

**VI. Supervision: (Section 17-103-306)**

Supervision is a professional relationship between a supervisor and a supervisee designed to promote responsibility, competency and accountability to the agency, clients and community.

**A. Supervision for All Licensed Social Workers:**

Supervision for Licensed Social Workers (LSW) and Licensed Master Social Workers (LMSW) may be provided within or without the agency. It is recommended that the social work practice be supervised by a social worker.

1. The social work practice of an LSW should be supervised by an LMSW, an LCSW, or other qualified professional from a related field. The supervision should be provided at a minimum on a weekly basis.
2. The social work practice of an LMSW should be supervised by an LCSW or other qualified professional from a related field. The supervision should be provided at a minimum on a weekly basis.
3. While supervision of the social work practice of the LCSW is not mandatory, the LCSW should have available, as needed, consultation provided by an LCSW or other qualified professional from a related field.

**Supervision for LCSW Licensure**

**1. Requirements:**

- a. An individual applying for licensure as a Licensed Certified Social Worker (LCSW) must submit documentation of two years postmaster's social work experience supervised by an LCSW. For the purposes of LCSW supervision two years of social work experience is equivalent to 4,000 hours.
- b. During this 2-year period, the applicant must have received an average of 1 hour per week of face-to-face LCSW supervision. Group supervision is acceptable only if there is a maximum of four in a group and such supervision does not exceed one-half of the total supervisory time.
- c. The two years LCSW supervised experience must be completed prior to applying for LCSW licensure.

## **2. Content and Accountability:**

- a. The LCSW supervisor is responsible for supervision within the following content areas:
  - (1) Practice skills
  - (2) Practice management skills
  - (3) Skills required for continuing competence
  - (4) Development of professional identity
  - (5) Ethical practice
  
- b. The areas of supervisory accountability shall include:
  - (1) Client
  - (2) Agency providing services
  - (3) Legal and regulatory requirements
  - (4) Ethical standards of the profession
  - (5) Acceptance of professional responsibility for the social work services provided by the supervisee

## **3. Supervision Plan and Documentation**

- a. A supervision plan must be agreed upon by the LCSW supervisor and the supervisee, and it is subject to approval by the Board. The plan must be on a board-approved form and submitted to the Board within 60 days from the beginning date of the supervision.
  
- b. Upon termination of the supervision arrangement, the LCSW supervisor must complete a board-approved evaluation form to be submitted by the supervisee. The form must be submitted to the Board within 60 days from the last date of supervision.
  
- c. Any change in supervision would necessitate a new supervision plan.
  
- d. Random audits will be conducted on the supervision plans and evaluation forms.