

IDAHO STATE BOARD OF SOCIAL WORK EXAMINERS
Idaho Division of Occupational and Professional Licenses
11341 W Chinden Blvd, Bldg #4, Boise ID 83714 or
P.O. Box 83720, Boise ID 83720-0063
Phone: (208) 334-3233
Website: <https://dopl.idaho.gov> E-mail: swo@dopl.idaho.gov

SUPERVISOR GUIDANCE

Providing Clinical Supervision to LMSWs seeking Clinical Licensure

Objectives for the Clinical Supervisor:

- 1. To focus on professional concerns that are exclusively related to advanced clinical practice, which emphasizes both active diagnosing and clinical treatment (e.g. psychotherapeutic interventions) through a consultative-teaching relationship with an Idaho licensed advanced-level practitioner who has received & maintains their specialized training as a clinical supervisor. These practitioners include clinical social workers, clinical professional counselors, marriage and family therapists, psychologists, and psychiatrists holding an active license. Note that 50% of all supervised clinical experience must be obtained under an LCSW.**
- 2. Clinical supervisors are required to hold an active LCSW license for a minimum of two years before commencing a clinical supervisory role, and complete 15 hours of clinical supervisor training specific to social work and/or counseling. Supervisors who continue to supervise LMSWs should complete six hours of advanced training within every five-year period of active supervision to stay current in advanced practice training. Certificates of Completion for your training must be kept on file and be provided upon request to prospective LMSW supervisees and/or the Board.**
- 3. Meetings with your supervisee must be on a continual and regular basis throughout the entirety of clinical social work experience under you. How often you meet should be based on the caseload of the LMSW, the level of difficulty of the caseload, schedules, and how comfortable you are with the skill level of your supervisee. Remember, you are ultimately responsible for the clinical services your supervisee performs under you. All parties should seek to protect themselves and their license from possible Board discipline.**
- 4. Any concerns you have about your supervisee's ability to uphold ethical principles and requirements should be reported to the Board as soon as possible.**

In addition, Supervisors should be able to provide the following to supervisees:

- A. Foster a better understanding of clinical social work philosophy, to help the supervisee grow in self-awareness and clinical knowledge, thereby building the supervisee's skill base to develop a sense of professional identity as a clinical practitioner.**
- B. Be actively engaged in all aspects of clinical care and consistently guide the supervisee to utilize advanced evidence-based assessments, diagnostics, and treatment modalities that meet the generally accepted community standards of clinical social work.**
- C. Develop the supervisee's advanced knowledge so that it can be applied to client populations in an ethical and competent manner that continually strives for and supports public safety.**
- D. Be a representative of responsibility and accountability for keeping accurate records. Sign off on supervision hours/logs at each meeting with your supervisee and provide regular and timely feedback/review of skills. Fill out the Supervisor report form at the end of supervision with each supervisee.**
- E. Build a relationship of trust with supervisees so they are able to utilize your experiences and input as a guiding example of ethical clinical practice.**
- F. Develop a mentor/mentee relationship to encourage continual self-reflection and emotional growth which helps to build clinical confidence in the supervisee.**

Additional Guidance:

- The standard for social work supervision should be used in conjunction with professional judgment and should not be the exclusive basis on which a decision is made. Supervisors should always familiarize themselves with the supervisory requirements of regulatory and accreditation bodies that control their geographic area, work setting, or both. In addition to the Code of Ethics in the Board's administrative rules, ASWB and NASW standards provide additional guidance for community standards of care.
- Social work supervisors should adhere to the ***NASW Code of Ethics*** and have specialized knowledge and understanding of the culture of the client population served by the supervisee. Supervisors should be able to communicate information about diverse client groups to supervisees and help them use appropriate methodological approaches, skills, and techniques that reflect their understanding of the role of culture in the helping process.
- Supervisors must ensure that all client information is kept private and confidential except when disclosure is mandated by law. During the initial interview, a supervisee should inform clients that their personal information is being shared in a supervisory relationship. Supervisors must protect and keep the supervisory process confidential and only release information as required by the regulatory board to obtain licensure or if necessary, for disciplinary purposes.
- Social work supervisors share responsibility for the services provided to clients. Liability of supervisors has been determined by the courts and includes direct liability related to negligent or inadequate supervision and vicarious liability related to negligent conduct by supervisees. Supervisors and supervisees should both have professional liability insurance.
- Supervisors have a responsibility to address any confusion that a supervisee may encounter because of ethical demands. A supervisor should be aware of the differences between professional ethics, core values, and personal moral beliefs and help the supervisee distinguish these elements when making practice decisions. Supervisors can use the supervisory relationship as a training ground for ethical discretion, analysis, and decision-making.
- When a supervisee uses an alternative practice, the supervisor should have the expertise of that practice and ensure that the supervisee has the prerequisite training and knowledge to perform the alternative practice. In situations in which the supervisor does not have the skills to provide alternative practice, it may be necessary to involve a second supervisor. In such cases, the two supervisors should work closely together to avoid conflicts and ensure effective use of the alternative practice for the client.
- Supervisors and supervisees have the responsibility to familiarize themselves with specific definitions and requirements of Idaho law and the Idaho Board of Social Work Examiners for the use of technology in practice, successful communication, compatible equipment, software, and other infrastructure following HIPAA guidelines.
- When the supervisor is required to terminate a supervision relationship, if appropriate, a smooth transition to a new supervisor should be arranged. A supervisor models the skills required to terminate with clients and addresses concerns that he or she may have about termination.
- The Board webpage should be reviewed on a regular basis to make sure you are meeting the current rules and requirements for clinical supervision. You can find the current rules at: www.dopl.idaho.gov/swo under the box labeled "**Statutes, Rules and Guidance**".