

TAMFT Supervision Workshop 2016

Dale E. Bertram, PhD

Professor of Marriage and Family Therapy

Abilene Christian University

A Cautionary Note

- This is not the 5 hour AAMFT Pre-Approved Refresher Course that has traditionally been offered.
- Those courses have now all been taken over by AAMFT
- You still need to do one of those during each five year renewal period of your AAMFT Approved Supervisor Credential.
- Three ways to do those: 1. AAMFT National Conference (I will provide that at the AAMFT

Reading and Understanding the Supervisory Regulations in the Texas Code

- How to read these codes
- Anxiety sometimes gets in the way
- Listening to loud and persuasive voices of colleagues and other workshop participants who “confidently states what the regs say” without looking at the regulation.
- We will look at the Texas regs.

§801.2. Definitions (From the Texas Code)

- Group Supervision- 14) Group supervision-- Supervision that involves a minimum of three and no more than six marriage and family supervisees or associates in a clinical setting during the supervision hour. A supervision hour is fifty minutes.
- (15) Individual supervision--Supervision of no more than two marriage and family therapy supervisees or associates in a clinical setting during the supervision hour. A supervision hour is fifty minutes.

§801.2. Definitions (From the Texas Code)

- Supervision- 27) Supervision--The guidance or management in the provision of clinical services.
- (28) Supervisor--A person meeting the requirements set out in §801.143 of this title (relating to Supervisor Requirements). The appropriate board-approved terminology to use in reference to a Supervisor is: "Supervisor," "Licensed Marriage and Family Therapist Supervisor," "LMFT-S" or "LMFT Supervisor." Other terminology or abbreviations like "LMFT S" are not board-approved and shall not be

§801.143. Supervisor Requirements (for Texas)

Supervision Recognition By the Board

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- (a) Supervisors are recognized by the board when subsection (a) or (b) of this section is met by submitting an application which includes the applicable fee and the following:
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 - (1) a license as a marriage and family therapist (which is not a provisional or an associate license) issued by the board;
 -
 - (2) one of the following:
 -
 - (A) successful completion of a one-semester graduate course in marriage and family therapy supervision from an accredited institution; or
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 - (B) a 40-hour continuing education course in clinical supervision that meets the minimum requirements of the board and is offered by a board-approved provider;
 - **and**

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- (3) a master's degree and at least 3,000 hours of practice of marriage and family therapy over a minimum of three years as a licensed marriage and family therapist, or a doctoral degree recognized by the board and at least 1,000 hours of practice of marriage and family therapy over a minimum of one year as a licensed marriage and family therapist.
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- (b) In lieu of meeting the qualifications set forth in subsection (a) of this section, a person is an acceptable supervisor if the person is licensed by the board and has been designated as an approved supervisor or supervisor candidate by the American Association for Marriage and Family Therapy (AAMFT) before the person provides any supervision.

§801.143. Supervisor Requirements (Can't Provide Supervision to Relatives)

- (d) A supervisor may not be related within the second degree by affinity (marriage) or within the third degree by consanguinity (blood or adoption) to the person whom he or she is supervising.

§801.143. Supervisor Requirements (Supervisors Shall Keep Records of Supervision)

- (e) A board-approved supervisor shall maintain and sign a record(s) to document the date of each supervision conference and document the LMFT Associate's total number of hours of supervised experience accumulated up to the date of the conference.
- A Personal Note-Throughout my career I have known of situations in which supervisors failed to do this and it cost the supervisees and I have known of several other cases in which good records helped

§801.143. Supervisor Requirements (Shared Full Responsibility Between The Supervisor and LMFT Associate)

- (f) Both the LMFT Associate and the board-approved supervisor are fully responsible for the marriage and family therapy activities of the LMFT Associate.
- (1) The supervisor shall ensure that the LMFT Associate is aware of and adheres to Subchapter C of this chapter (relating to Guidelines for Professional Therapeutic Services and Code of Ethics).
- (2) A dual relationship between the supervisor and the LMFT Associate that impairs the supervisor's objective, professional judgment shall be avoided.
- (3) A supervisor may not supervise more than twelve persons at one time.
- (4) If a supervisor determines that the LMFT Associate may not have the therapeutic skills or competence to practice marriage and family therapy under a regular license, the supervisor shall develop and implement a written plan for remediation of the LMFT Associate.
- (5) A supervisor shall timely submit accurate documentation of supervised experience.

§801.143. Supervisor Requirements (Supervision Approval Expiration, Suspension, etc.)

- (g) Supervisor approval will expire on the date the licensee's regular license next expires. Renewal of supervisor approval will begin and expire on the same date as for the regular license.
- (h) A licensee who is approved by the board as a *supervisor* whose license is not renewed due to failure to meet all requirements for licensure renewal shall not advertise or represent himself or herself as a supervisor in any manner. A licensee who lets his/her license expire and continues to provide supervision towards licensure under this chapter or the Act, or as a result of an order of the board, must reimburse all supervisees for supervision provided while the license was expired before renewal may be approved.
- (i) A supervisor whose license expires, or is revoked or suspended, is no longer an approved supervisor and hours accumulated under that person's supervision after expiration, revocation or suspension may not count as acceptable hours unless approved by the board.
- (j) A supervisor who becomes subject to a board disciplinary order is no longer an approved supervisor. The person shall inform all LMFT Associates of the board disciplinary order and assist the LMFT Associates in finding alternate supervision.

§801.143. Supervisor Requirements (Consequences of Supervising an LMFT Associate without Approval)

- (n) Supervision of an LMFT Associate without being approved as a supervisor, or after expiration of the supervisor status, may be grounds for disciplinary action
- This is one that you might want to help colleagues with that move into the state from other states that may not have a supervisory approval procedure in place.

§801.143. Supervisor Requirements (When charging an LMFTA is Appropriate and Inappropriate)

(k) The LMFT Associate may compensate the supervisor for time spent in supervision if the supervision is not part of the supervisor's responsibilities as a paid employee of an agency, institution, clinic, or other business entity.

§801.143. Supervisor Requirements (Revocation, Denial, and Suspension for Violations)

- (l) Supervisory status may be denied, revoked, or suspended following a fair hearing for violation of the Act or rules. The fair hearing will be conducted under the fair hearing rules of the Department of State Health Services, at 25 Texas Administrative Code §§1.51 - 1.55 (relating to Fair Hearing Procedures).

§601.145. Supervisor Requirements (An Obligation to Refund Supervisory Fees if Supervisors allow Their Supervisory Status to Expire)

- (m) A supervisor whose supervisory status has expired shall refund all supervisory fees received after the expiration of the supervisory status to the LMFT Associate(s) who paid the fees.
- **Straight Talk To Supervisors-This should never happen! If an LMFT Associate experiences this, it speaks to his or her supervisor being a person that does not keep abreast of when licensure renewal occurs. Likely, a supervisor who does not keep up with this does not keep up with other responsibilities. A tip for everyone---Place your licensure renewal date in your planner, or on your online calendar, etc. I am licensed in three states. I have all three dates for renewal scheduled in my online calendar.**

§801.143. Supervisor Requirements (Final Thoughts on this section of the regulations)

- Notice that these have applied to LMFT Associate supervision.
- This section of the code does not address supervision of students.
- Texas, like many states, has these regulations in place for supervisors who are supervising associate licensees.
- However, one should also give great care to provide high quality and professional supervision to students

§801.142. Supervised Clinical Experience Requirements and Conditions

(1) Supervised clinical experience accrued in Texas may only be accrued under licensure as a Licensed Marriage and Family Therapist Associate (with the exceptions noted in subparagraph (A)(i)(III) and (iii)(II) of this paragraph.

§801.142. Supervised Clinical Experience Requirements and Conditions

- (1) Supervised clinical experience accrued in Texas may only be accrued under licensure as a Licensed Marriage and Family Therapist Associate (with the exceptions noted in subparagraph (A)(i)(III) and (iii)(II) of this paragraph.
- (A) The applicant must have completed a minimum of two years of work experience in marriage and family therapy services after conferral of the master's or doctoral degree in accordance with this chapter and must include the following:
 - (i) 3,000 hours of board-approved marriage and family therapy practice:
 - (I) of the 3,000 required hours, 1,500 hours must be direct clinical services, and 750 hours of the 1,500 hours shall be provided to couples or families;
 - (II) of the 3,000 required hours, the remaining 1,500 hours may come from related experiences that may include but not be limited to workshops, public relations, writing case notes, consulting with referral sources, etc.;
 - (III) of the 3,000 hours, no more than 500 hours may be transferred from a Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE) accredited doctoral program; and
 - (IV) the 3,000 hours cannot begin accumulating before the issuance date of the license, except as described in subclause (III) of this clause.

§801.142. Supervised Clinical Experience Requirements and Conditions

- (ii) a board-approved Supervisory Agreement Form, which requires the following:
 - (I) submission of a Supervisory Agreement Form to the board which designates the supervisor and the location of practice and which must be submitted to the board with the license application along with a copy of the license certificate of the supervisor, indicating that the supervisor's license is current and the supervisor is a board-approved supervisor; or if one or more Supervisory Agreement Form(s) are submitted after licensure, submission of a Supervisory Agreement Form(s) within 60 days of commencement of supervised services, accompanied by a copy of the license certificate of the supervisor, indicating that the supervisor's license is current and the supervisor is a board-approved supervisor;
 - (II) official board approval of the completed Supervisory Agreement Form after submission, as evidenced by receipt of an associate license for which the application package included a completed Supervisory Agreement Form, or by written verification from the board; and
 - (III) submission of additional Supervisory Agreement Form(s) and verification of the supervisor's license and board-approved supervisor status to the board if there is more than one location of practice, if there is a change in practice location, or if supervisors are added or changed. Additional forms must be approved in writing by the board at the beginning of the supervision process.

§801.142. Supervised Clinical Experience Requirements and Conditions

- (iii) at least 200 hours of board-approved supervision, which requires:
 - (I) at least 100 hours of individual supervision;
 - (II) no more than 100 hours being transferred from the graduate program;
 - (III) at least 50 hours of the post-graduate supervision must be individual supervision;
 - (IV) of the 200 hours, no more than 50 hours may be by telephonic or electronic media;
 - (V) a minimum of one hour of supervision every week, except for good cause shown; and
 - (VI) a supervision hour is no less than 50 minutes.

§801.142. Supervised Clinical Experience Requirements and Conditions

B) An associate may practice marriage and family therapy in any setting under supervision, such as a private practice, public or private agencies, hospitals, etc.

However, remember that if there are multiple sites, then there must be

§801.142. Supervised Clinical Experience Requirements and Conditions

(C) During the post graduate supervision, both the supervisor and the associate may have disciplinary actions taken against their licenses for violations of the Act or this chapter.

This is why supervision needs to actually occur. Supervisors have a responsibility to know what is going on in an LMFTAs caseload, etc.

§801.142. Supervised Clinical Experience Requirements and Conditions

- (D) Supervision must be conducted under a Supervisory Agreement Form, which must be submitted to the board on the official form within 60 days of the initiation of supervision. The Supervisory Agreement Form submitted to the board must be approved by the board. Fees charged by a supervisor during the course of supervision, which occurred without a board-approved supervision contract in place and subsequently resulted in the supervised experience hours of the supervisee being denied by the board solely on the basis that there was no board approved Supervisory Agreement Form in place within 60 days of the initiation of supervision, must be reimbursed to the supervisee.
- Here is a link to the forms page:
https://www.dshs.state.tx.us/mft/mft_forms.shtm

§801.142. Supervised Clinical Experience Requirements and Conditions

- (E) Group supervised experience of an associate may count toward an associate's supervision requirement only if the supervision group consisted of a minimum of three and no more than six associates during the supervision hour.
- (F) Individual supervised experience of an associate may count toward the associate's supervision requirement only if the supervision consisted of no more than two associates

§801.142. Supervised Clinical Experience Requirements and Conditions

(G) An associate may have no more than two board-approved supervisors at a time, unless given prior approval by the board or its designee

§801.142. Supervised Clinical Experience Requirements and Conditions

- (H) The associate may receive credit for up to 500 clock hours toward the required 3,000 hours of supervised clinical services by providing services via telephonic or other electronic media, as approved by the supervisor.

§801.142. Supervised Clinical Experience Requirements and Conditions

- (2) Supervision and supervised clinical experience accrued toward licensure as a Licensed Marriage and Family Therapist in another jurisdiction are accepted by endorsement only (except as noted in paragraph (1)(A)(i)(III) and (iii)(II) of this section.
- (A) It is the applicant's responsibility to ensure that supervision and supervised experience accrued in another jurisdiction is verified by the jurisdiction in which it occurred and that the other jurisdiction provides verification of supervision to the board.
- (B) If an applicant has been licensed as a marriage and family therapist in a United States jurisdiction for the 5 years preceding the application, the supervised clinical experience requirements will be considered to have been met. If licensed for any other period of 5 years, the board will determine whether clinical experience requirements have been met.

§801.263. Requirements for Continuing Education

- A Licensed Marriage and Family Therapist must complete 30 clock hours of continuing education which is acceptable to the board each renewal period as described in §801.262 of this title (relating to Deadlines). A Licensed Marriage and Family Therapist Associate must complete 15 clock hours of continuing education which is acceptable to the board each renewal period as described in §801.262 of this title. All licensees are required to complete 6 hours of ethics each renewal period. **A board-**

Part II

Electronic Supervision

Standard VI of the 2015 Code of Ethics and Electronic Therapy and Supervision

- MFTs must check to make sure they are compliant with all relevant laws for the delivery of electronic therapy before doing it.
- Must determine that electronic therapy is appropriate for clients taking into account the person of the client and their circumstances.
- Inform clients of potential risks and benefits of electronic therapy.
- Ensure the security of their communication medium.
- Only commence electronic therapy after appropriate education, training, or supervised experience using the relevant technology.
- We see today's training as a starting point in satisfying this ethical requirement.

What You Need To Know About Electronic Therapy & Supervision

- Within the last couple of years, the consensus seems to be building that you should only do electronic therapy with people who are/reside in states in which you are licensed.
- The security of your platform and the training/supervision you receive in using the technology are both very important.
- HIPAA encryption compliance is a key issue.

Issues To Consider

- It will be required in the new AAMFT Supervision handbook that digital supervision mentoring be conducted in terms of virtual face-to-face “real time” therapy. In other words, using a platform in which you can converse in real time rather than having a written email type of conversation with them.
- With the state-of-the-art technology, a supervisor can visually see and hear their supervisees almost (and almost is a key word) as well as if they were sitting in the office.
- The supervisor can thus assess affect and other non-verbal cues in almost as much the same way as if they were sitting in the office.
- Almost as much is a key phrase-This is why you want to assess as your offering electronic supervision to particular supervisees if it is appropriate for them.
- You also want to take into account their ability to use the technology and their technical capacities.

Final Thoughts on Electronic Supervision

- What are your thoughts about doing electronic supervision or your supervisees doing electronic therapy? What would you recommend as the ways to assess if it's appropriate for specific clients?
- Richard Leslie's compilation of ethics articles related to online therapy and records and HIPAA related issues-
<http://cphins.com/legalresources/bulletin?category=23>

Part III

Intervening in Stuck Places in Supervision

General Principles of Clinical Supervision

- Clinical Supervisors are gatekeepers of the field.
- Good clinical supervisors help supervisees build clinical skills.
- Good clinical supervisors help supervisees clarify their theoretical positions.
- Good clinical supervisors help supervisees learn how to practice ethically and in compliance with applicable laws.
- Good clinical supervisors help supervisees learn how to acquire skills and resources that they need to meet clinical challenges.
- Models of clinical supervision are isomorphic to models of therapy.

Ericksonian Principles of Supervision

- Utilize what the supervisee brings to supervision
- Utilize supervisees worldview.
- Utilize supervisees life experience, interests, etc.
- Utilize both Strengths and challenges.
- Utilize supervisees clinical experience
- Utilize supervisees family-of-origin experiences.
- Utilize supervisees language patterns, choices of words, etc.
- Utilize patterns and sequences of interaction.

Some Common Challenging Situations in Supervision

- Difficult Personalities
- Gate keeping Challenges
- Students who are great in the classroom but not very talented in the therapy room.
- You name some

Other Issues

- Age of trainee and supervisor
- Gender of trainee and supervisor
- Sexual Orientation of trainee and supervisor
- Epistemological, Spiritual, Philosophical differences in worldview
- Ethnicity, socio-economic, and other cultural differences