**ALABAMA STATE BOARD OF SOCIAL WORK EXAMINERS**
**ADMINISTRATIVE CODE**

**CHAPTER 850-X-3**
**SUPERVISION**

## 850-X-3-.04 Supervision Requirements For LBSW, LMSW, LICSW.

(1) **Licensed Bachelor Social Worker.** After receiving a license from the board to practice as a licensed bachelor social worker, the licensed bachelor social worker must obtain at least 96 hours of supervision according to the requirements of this section.

(a) The supervision required in this section must be obtained within a minimum of 2 years and a maximum of 3 years post baccalaureate social work practice authorized by law. Supervision must be concurrent with employment. Employment shall constitute no less than 10 hours per week of social work practice. A minimum of four (4) hours per month of supervision is required for 24 months within a 36-month period, however, it is recommended that no more than two hours of supervision be obtained within two weeks.

(b) The board considers licensure supervision to be supervision which promotes professional growth. Therefore, all supervision modalities must encourage clear, accurate communication between the supervisor and the supervisee, including case-based communication that meets standards for confidentiality. Though the board favors supervision modalities in which the supervisor and supervisee are in the same geographical place for a substantial part of the supervision time, the board also recognizes that some current and future technology, such as using reliable, technologically-secure computer cameras and microphones, can allow personal face-to-face, though remote, interaction, and can support professional growth. Supervision modalities must be clearly described in the supervision plan, explaining how the supervision strategies and methods of delivery meet the supervisee's professional growth needs and ensure that confidentiality is protected. The plan must be approved by the board prior to the start of supervision.

(c) The supervision required must be provided by a supervisor who meets the requirements specified in section 850-X-3-.01 and 850-X-3-.02. The supervision must be provided by a:

1. licensed bachelor social worker who has completed the supervised practice requirements and five years full time practice as an LBSW;

2. licensed master social worker who has completed the supervised practice requirements and three years full time practice as a LMSW;

3. licensed independent clinical social worker who has completed the supervised practice requirements and two years post licensure experience as a LICSW.

(d) Supervisees are required to meet to the satisfaction of the supervisor, practice competently and ethically according to professional social work knowledge, skills, and values; receive supervision in the following content areas but not limited to:

1. development of professional values and responsibilities;

2. practice skills;

3. authorized scope of practice;

4. ensuring continuing competence; and

5. ethical standards of practice;

6. human development and behavior in the social environment

7. effects of diversity and personal biases

8. Assessment in Social Work Practice

9. Social Work Practice with Individuals, Couples, Families, Groups and Communities

10. Interpersonal Communication

11. Professional Social Worker/Client Relationship

12. Professional Values and Ethics

13. Supervision in Social Work

14. Social Work Administration

15. Practice Evaluation and the Utilization of Research

16. Service Delivery

17. Case Analysis

Supervisors must submit a supervision plan according to section 850-X-3-.01; and submit verification of

supervised practice according to 850-x-3-.01, when a licensed bachelor social worker applies for the renewal of a license.

(e) After completion of supervision requirements, a licensed bachelor social worker who fulfills the supervision requirements specified in this section is not required to be supervised further. A LBSW may practice without supervision after the period of supervised practice.

(f) The social worker and the social worker's supervisor must submit verification that the supervisee has met or has made progress on meeting the applicable supervision requirements according to 850-X-3-.01.

(2) **Licensed Master Social Worker**. After receiving a license from the board to practice as a licensed master social worker, the licensed master social worker must obtain at least 96 hours of supervision according to the requirements of this section and make the designation of clinical or non-clinical.

(a) Non-Clinical - The supervision required in this section must be obtained within a minimum of 2 years and a maximum of 3 years post masters social work practice authorized by law. Supervision must be concurrent with employment. Employment shall constitute no less than 10 hours per week of social work practice. A minimum of four (4) hours per month of supervision is required for 24 months within a 36-month period, however, it is recommended that no more than two hours of supervision be obtained within two weeks. Six months of non-clinical supervision may be applied towards the clinical supervision requirement.

(b) The board considers licensure supervision to be supervision which promotes professional growth. Therefore, all supervision modalities must encourage clear, accurate communication between the supervisor and the supervisee, including case-based communication that meets standards for confidentiality. Though the board favors supervision modalities in which the supervisor and supervisee are in the same geographical place for a substantial part of the supervision time, the board also recognizes that some current and future technology, such as using reliable, technologically-secure computer cameras and microphones, can allow personal face-to-face, though remote, interaction, and can support professional growth. Supervision modalities must be clearly described in the supervision plan, explaining how the supervision strategies and methods of delivery meet the supervisee's professional growth needs and ensure that confidentiality is protected. The plan must be approved by the board prior to the start of supervision.

(c) The supervision required must be provided by a supervisor who meets the requirements specified in section 850-X-3-.01 The supervision must be provided by a:

1. licensed master social worker who has completed the supervised practice requirements and three years full time practice as a LMSW;

2. licensed independent clinical social worker who has completed the supervised practice requirements and two years post licensure experience as a LICSW.

(d) Supervisees are required to meet to the satisfaction of the supervisor, practice competently and ethically according to professional social work knowledge, skills, and values; receive supervision in the following content areas but not limited to:

1. development of professional values and responsibilities;

2. practice skills;

3. authorized scope of practice;

4. ensuring continuing competence; and

5. ethical standards of practice;

6. human development and behavior in the social environment

7. effects of diversity and personal biases

8. Assessment in Social Work Practice

9. Social Work Practice with Individuals, Couples, Families, Groups and Communities

10. Interpersonal Communication

11. Professional Social Worker/Client Relationship

12. Professional Values and Ethics

13. Supervision in Social Work

14. Social Work Administration

15. Practice Evaluation and the Utilization of Research

16. Service Delivery

17. Case Analysis

Supervisors must submit a supervision plan according to section 850-X-3-.01; and submit verification of supervised practice according to 850-x-3-.01, when a licensed master social worker applies for the renewal of a license.

(e) After completion of supervision requirements, a licensed master social worker who fulfills the supervision requirements specified in this section is not required to be supervised further. A LMSW may practice without supervision after the period supervised practice.

(f) The social worker and the social worker's supervisor must submit verification that the supervisee has met or has made progress on meeting the applicable supervision requirements according to 850-X-3-.01.

(g) Clinical - The supervision required in this section must be obtained within a minimum of 2 years and a maximum of 3 years post masters social work practice authorized by law. A minimum of four (4) hours per month of supervision is required for 24 months within a 36 month period, however, it is recommended that no more than two hours of supervision be obtained within two weeks for a total of 96 hours of clinical supervision according to the requirements of this section.

(h) Supervision must be concurrent with employment. Employment shall constitute no less than 10 hours per week of social work practice. The supervision required by this section must be obtained in no less than 3,000 work hours of post masters experience and an approved application within a minimum of 2 years and a maximum of 4 years postmasters social work practice authorized by law.

(i) Of the 96 hours of supervision required in this section the board considers supervision toward licensure to be supervision which promotes professional growth. Therefore, all supervision modalities must encourage clear, accurate communication between the supervisor and the supervisee, including case-based communication that meets standards for confidentiality. Though the board favors supervision modalities in which the supervisor and supervisee are in the same geographical place for a substantial part of the supervision time, the board also recognizes that some current and future technology, such as using reliable, technologically-secure computer cameras and microphones, can allow personal face-to-face, though remote, interaction, and can support professional growth. Supervision modalities must be clearly described in the supervision plan, explaining how the supervision strategies and methods of delivery meet the supervisee's professional growth needs and ensure that

confidentiality is protected. A supervision plan is required in a format determined by the board. The plan must be approved by the board prior to the start of supervision.

(j) The supervision required by this section must be provided by a supervisor who meets the requirements specified in 850-X-3-.01. The supervision must be provided by a licensed independent clinical social worker.

(k) Supervisees are required to meet the satisfaction of the supervisor, practice competently and ethically according to professional social work knowledge, skills, and values; receive supervision in the following content areas but not limited to:

1. development of professional values and responsibilities;

2. practice skills;

3. authorized scope of practice;

4. ensuring continuing competence; and

5. ethical standards of practice;

6. human development and behavior in the social environment

7. effects of diversity and personal biases

8. Assessment in Social Work Practice

9. Social Work Practice with Individuals, Couples, Families, Groups and Communities

10. Interpersonal Communication

11. Professional Social Worker/Client Relationship

12. Professional Values and Ethics

13. Supervision in Social Work

14. Social Work Administration

15. Practice Evaluation and the Utilization of Research

16. Service Delivery

17. Case Analysis

18. Assessment

19. Treatment modalities

20. Clinical Knowledge and Skills

Supervisors must submit a supervision plan according to section 850-X-3-.01; and submit verification of supervised practice according to 850-X-3-.01, when a licensed master social worker applies for the renewal of a license; or a licensed master social worker applies for a licensed independent clinical social worker license.

(3) **Eligibility for licensure as a Licensed Independent Clinical Social Worker.** Upon completion of not less than 3,000 work hours and 96 hours of supervision according to the requirements of this section, a licensed master's social worker is eligible to apply for a licensed independent clinical social worker license under section 850-X-2-.02(3)

(a) **Verification of supervised practice.** A social worker and the social worker's supervisor must submit verification that the supervisee has met or has made progress on meeting the applicable supervision requirements according to 850-X-3.

**Author:** Alabama State Board of Social Work Examiners
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