Social Work Supervision: Finding Consistency for Mobility

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Presenters

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Learning Objectives

• Review current practice standards for supervision as they affect mobility

• Describe the obstacles that limit the mobility of supervision

• Develop strategies for overcoming obstacles and moving toward mobility of supervision standards across jurisdictions
Supervision Standards Across Jurisdictions

- Who?
- Must do what?
- How?
- For how long?
- And meet when?
- In what format/context?
- With what training/credentialing?
- For how much?
Standards include:

- Qualifications/credentials of the supervisor (degree, license level, profession, board approved?, unspecified)
- Will provide supervision to? And how many supervisees at a time?
- In what format? Face-to-face, distance, group, email, phone?
- Number of required hours of work/supervision ratio?
- Frequency of contact? Weekly? Monthly? As needed?
- Format and content specified?
- Training required? Board approved?
- Costs for supervision? Paid by?
A Tale of Two Jurisdictions

Texas requirements

Licensed Clinical Social Worker

- 3000 hours of board-approved supervised professional full-time clinical employment experience over minimum of 2 years but within 4-year maximum or equivalent
- Supervision 1-2 hours a week (max. 10 hours/month)
- 100 hours face-to-face supervision
- Board-approved supervision course (40 hours)
- LCSW supervisor
Nebraska requirements

Licensed Mental Health Practitioner/LCSW
- 3000 hours obtained in not less than 2 years and not more than 5 years
- No format specified
- Supervision one hour per week, face to face
- Content described briefly
- Supervisor can be LMHP, licensed psychologist, or qualified physician
Barriers to Mobility of Supervision

- Philosophical conceptions of supervision as apprenticeship model vs. continued educational process (skill and knowledge based) in practice
- Differences in supervisor qualifications and professional status
- Training required for supervisors
- Board oversight of the process
- Documentation requirements
- Practice content areas required
- Regulatory prohibitions in jurisdictions
Suggestions...

• Begin with educational requirements for supervision course and/or content in curriculum for all graduate students

• Increased professional attention to supervision as a component of ethical practice

• Determine minimum qualifications for professional supervision

• Supervision as an ongoing topic of board review and discussions

• Guidelines from ASWB for timing of examination in supervision process

• Examine models in health care professions for mobility facilitation
Questions?

• Dorinda will answer them…

• Thank you