School, Colleges and Universities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**14. For the following settings, where did this supervision take place?**

	Onsite	Offsite	Videoconferencing
Private Practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Governmental Entity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public Non-Profit Agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Community Agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medical Facility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
School, Colleges and Universities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

# BBS Supervisor Survey

## 15. What theory of supervision do you use? Mark all that apply.

- Integrated Development Model
- Lifespan Model
- Psychodynamic Model
- Person-Centered Model
- Cognitive Behavior Model
- Reality Therapy/Choice Theory Model
- Family Therapy Model
- Feminist Model
- Discrimination Model
- Systems Approach Model
- Reflective Learning Model
- Solution-Oriented Model
- Schema-Focused Model
- Littrell, Lee-Borden & Lorenz Model
- Hawkins & Shoset Model
- Other

Other (please specify)

## 16. 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)

# BBS Supervisor Survey

## 17. How frequently do you provide a formal written evaluation to your supervisees?

- Weekly
- Monthly
- Quarterly
- Yearly
- Never

## 18. What standards do you use to formally evaluate your supervisees?

- CAMFT
- AAMFT
- ACS
- NASW
- Other

Other (please specify)

## 19. How frequently do you provide an informal evaluation to your supervisees? Mark all that apply.

- Weekly
- Monthly
- Quarterly
- Yearly
- Never

## BBS Supervisor Survey

**20. Would you be in favor of a certification process that would require Supervisors to register with the Board?**

Yes

No

Please explain:

**21. Why did you become a supervisor?**

It was required of my job

I found the process interesting/rewarding

I wanted to give back to the profession

I wanted the additional income

Other

Please explain other

**You have completed the Supervisor Survey!**

Thank you for your participation! Your input is greatly appreciated!