



BSWE Newsletter

Report from the Chair

Greetings Colleagues,

The Association of Social Work Boards (ASWB) is an organization that represents social work regulatory boards from each state as well as Canada and Guam. The ASWB is controlled by its Delegate Assembly, a governing body where each member organization has one delegate and one alternate. The Delegate Assembly shapes ASWB policy & programs. I will be the Maryland Delegate at the next Delegate Assembly which will be held in Atlanta, Georgia from November 13-18, 2017.

The major focus of this meeting will be the ASWB’s Mobility Initiative which encompasses social work practice mobility and license portability. This Initiative recognizes that more social workers practice in multiple jurisdictions providing traditional face-to-face services and may be considering the use of technology in his/her practice.

The core elements of this mobility strategy: “3 Categories of licensure and 4 minimum essential criteria – education, exam, supervised experiences and license in good standing”. One of the outcomes is that it may be easier for social workers to be licensed in multiple states.

I will provide an update on the Mobility Initiative in the 2018 Spring Newsletter. For more information, please visit this ASWB website at www.MovingSocialWork.org

On a personal note, the Board would like to recognize and thank Mark Lannon, LCSW-C, for the many contributions he has made as past Board Chair and member of the Board for 5 years. His vast knowledge and experience in the social work field, and his commitment and guidance to ensure the public is protected will be missed. We wish him well as he pursues other adventures.

Denise A. Capaci, LCSW-C
Board Chair

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CEU REGULATIONS IMPLEMENTATION PLAN 10.42.06 and 10.42.08

I. ETHICS

COMAR 10.42.06 Continuing Education Requirements

Implementation Date: November 1, 2017
Beginning with License Renewal Cycle 11/1/2016 – 10/31/2018
Continuous

Ethics requirement: Complete 3 Category I or II CEUs each renewal cycle

10.42.06.03.A.(1)(b) “3 of the required Category I or Category II continuing education units shall have a content area focusing on ethics and professional conduct including boundary issues, or pertaining to the standards of practice and laws governing the profession of social work in Maryland.”

II. SUPERVISION

COMAR 10.42.08 Supervision

Implementation Date: November 1, 2017
Beginning 2019 for the 11/01/2017 – 10/31/2019 License Renewal Cycle
Then..... 2020 for the 11/01/2018 – 10/31/2020 License Renewal Cycle
Continuous

Approved Supervision requirement: Complete 3 Category I or II CEUs each renewal cycle

10.42.08.05.A.(8) “At the time of license renewal, demonstrate to the Board completion of 3 of the required Category I or Category II continuing education units in a content area focusing on supervision training as stipulated in Regulation .04.A.(2)(c) of this chapter.”

COMAR 10.42.06 Continuing Education Requirements

10.42.06.03.A.(1)(c) ”For registered and Board-approved supervisors, 3 of the required Category I or II continuing education units shall have a content area focusing on supervision as stipulated in COMAR 10.42.08.04.A(2)(c).”

To review the adopted language in both chapters in its entirety, please visit the Board’s website at www.health.maryland.gov/bswe/ , click on Statutes and Regulations.

**“State Board of Social Work Examiners – Revisions”
2017 LEGISLATIVE SESSION House Bill 1183 / Senate Bill 986**

A. THE REQUIREMENTS FOR THE LCSW-C HAVE NOT CHANGED

2 years of LCSW-C supervised clinical SW experience which includes:

- At least 3,000 hours of clinical SW experience,
- 1,500 face-to-face client hours, and
- 144 hours of LCSW-C supervision under a contractual agreement form.

- B. The 3 years as a LBSW or LGSW/LMSW with 4,500 hours of supervised experience and 150 supervision hours is the requirement for **INDEPENDENT** Practice.
LBSWs and LGSWs/LMSWs may apply for independent practice

The scope of the LBSW **does not and will not** include providing psychotherapy and rendering a diagnosis.

The scope of practice of the LGSW/LMSW does and will continue to include the provision of psychotherapy and rendering a diagnosis **BUT ONLY** under LCSW-C supervision.

- C. “INDEPENDENT PRACTICE” means to practice bachelor social work or master social work without the requirement of supervision by another social worker. However, even if a LGSW/LMSW is approved for independent practice, she/he must still be supervised by a LCSW-C when providing psychotherapy and rendering a diagnosis.
- D. “PRIVATE PRACTICE” means the provision of psychotherapy by a licensed certified social worker-clinical who assumes responsibility and accountability for the nature and quality of the services provided to a client:
- (1) In exchange for direct payment or third party reimbursement; or
 - (2) On a Pro Bono basis as determined in regulations adopted by the Board.

PRIVATE PRACTICE is not meant to include community health centers or non-profit agencies which provide psychotherapy.

► REGULATORY CHANGES EXPECTED TO GO INTO EFFECT ON JULY 1 2018.

The Board will notify all LBSWs and LGSWs/LMSWs by email regarding how and when to apply for Independent Practice.



QUESTION: When the LGSW changes to the LMSW on July 1, 2018, will those who have already received their LGSW license be grandfathered into the LMSW??

ANSWER: The LGSW will automatically transfer to the LMSW. The transfer is not considered to be "grandfathering." Essentially, the designation will be changed from LGSW to LMSW.

HAVE YOU CONSIDERED USING A PROFESSIONAL DEVELOPMENT PLAN (PDP)? USE AND BENEFITS

**Submitted By: Karen Richards, LCSW-C
Board Member**

Professional development is crucial to social work practice. Having a license requires social workers to engage in mandated activities such as having supervision and taking continuing education courses to further their knowledge and practice skills.

However, do social workers use these mandates to grow and develop as a professional? Is Continuing Education (CE) used as a means to career advancement and growth or are social workers just adding up the hours to meet the required 40 hours? To take it one step further, how many social workers tie the required continuing education hours to what they practice in their daily work? All too often, it is easier to pick convenient and cheap rather than what is relevant to professional growth. We don't want to assume that this applies to all social workers, but haven't we all been in the position where little thought went in to what CE's we selected? All that mattered was getting the required hours. Agencies large enough to provide in-house trainings can tailor them to meet staff needs. While this is relevant to the social workers' current job, do the trainings help individuals meet their own personal professional goals?

In 2002, the NASW Board of Directors approved the **“Standard for Continuing Professional Education.”** The first section was aimed at having the social worker taking personal responsibility for their CE.

Under *Section I. Standards for Social Workers, Standard 1: Social Workers Shall Assume Personal Responsibility for Continuing Professional Education* states the following:

The social worker has a threefold responsibility for determining the content and course of continuing education: a responsibility to clients, to self, and to the profession. This responsibility can be demonstrated by

- *Identification of one's own learning needs*
- *Self-direction in meeting one's own learning needs through pursuit of and participation in relevant continuing learning activities*
- *Active involvement in the learning process afforded by each continuing education experience*
- *Assessment of knowledge gained from continuing education and application of that knowledge to practice*

In 2011, the Association of Social Work Boards' (ASWB) Foundation for Research and Consumer Education in Social Work Regulation funded a team of researchers at Boston University

School of Social Work to undertake a study of the current quality and effectiveness of the Continuing Professional Education (CPE) system for social work in the United States. The study **“The Missing Link Project”** was published in 2014. There were many results related to CPE with the following relevant to the Professional Development Plans (PDP):

Overall, a large majority of respondents in all groups believed that the most important purposes of CE are to:

- a) *“Provide up-to-date information on a topic of interest”;*
- b) *“Inform attendees about best practices”;*
- c) *“Teach new practice skills”;* and
- d) ***“Ensure that practitioners are competent.”***

If we are to define professional competency as the *“ongoing ability of a licensee to learn, integrate, and apply the knowledge, skill and judgment to practice as a licensed social worker,”* then we could acknowledge that the use of a PDP would be a step towards competency. Several models approach the idea of taking personal responsibility for competent practice as having four steps: *Identify, Self-Direct, Active Involvement, and Self-Assessment.*

One way to manage and practice these four steps is through the use of a PDP. By using tools and metrics to identify job duties, interests, and organizational needs, a social worker can take better charge of their continuing education opportunities and professional growth.

Some state social work licensing boards require submission of a PDP at certification. As an example, The Colorado Board of Social Worker Examiners identified foundational knowledge areas and three levels of professional development for use in their *“Professional Practice Rubric.”*

Foundational knowledge is identified as:

- 1) *Professional Practice,*
- 2) *Communication and Critical Thinking,*
- 3) *Values and Ethics,*
- 4) *Cultural Competency,*
- 5) *Professional Relationship,*
- 6) *Professional Identity, and*
- 7) *Professional Knowledge.* The three levels of professional development are defined as: 1) *Novice,* 2) *Autonomous,* and 3) *Expert*

Should all boards mandate PDP for licensees? Certainly, it is one way to insure greater competency and thus meet the overriding goal of protecting the public. Currently, ASWB has five states and provinces that require a PDP at license renewal. Does this requirement put an undue burden on the licensee or does it help to assure a higher level of professionalism? What goal is the board trying to achieve by making this a requirement to practice social work?

If the goal is to provide the highest level of ethical social work service to your clients, it is time to

NEW BOARD MEMBER



On July 1, 2017, Governor Lawrence Hogan Jr. appointed Nicholette Smith-Bligen, LCSW-C, to the Maryland Board of Social Work Examiners. She fills a seat on the Board designated for a licensed social worker employed by the Maryland Department of Human Services. Her term

is for 4 years.

Ms. Smith-Bligen is currently the Executive Director of the Family Investment Administration at DHS. She is a resident of Clinton, Maryland in Prince George's County. Prior to her current position, she was Director, Dorchester County Department of Social Services, located in Cambridge, Maryland. She brings with her a range of experiences in Maryland, New York and Washington, DC as a consultant and Administrator for programs serving children, young adults and families.

We are fortunate to have Ms. Smith-Bligen, LCSW-C, on our Board serving the citizens of Maryland.

BSWE BOARD MEMBER VACANCIES



The Board of Social Work Examiners is in the process of recruiting for three Board Member vacancies. The following seats are open for nominations:

- One LBSW seat
- One LCSW-C seat
- One at-large seat – a licensed social worker from any category

The individuals appointed will be required to attend one Board Meeting a month, participate in one or more Board Committees, and participate in disciplinary hearings or committees. Please note that serving on the Board requires the commitment of non-meeting time for review of case and investigative materials, reports, as well as pertinent information for upcoming meetings.

For further information including the application instructions and forms, please visit the Board's website at www.health.maryland.gov/bswe/ and click on the Board Membership Information tab in the left column.

WANTED!!!

Licensed Social Workers Needed to Provide Ethics Tutorial Services or Supervision to Social Workers on Probation

Criteria

The Supervisor and Ethics Instructor will:

1. Hold an active license in Maryland and in good standing (no sanctions by disciplinary proceeding);
2. Be Registered and Board approved Licensed Certified Social Worker (LCSW) or a Licensed Certified Social Worker-Clinical (LCSW-C);
3. Have to be trained in supervision and ongoing training and participation in the professional development of supervision; also have additional training in areas such as but not limited to maintaining client confidentiality with respect to privileged communications; defining boundaries; setting limits, assessing the client for risk of imminent danger, etc.;
4. Have to be trained in ethics - the content area should focus on ethics and professional conduct, including boundary issues, avoiding dual relationships, accepting gifts, etc.;
5. Have experience and knowledge in the supervisee work setting and population such as DSS services, individual, family, marital counseling, substance abuse, mental illness, and child custody issues;
6. Have Practiced as a licensed social worker for a minimum of ten(10) years;
7. Be a Current Board Approved Supervisor, and
8. Have a Minimum of seven years of supervisory experience.

NOTE: Social workers are needed statewide especially on the Eastern Shore and Western Maryland

If you meet the criteria and would like to be considered, please send information to Kara Tyson, LCSW, at kara.brooks-tyson@maryland.gov

An applicant for a social work license is **not licensed on the day she/he passes the exam.**

Standards of practice in the Code of Ethics require that the licensee limit her/his practice to the area in which the licensee has gained proficiency through education, training and experience.

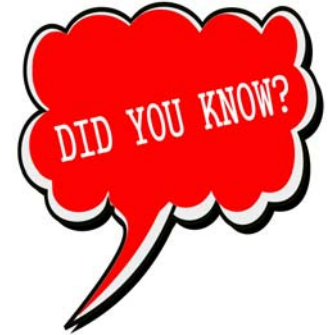
The Board can only accept hours of social work experience & social work supervision for advanced licensure if:

- ⇒ The LCSW or LCSW-C supervisor is Board approved and
- ⇒ The contract for supervision was initiated before supervision began

If you have a concern around an approved sponsor and/or the trainings or activities you have taken, please contact the approved sponsor directly. If you would like to follow up with your concern, please contact

Deborah A. Evans, CEU Supervisor at deborah.evans@maryland.gov

The Board convenes on the second Friday of each month at 4201 Patterson Avenue, Baltimore Md. 21215. The Open Session Meeting begins at 10:30 A.M. and the Agenda is posted on the Board's website under Board Meetings.



COMPLAINTS & PUBLIC ORDERS

Do you want to file a complaint against a licensed social worker? Go to the Board's website at www.health.maryland.gov/bswe/, and click on COMPLAINT. Please complete the Complaint form and the Authorization for Release of Information form online or print out and mail to the Board .

Public Orders (formal disciplinary actions) from 2005 – present may be viewed on the Board's website: www.health.maryland.gov/bswe . The link to the Public Orders is on the right side of the Board's homepage.

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