

Workgroup for Social Work Licensure Requirements

Date: March 26, 2025 **Time:** 10:00 am - 12:00 pm

Video call link: <https://meet.google.com/rso-bhjm-uqe>

Or dial: (US) +1 347-762-8966 PIN: 856 535 732#

Agenda

I. Administrative Updates

- A. Roll Call
- B. Vote on Meeting Minutes

II. Discussion

- A. Focus of Subgroups
- B. Subgroup Meeting Overview
 - 1. Policy
 - a) Questions for the Board of Social Work
 - 2. Pathways to Licensure
 - 3. Testing Accommodations
 - 4. Universities/Schools/Programs of Social Work

III. Public Comment

IV. Closing and Next Steps

Subgroups are to meet before the next Workgroup meeting on April 30, 2025.

V. Upcoming Meeting Schedule

- A. April 30, 2025
- B. May 28, 2025
- C. June 25, 2025

Summary of Policy Subgroup Committee Meeting (March 17, 2025)

Key Points:

1. Supervision Regulations for Licensed Social Workers in Maryland

- Karen Richards clarified supervision requirements, distinguishing between administrative and clinical supervision.
- There is significant confusion about the independent status of social workers.
- Deaf and hard-of-hearing social workers face challenges finding supervisors.

2. Independent Licensure Process

- The group discussed the importance of better communication regarding independent licensure.
- Karen Richards confirmed that LMSWs must continue receiving supervision until they obtain their LCSW-C.
- Many social workers are unaware of independent status and how to attain it.
- **Clarification from Karen Richards:**
 - **LBSW-Ind. and LMSW-Ind. must complete 12 credit hours in supervision** to become a Board-Approved Supervisor.
 - **An LBSW-Ind. may provide clinical supervision** for an LBSW working toward 150 hours needed for Independent Status.
 - **An LMSW-Ind. may provide clinical supervision** for both LBSWs and LMSWs working toward 150 hours needed for Independent Status.
 - **Requirements for Independent Status:** 3 years of experience, 4,500 hours, and 150 supervision hours.

3. Barriers for Deaf and Hard-of-Hearing Social Workers

- Philicia Ross noted that there are fewer than 20 deaf social work supervisors in Maryland.
- A lack of ASL-proficient supervisors limits access to licensure for deaf social workers.
- **Follow-up from Karen Richards:**
 - **The licensing database does not have a means to filter for Board-Approved Supervisors who are deaf**, making it difficult to track and support deaf and hard-of-hearing social workers in their supervision process.

4. Addressing Licensing Transparency & Communication

- Laura Torres emphasized the overwhelming and unclear licensing process.
- The need for clearer coursework requirements and licensure pathways was highlighted.

- The Board has reduced its backlog of complaints but acknowledges ongoing communication challenges.
5. **Expanding Board-Approved Supervisors for LMSWs Pursuing LCSW-C**
- **Karen Richards highlighted potential considerations** for expanding who can supervise LMSWs pursuing their LCSW-C.
 - **LCPC Board-Approved Supervisors:** COMAR definitions are broader for Licensed Professional Counselors, allowing:
 - Licensed clinical professional counselors, marriage and family therapists, art therapists, and alcohol and drug counselors to serve as supervisors.
 - Other licensed health professionals who diagnose, treat, and manage mental health conditions to be considered for supervision roles.
 - **For LGPCs pursuing LCPC licensure:**
 - **At least half** of their supervision hours must be with an LCPC.
 - **Up to half** may be done with other Licensed Mental Health professionals
6. **New Professionals Support**
- NASW Maryland proposed expanding new professionals' events and potentially recording them.
 - Collaboration was encouraged between NASW Maryland and the Board to ensure clear licensure guidance.
7. **Policy Recommendations**
- Clarify supervision requirements and independent status for all social workers.
 - Improve outreach and communication regarding social work licensure.
 - Gather data on the number of independent social workers and deaf social work supervisors.
 - Explore policy changes to allow alternative supervision options for LMSWs in clinical tracks.
 - Consider expanding Board-Approved Supervisors for LMSWs pursuing their LCSW-C.
 - **Develop a mechanism to identify Board-Approved Supervisors who are deaf or proficient in ASL** to ensure equitable access to supervision for deaf social workers.

Action Items:

- **Philicia Ross** will send out meeting notes.
- **Karen Richards** will provide data on independent social workers.
- **NASW Maryland** will expand new professionals' presentations and share materials with the subgroup.
- **Philicia Ross** will clarify continuing education requirements for board-approved supervisors.
- **Investigate options to improve supervisor tracking for deaf social workers.**

Key Questions:

1. What alternative supervision options exist for LMSWs seeking clinical licensure?
2. How can the Board improve communication about licensing and supervision requirements?
3. What policies can be introduced to support deaf and hard-of-hearing social workers?
4. Should Maryland expand Board-Approved Supervisor eligibility for LMSWs pursuing their LCSW-C?
5. Would a model similar to LGPC supervision rules benefit LMSWs pursuing clinical licensure?
6. How can the licensing system track and support deaf social work supervisors?

Scope of Practice COMAR 10.42.02.03

A. Licensed Bachelor Social Worker (LBSW).

(1) An LBSW shall practice social work under a social work supervisor and may include practice social work as stated in Health Occupations Article, §§19-101(m) and 19-307(c)(1), Annotated Code of Maryland.

(2) An LBSW's practice includes the basic, generalist practice of social work which includes:

- (a) Assessment;
- (b) Planning;
- (c) Intervention;
- (d) Evaluation;
- (e) Case management;
- (f) Information and referral;
- (g) Counseling;
- (h) Supervision;
- (i) Consultation;
- (j) Education;
- (k) Advocacy;
- (l) Community organization; and
- (m) The development, implementation and administration of policies, programs, and activities.

(3) An LBSW's practice may not include:

- (a) Making a clinical diagnosis of a mental or emotional disorder;
- (b) Providing psychotherapy; or
- (c) Engaging in private practice.

(4) An LBSW may not engage in the practice of social work independent of social work supervision unless approved by the Board for independent practice.

B. Licensed Master Social Worker (LMSW).

(1) An LMSW shall practice social work under a social work supervisor and may practice social work as stated in Health Occupations Article, §§19-101(p) and 19-307(c)(2), Annotated Code of Maryland.

(2) An LMSW's practice is characterized by the application of specialized knowledge and advanced practice skills in the areas of:

- (a) Assessment;
- (b) Planning;
- (c) Intervention;
- (d) Evaluation;
- (e) Case management;
- (f) Information and referral;
- (g) Counseling;
- (h) Supervision;
- (i) Consultation;
- (j) Education;
- (k) Advocacy;
- (l) Community organization; and
- (m) The development, implementation, and administration of policies, programs, and activities.

(3) An LMSW's practice may not include the treatment of emotional disorders, psychotherapy, or diagnosis of a mental disorder without the supervision of an LCSW-C.

(4) An LMSW may not engage in the practice of social work independent of social work supervision unless approved by the Board for independent practice.

(5) On or before December 31, 2019, an LMSW may not engage in private practice without the supervision of an LCSW-C.

(6) On or after January 1, 2020, an LMSW may not engage in private practice as defined in Regulation .02B(13) of this chapter.

(7) On or after January 1, 2020, an LMSW may be employed in a private practice working under the supervision of an LCSW-C.

Current Definition of Private Practice - .02B(13)

(13) Private Practice.

(a) "Private practice" means the provision of psychotherapy by a licensed certified social worker-clinical (LCSW-C) who assumes responsibility and accountability for the nature and quality of services provided to a client in exchange for direct payment or third-party reimbursement or on a pro-bono basis as stated in Health Occupations Article, §19-101(q), Annotated Code of Maryland.

(b) "Private practice" includes the terms solo practice, solo private practice, or group practice.

D. Licensed Certified Social Worker-Clinical (LCSW-C).

(1) Practice social work as stated in Health Occupations Article, §19-101(m), Annotated Code of Maryland;

(2) Provide supervision of other social workers as set forth in COMAR 10.42.05;

(3) Evaluate, diagnose and treat biopsychosocial conditions, mental and emotional conditions and impairments, and mental disorders as defined in Health-General Article, §10-101(f), Annotated Code of Maryland;

(4) Petition for emergency evaluation under Health-General Article, Title 10, Subtitle 6, Annotated Code of Maryland;

(5) Provide person-to person psychotherapy;

(6) Have a private practice; and

(7) Practice clinical social work as stated in Health Occupations Article §19-401(b), Annotated Code of Maryland.

Independent Practice COMAR 10.42.02.05

.05 Independent Practice.

A. An LCSW-C may engage in the independent practice of social work.

B. An LCSW may engage in the independent practice of social work, except when formulating a diagnostic impression, a diagnosis, or providing psychotherapy.

C. An LBSW or LMSW may not engage in the independent practice of social work until the licensee is approved by the Board for independent status in accordance with this regulation.

D. An LBSW or LMSW shall practice in accordance with the restrictions set forth in Health Occupations Article, §19-307, Annotated Code of Maryland.

E. An LBSW or LMSW licensed on or before January 1, 2008 shall:

- (1) Have actively practiced bachelor or master social work under social work supervision;
- (2) Have completed at least 10 years of social work experience under social work supervision;
- (3) Submit an application in the form prescribed by the Board as set forth in Health Occupations Article, §19-302, Annotated Code of Maryland; and
- (4) Provide documentation in the form prescribed by the Board as set forth in Health Occupations Article, §19-302, Annotated Code of Maryland.

F. An LBSW or LMSW licensed on or after January 1, 2008 shall:

- (1) Have actively practiced bachelor or master social work under social work supervision;
- (2) Have completed at least 3 years as an active licensee with at least 4,500 hours and a minimum of 150 hours of periodic face-to-face supervision;
- (3) Submit an application in the form prescribed by the Board as set forth in Health Occupations Article, §19-302, Annotated Code of Maryland; and
- (4) Provide documentation in the form prescribed by the Board as set forth in Health Occupations Article §19-302, Annotated Code of Maryland.

G. An LBSW or LMSW licensed on or after January 1, 2021 shall:

- (1) Have actively practiced bachelor or master social work under the supervision of Board approved social work supervision;
- (2) Have completed at least 3 years as an active licensee with at least 4,500 hours and a minimum of 150 hours of periodic face-to-face supervision;
- (3) Submit an application in the form prescribed by the Board as set forth in Health Occupations Article, §19-302, Annotated Code of Maryland; and
- (4) Provide documentation in the form prescribed by the Board as set forth in Health Occupations Article, §19-302, Annotated Code of Maryland.

H. The Board shall approve an application to engage in independent practice provided:

- (1) The application is complete; and
- (2) The applicant practiced social work in accordance with the statute and regulations in effect at the time the bachelor or master social worker practiced in Maryland.

I. The Board may not approve the licensee to engage in independent practice if the licensee fails to demonstrate the required supervised experience.

- (1) The Board may require the applicant to complete up to 1,500 additional hours of supervised social work experience; and
- (2) The applicant may reapply for independent practice following the completion of the required social work experience.

Link to Independent Application: [Independent Status Application](#)

Title 10 MARYLAND DEPARTMENT OF HEALTH

Subtitle 42 BOARD OF SOCIAL WORK EXAMINERS

Chapter 08 Supervision

Authority: Health Occupations Article, §§19-101—19-502, Annotated Code of Maryland

.01 Scope.

A. This chapter establishes qualifications and standards for independent practice, supervision and the responsibilities of supervisors and supervisees in the practice of social work.

B. This chapter applies to licensees who practice social work in this State, and individuals applying for licensure to practice social work in this State.

C. Except as otherwise specified in this chapter, this chapter does not apply to personnel or management practices associated with employment or contractual relationships.

D. Nothing in this chapter may be construed to prohibit an:

(1) Employer from requiring supervision of a licensed bachelor social worker (LBSW), licensed certified social worker (LCSW), licensed certified social worker-clinical (LCSW-C), or licensed master social worker (LMSW) who is approved to engage in independent practice; or

(2) LBSW independent practitioner, LMSW independent practitioner, LCSW, or LCSW-C from providing supervision to licensed social work employees who are not pursuing advanced licensure or independent practitioner designation.

.02 Definitions.

A. In this chapter, the following terms have the meanings indicated.

B. Terms Defined.

(1) "Agency" means an entity that employs three or more licensees and for which the licensees practice social work.

(2) "Board-approved supervisor" means an LBSW, LCSW, LCSW-C, or LMSW approved by the Board to supervise social workers as set forth in this chapter.

(3) Face-to-Face.

(a) "Face-to-face" means in the physical presence of or electronic presence of the individuals involved in the supervisory relationship during either individual or group supervision.

(b) "Face-to-face" includes:

(i) Secure video conferencing; or

(ii) Real-time communication with both parties in each other's physical presence.

(c) "Face-to-face" does not include:

(i) Telephone supervision;

(ii) Written communication via the internet; or

(iii) Technological communication that is not visual.

(4) "Independent practice" means to practice bachelor social work or master social work without the requirement of supervision by a social worker.

(5) "Relative" means a:

(a) Spouse;

(b) Parent or stepparent;

(c) Sibling or stepsibling;

(d) Child, stepchild, foster child, or ward;

(e) Mother-in-law or father-in-law;

(f) Son-in-law or daughter-in-law;

(g) Grandparent;

(h) Grandchild;

(i) Aunt; or

(j) Uncle.

(6) "Supervision" means a formalized professional relationship between a supervisor and supervisee in which the supervisor directs, monitors, and evaluates the supervisee's social work practice while promoting development of the supervisee's knowledge, skills, and abilities to provide social work services in an ethical and competent manner.

(7) "Supervision training" means a course or program designed to provide information regarding the supervision process utilized by social workers in a variety of settings as set forth in Regulation .04B(1) of this chapter.

(8) "Written contract" for advanced licensure or independent practice means an agreement, on a form provided by the Board and initiated before beginning supervision, between the supervisee, the Board-approved supervisor and administrator that details the scope of supervision.

.03 Requirements for a Board-Approved Social Work Supervisor.

A. A social worker who intends to provide supervision to a licensed social worker for independent practice:

(1) Shall apply to the Board for approval as a Board-approved supervisor; and

(2) May continue to provide supervision without Board approval until January 1, 2021.

B. A social work supervisor of a licensed social worker who is pursuing advanced licensure shall be Board approved prior to commencing supervision.

C. Licensed Bachelor Social Worker.

(1) The Board shall approve an application filed by an LBSW to be a Board-approved supervisor that met the requirements set forth in this regulation and in accordance with Regulations .04 and .05 of this chapter.

(2) The LBSW applicant for a Board-approved supervisor shall:

(a) Obtain independent status in accordance with COMAR 10.42.02.05;

(b) Obtain the additional hours of experience as an LBSW in accordance with Regulation .04C(4) of this chapter;

(c) File with the Board the supervisory registration form and pay the required fee;

(d) Have a license that is unencumbered and without restrictions or conditions due to a disciplinary action for the 5 years preceding application for supervisor status;

(e) Meet the training requirement as set forth in Regulation .04B(1) of this chapter; and

(f) Be approved as a supervisor by the Board.

(3) A bachelor social work supervisor may not supervise a licensed social worker pursuing advanced licensure.

D. Licensed Master Social Worker.

(1) The Board shall approve an application filed by an LMSW to be a Board-approved supervisor that met the requirements set forth in this regulation and in accordance with Regulations .04 and .05 of this chapter.

(2) The LMSW applicant for a Board-approved supervisor shall:

(a) Obtain independent status in accordance with COMAR 10.42.02.05;

(b) Obtain the additional hours of experience as an LMSW in accordance with COMAR 10.42.02.

(c) File with the Board the supervisory registration form and pay the required fee;

(d) Have a license that is unencumbered and without restrictions or conditions due to a disciplinary action for the 5 years preceding application for supervisor status;

(e) Meet the training requirement as set forth in Regulation .04B(1) of this chapter; and

(f) Be approved as a supervisor by the Board.

(3) An LMSW supervisor may not supervise a licensed social worker pursuing advanced licensure.

E. Licensed Certified Social Worker.

(1) The Board shall approve an application filed by an LCSW to be a Board-approved supervisor that met the requirements set forth in this regulation and in accordance with Regulations .04 and .05 of this chapter.

(2) The LCSW applicant for Board-approved supervisor shall:

- (a) Obtain 18 months of active social work experience after obtaining the certified license;
 - (b) File with the Board the supervisory form and pay the required fee;
 - (c) Have a license that is unencumbered and without restrictions or conditions due to a disciplinary action for the 5 years preceding application for supervisor status;
 - (d) Meet the training requirement as set forth in Regulation .04B(1) of this chapter; and
 - (e) Be approved as a supervisor by the Board.
- (3) An LCSW supervisor may not supervise an LCSW pursuing advanced clinical licensure.

F. Licensed Certified Social Worker-Clinical.

(1) The Board shall approve an application filed by an LCSW-C to be a Board-approved supervisor that met the requirements set forth in this regulation and in accordance with Regulations .04 and .05 of this chapter.

(2) The LCSW-C applicant for Board-approved supervisor shall:

- (a) Obtain 18 months of active social work experience after obtaining the certified license;
- (b) File with the Board the supervisory form and pay the required fee;
- (c) Have a license that is unencumbered and without restrictions or conditions due to a disciplinary action for the 5 years preceding application for supervisor status;
- (d) Meet the training requirement as set forth in Regulation .04B(1) of this chapter; and
- (e) Be approved as a supervisor by the Board.

.04 Qualifications for a Board-Approved Supervisor.

A. License.

(1) For social workers licensed by the Maryland Board of Social Work Examiners a supervisor shall hold an active license as a:

- (a) Bachelor Social Worker (LBSW);
- (b) Certified Social Worker (LCSW);
- (c) Certified Social Worker-Clinical (LCSW-C); or

(d) Masters social worker (LMSW).

(2) For social workers licensed by an out-of-State licensing board, a supervisor shall hold an active license comparable to the:

(a) Bachelor Social Worker (LBSW);

(b) Certified Social Worker (LCSW);

(c) Certified Social Worker-Clinical (LCSW-C); or

(d) Masters social worker (LMSW).

B. Education.

(1) Social workers licensed by the Maryland Board of Social Work shall have:

(a) One social work graduate course in supervision from a master's degree program accredited by the Council on Social Work Education;

(b) 12 hours of agency-sponsored supervision training; or

(c) 12 credit hours of continuing education in social work supervision by a Board-authorized sponsor.

(2) Social workers licensed as social workers by an out-of-State licensing Board at a level comparable to the LBSW, LCSW, LCSW-C, or LMSW shall:

(a) Have the same qualifications under §A(2)(a) of this regulation; and

(b) Complete the education requirement within 12 months of obtaining a Maryland LBSW, LCSW, LCSW-C, or LMSW.

(3) Supervision training required in Regulation .04B(1) of this chapter shall be obtained in Category I or Category II and may include, but is not limited to:

(a) The role and responsibilities of the social work supervisor;

(b) The needs of the supervisee, supervisor, and the agency setting while maintaining a clear ethical perspective;

(c) The role of the social work supervisor as gatekeeper to the profession;

(d) Methods for building effective and appropriate relationships with clients;

(e) Methods for group supervision; and

(f) Models and modalities for practice intervention.

C. Experience. A supervisor shall have completed:

(1) 18 months of active social work experience after obtaining an LCSW or LCSW-C;

(2) 18 months of active social work experience as a social worker licensed by an out-of-State licensing board at a level comparable to the LCSW or LCSW-C;

(3) 24 months of social work experience as an independent licensed master social worker or its equivalent before obtaining the LCSW or LCSW-C license or 60 months of social work experience as an LMSW or its equivalent before obtaining an LCSW or LCSW-C license; or

(4) 24 months of social work experience as an independent licensed bachelor social worker or its equivalent before obtaining the LCSW or LCSW-C license or 60 months of social work experience as an LBSW or its equivalent before obtaining an LCSW or LCSW-C license.

.05 Registration.

A. A supervisor shall:

(1) Have filed with the Board the form designated as the supervisory registration form;

(2) Have a license that is unencumbered and without restrictions or conditions due to disciplinary action for the 5 years preceding supervisor status;

(3) Have been approved as a supervisor by the Board; and

(4) Have established and maintained a written contract, on a form provided by the Board prior to initiating supervision for advanced licensure and independent practice in order to provide supervision with the supervisee.

B. A supervisor shall be:

(1) An agency-designated supervisor; or

(2) An independent supervisor.

.06 Standards for Supervision.

A. A supervisor shall:

(1) Supervise only in those areas within the supervisor's competence as determined by education, training, and experience;

(2) Provide supervision appropriate to the particular level of licensure being applied for or maintained;

(3) Instruct and provide role modeling in the general content areas established in Health Occupations Article, §19-101(m), Annotated Code of Maryland; and

(4) Ensure that a supervisee has read and is knowledgeable about Health Occupations Article, Title 19, Annotated Code of Maryland, and COMAR 10.42.01—10.42.08.

B. In addition to the requirements of §A of this regulation, the supervisor shall specifically instruct and provide guidance relating to the supervisee's scope of practice of social work under Health Occupations Article, §§19-301 and 19-307, Annotated Code of Maryland, including:

(1) Developing skill in recognition of patterns of behavior, based on clients' or patients' capacities and deficits;

- (2) Understanding and recognizing issues of the helping relationship;
- (3) Maintaining client or patient confidentiality with respect to privileged communications;
- (4) Defining boundaries;
- (5) Setting limits;
- (6) Recognition of cultural diversity;
- (7) Assessing the client for risk of imminent danger;
- (8) Administrative skills;
- (9) Supervision; and

(10) Documentation and record keeping requirements as set forth in Health-General Article, Title 4, Annotated Code of Maryland, and in accordance with COMAR 10.42.03.

C. Supervision of Candidates for a Certified Social Worker—Clinical License. In addition to the other requirements of this regulation, the supervisor of a certified social worker-clinical candidate shall instruct and provide guidance in:

- (1) Appropriate billing practices if applicable to the practice site, including:

- (a) Establishment and disclosure to clients of:

- (i) Fees for services;
- (ii) Payment arrangements;
- (iii) Payment plans;
- (iv) Financing services; and
- (v) Terms and conditions of service;

- (b) Financial record keeping and disclosure; and

(c) Documentation and record keeping requirements as set forth in Health-General Article, Title 4, Annotated Code of Maryland, and in accordance with COMAR 10.42.03.

- (2) Treatment of mental disorders and other conditions; and
- (3) The provision of psychotherapy.

D. A relative may not provide supervision for a social worker.

E. A licensed master social worker in independent practice may provide supervision for bachelor or master social workers under the terms and conditions set forth in Regulations .04 and .05 of this chapter and in accordance with COMAR 10.42.02.

F. A licensed bachelor social worker may provide supervision for bachelor social workers under the terms and conditions set forth in Regulations .04 and .05 of this chapter and in accordance with COMAR 10.42.02.

.07 Responsibilities of a Supervisor.

A. A social work supervisor shall be Board-approved before providing supervision to licensed social workers for advanced practice or independent practice.

B. A Board-approved supervisor shall remain knowledgeable of the statutes and regulations as set forth in Health Occupations Article, Title 19, Annotated Code of Maryland and COMAR 10.42.01—10.42.09.

C. A supervisor shall:

- (1) Ensure that a supervisee is practicing within the scope of the supervisee's license;
- (2) Determine the skill level at which the supervisee may practice;
- (3) Focus on raw data from the supervisee's social work practice;
- (4) Maintain documentation, for at least 5 years, of the supervisory sessions, including the dates, duration, and focus of the supervisory sessions;
- (5) Provide or ensure that a supervisee receives a minimum of 3 hours of face-to-face supervision per month or 1 hour of face-to-face supervision for every 40 hours worked;
- (6) Ensure that a supervisee has read and is knowledgeable about Health Occupations Article, Title 19, Annotated Code of Maryland, and COMAR 10.42.01—10.42.09;
- (7) Within a reasonable period of time before termination of supervision, provide the supervisee and employer with a notice of termination to avoid or minimize any harmful effect on the supervisee's clients or patients;
- (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 .04A(2)(c) of this chapter;
- (9) Establish a written contract, on the form provided by the Board, for advanced licensure or independent practice, initiated before beginning supervision;
- (10) Provide for emergency supervision and direction to a supervisee by a Board-approved supervisor;
- (11) Complete the supervision verification form;
- (12) Provide a written evaluation of the supervisee's progress to the supervisee every 6 months;
- (13) Provide a copy of the documentation required by Regulation .04 of this chapter:
 - (a) On request by the supervisee; and
 - (b) On request, by the Board or its authorized agent; and

(14) Comply with a Board audit of a supervisor's compliance with regard to the supervision requirements and supervisory responsibilities.

.08 Responsibilities of a Supervisee.

A. A supervisee shall:

(1) Receive social work supervision for social work practice as set forth in Health Occupations Article, §19-101, Annotated Code of Maryland;

(2) Receive a minimum of 3 hours of face-to-face supervision per month or 1 hour of face-to-face supervision for every 40 hours worked;

(3) Prepare for supervision using case materials related to the supervisee's social work practice;

(4) Maintain documentation, for at least 5 years, of the supervisory sessions, including the dates, duration, and focus of the supervisory sessions;

(5) Establish a written contract, on a form provided by the Board, for advanced licensure or independent practice, initiated before beginning supervision; and

(6) Attend and participate in supervision as agreed upon in the written contract for advanced licensure or independent practice.

B. A supervisee may contract for supervision outside of the employment setting as approved by the agency administrator.

.09 Group Supervision for Advanced Licensure.

A. Group supervision is an optional form of supervision and may not be used as the sole form of supervision.

B. Only half of the required hours of supervision may be obtained from group supervision.

C. The group supervisor shall provide supervision to not more than six supervisees at any time.

D. A group supervisor shall comply with the requirements of this chapter.

.10 Status of Independent Practice.

The Board shall maintain an indication that the licensee is approved for independent practice on its roster of licensees on the web site.

.11 Status of Board-Approved Supervisor.

The Board shall maintain an indication that the licensee is a Board-approved supervisor on its roster of licensees on the web site.

Administrative History

Effective date: July 1, 2004 (30:23 Md. R. 1652)

Regulation .04A, B amended effective September 13, 2004 (31:18 Md. R. 1350)

Regulation .06A, B amended effective July 19, 2004 (31:14 Md. R. 1078)

Chapter revised effective December 17, 2007 (34:25 Md. R. 2211)

Regulation .02B amended effective July 31, 2017 (44:15 Md R. 760)

Regulation .04A amended effective July 31, 2017 (44:15 Md R. 760)

Regulation .05 amended effective July 31, 2017 (44:15 Md R. 760)

Chapter revised effective June 17, 2019 (46:12 Md. R. 544)

Subgroup notes ahead of Workgroup meeting on March 26, 2025

Testing Accommodations (formerly Testing Barriers) Subgroup

The newly renamed Testing Accommodations Subgroup received its charge from Cynthia Whitehead on Friday March 14, 2025. Chair Judy Mounty was out of the office that day and reviewed the email on Friday evening. Having previously scheduled time off the following week, she was unable to meet with the group on video, but communicated by email with members Cara Sanner, Adrienne Ekas, and Emanuel Wilkerson. The email exchange among group members appears below.

Dr. Ekas suggested meeting with the ASWB accommodations group and Ms. Sanner agreed with this idea and will facilitate arrangements. Dr. Ekas shared a link to the current nonstandard testing handbook which she found online: <https://www.aswb.org/wp-content/uploads/2025/02/ASWB-2025-Nonstandard-Testing-Arrangements-Handbook.pdf>

Judy Mounty would like the ASWB accommodations group to review Dr. Concetta Pucci's 6.25.24 presentation to the Work Group about her experience requesting and arranging her examination accommodations as a DeafBlind licensure candidate both at the time of the master's exam and years later for the clinical exam. Dr. Mounty has questions about how ASL-English interpreters are hired and prepared, having considerable experience in this area, about why the system requires people with permanent disabilities to provide extensive justification more than once, and why a voice phone number is the only way to schedule a nonstandard examination (i.e. voice phone calls are complicated for deaf and DeafBlind candidates to navigate). A meeting with the ASWB accommodations group would be especially powerful if it involved discussions with candidates with disabilities sharing their experiences. To this end, Dr. Mounty would like to invite Dr. Pucci to participate in the meeting.

The subgroup email exchange indicated that some members would prefer that the ASWB accommodations group representative(s) meet only with the subgroup, responding to questions sent by the subgroup members in advance, and having reviewed Dr. Pucci's June 2024 presentation, while others feel it may be beneficial to have them meet with the full workgroup.

We welcome input from the full workgroup on March 26.

Sincerely,

Judith L. Mounty, Ed.D, LCSW-C, Subgroup Chair

March 23, 2025

Email exchange:

Judy Mounty 3.14.25

Good evening,

I hope this email finds you well. I was out of the office today and just read the email from Cynthia Whitehead. Unfortunately, I won't be able to meet this upcoming week as I have family visiting and will be taking some time off. However, if you could each share your thoughts on the following with me by Friday 3/21/25, I will compile all of our input and send it to Cynthia. I have attached the meeting materials from 6.25.24 which included a presentation on related material by Dr. Concetta Pucci.

What are your thoughts about the following:

- ADA accommodations and current barriers.
- Interpreters with knowledge of social work terminology.
- Addressing current concerns with application processes for candidates with disabilities (permanent vs. temporary).

Adrienne Ekas 3.17.25

Hi all,

I was wondering if it would make sense for our subgroup to hear from the testing accommodations group of ASWB so we can ask them all of our questions and then report back the facts we are given to the larger workgroup?

Hope everyone is doing well!

Thanks,

Adrienne Ekas, PhD, LCSW-C
Assistant Dean of Field Instruction
UMBC Baccalaureate Social Work Program
410-455-2008

Cara Sanner 3.17.25

Adrienne,

This is a great suggestion; I support it wholeheartedly. I would be happy to coordinate with our special arrangements team to talk to our subgroup if all agree.

Cara

Cara Sanner
Association of Social Work Boards
Director of Regulatory Services
800.225.6880, ext. 3111

Judy Mounty 3.17.25

Hello Adrienne,

That would be useful but the timeline for turning in something is this Friday and I will not be able to attend any meetings this week as I will be out of the office. Perhaps each of us could list questions we would like to ask ASWB to address and I could compile that to submit for the full work group meeting. Would that work?

Judy

Adrienne 3.17.25

Could we maybe submit questions but also say our subgroup is scheduling a meeting sometime soon and then we can report back the next monthly meeting?
That seems like a good action step to say we're working on?

Judy 3.17.25

Absolutely. When you email me your questions please simply state your suggestion and that Cara is in the process of arranging a meeting. To clarify, are you suggesting that the ASWB accommodations team present to the entire workgroup or to our subgroup? I do request that you share the PowerPoint from Dr. Pucci with that team because her experience is rather fresh and I also would like to have a discussion with them about how interpreters are chosen, what preparation materials they are given, etc. because I have a great deal of experience in this area.

Thanks,

Adrienne 3.17.25

Yes, that sounds like a good plan. I'm not sure about the presentation- I feel like maybe having them present to our smaller group first would be a good start?

Judy 3.17.25

That is a good point. Let's think a bit more about it.

Adriene 3.20.25

Hi,

I just found this on the ASWB website - I thought it might be interesting to review.

<https://www.aswb.org/wp-content/uploads/2025/02/ASWB-2025-Nonstandard-Testing-Arrangements-Handbook.pdf>

thanks so much,

Judy 3.20.2025

Good morning,

This is good to have, thank you. However, Dr. Pucci is my former supervisee and I worked with her every step of the way as she requested accommodations, prepared for the test, and took the test and her experience raised specific concerns with respect to deaf candidates that need to be addressed. I do not have firsthand experience with other candidates with other disabilities requesting accommodations for testing in recent years. However, I was on the committee that advised ETS in this area at one time and have worked closely with offices of disability services during my professional career. I would like the committee to address the concerns raised in Dr. Pucci's presentation about her experience and my concerns about how interpreters are selected and prepared. There is an entire chapter on interpreters in testing situations in my 2005 book and I do not see that this has been addressed by many testing entities, including ASWB.

Judy

Adrienne Ekas. 3.18.25

Hi Dr. Mounty,

Thanks for taking on this task of organizing our thoughts on the accommodations part in taking the ASWB exams. I wanted to suggest that our subgroup meets with the Accommodations people at ASWB so we can get all of our questions answered and then take the information back to the larger workgroup. I think if we send them Dr. Pucci's ppt presentation and send them some of our questions ahead of time, we will be able to have a fruitful discussion with them. Cara Sanner said she could get this set up for us. I also think we should ask for a few weeks to get the meeting set up, etc.

Thanks again and let me know if you have any questions and/or if I am not making sense.

Adrienne Ekas, PhD, LCSW-C

pronouns: she/her/hers

Assistant Dean of Field Instruction

Baccalaureate Social Work Program

University of Maryland, Baltimore County

Emanuel Wilkerson 3.21.25

Good morning everyone,

I do believe Dr. Pucci's presentation is important for folks to be aware of such as the accommodation team. We have an opportunity to give folks outside of the deaf community insight by someone very accomplished in the deaf community and the field of Social Work. Social work is all about diversity and inclusivity after all. I would agree with providing the power point to accommodations team as a resource to assist in our conversation with them. I'm open to having their team present to the subgroup or the workgroup. However my opinion is we may receive more robust discussion if the accommodation team presents to the larger workgroup as a whole.

Furthermore, ASWB needs to be more transparent as to the inner workings of the exam which includes the testing accommodations. I would like to hear how the company's testing accommodations operate such as their process for applications and the implementations of accommodations. As well as and more importantly, if they have received survey feedbacks on their implementation of services from the populations utilizing them and what the response has been. I want to see the satisfaction that testers had from the accommodations and has ASWB been taking the feedback to make any adjustment.

Maryland Deans & Directors Meeting March 6, 2025

Present: Linda Houser, Temeka Bailey, Melissa Buckley, Judy Postmus

Summary:

The team discussed the licensing and credentialing process for clinical social workers, including the need for alternative pathways and the quality of supervision. They also explored the potential of using AI technology for more effective assessment of social work skills and the challenges of the current exam system. The urgency of the issue was highlighted, with a projected shortage of 30,000 social workers by 2028, and the need for a more nuanced approach to testing was acknowledged.

Next Steps:

- Committee to continue exploring alternative assessment methods for social work licensure, including AI-based scenarios and observational components.
- Committee to consider recommending a standardized supervision process with specific requirements for supervisors.
- Committee to investigate the possibility of creating multiple correct answers for exam questions to better reflect the complexity of social work practice.
- Committee to explore ways to maintain the personal, mentorship aspect of social work training while incorporating new assessment technologies.

Social Work License Lookup

District of Columbia - page 25

Delaware - page 26

Illinois - page 27

Pennsylvania - page 28

Utah - page 29

Virginia - page 30

West Virginia - page 31

MD Regulation - page 38



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DC Health provides an online professional license search for your convenience. To begin a search select license type or enter key words or criteria in the fields below. Please enter details at least in Three Fields for accurate Results. As a search tip. Do not use dashes within social security numbers (SSNs).

"IMPORTANT: Please enter, at a minimum, the license number, or complete first and last name. Partial or incomplete information will produce inaccurate results."

[Search Again](#)

License Number

First Name

Last Name

Profession

SOCIAL WORK

Type

IND CLINICAL SOCIAL WORKER

Status

Active

From State/Prov:

DC

Issue:

Expiration Date:

Temp. Issue Date:

Temp.Expire Date:

Discipline Information from 1996 to Present - Please click item(s) below to view public orders

Practitioner Profile - Unless otherwise indicated, this information has been self-reported and has not been verified by the Board of Medicine.



License Look Up

****Disclaimer:** DELPROS online verifications are considered *primary source verifications* and are free of charge. These online license verifications contain real time information from our DELPROS licensure database.

Status	Active
Profession	Social Work Examiners
Type	Licensed Clinical Social Worker
Application Type	Examination
License/Application/Approval Number	
Issue Date	
Expiration Date	
City	
State	
Zipcode	
Discipline	

Discipline Information and Public Documents:



Illinois Department of Financial and Professional Regulation

Lookup Detail View

Contact

Contact Information

Name	City/State/Zip	DBA / AKA

License

License Information

License Number	Description	Status	First Effective Date	Effective Date	Expiration Date	Ever Disciplined
	LICENSED CLINICAL SOCIAL WORKER	ACTIVE				N

Other Licenses

Other Licenses

License Number	Description	Status	First Effective Date	Effective Date	Expiration Date	Ever Disciplined

Generated on: 3/21/2025 3:09:18 PM



BUREAU OF PROFESSIONAL AND OCCUPATIONAL AFFAIRS

P. O. Box 2649

Harrisburg, PA 17105-2649

03/21/2025

License Information

Board/Commission: State Board of Social Workers, Marriage &
Family Therapists and Professional
Counselors

Status Effective Date:

LicenseType: Social Worker

Issue Date:

Specialty Type:

Expiration Date:

License Number:

Last Renewal:

Status: Active

Disciplinary Action Details

No disciplinary actions were found for this license.

This site is considered a primary source for verification of license credentials provided by the
Pennsylvania Department of State.

Details for

License Information

Name:	
City, State, Zip, Country:	
Profession:	Social Work
License Type:	Licensed Clinical Social Worker
License Number:	
Obtained By:	Application
License Status:	Active
Original Issue Date:	
Expiration Date:	
Agency and Disciplinary Action*:	NO DISCIPLINARY ACTIONS WITHIN THE TIME FRAME ESTABLISHED IN UTAH CODE 63G-4-106 AND 107**
Docket and Citation Number(s):	N/A
E-Prescriber:	

Education:

School Name	Major	Graduation Date	Degree

This information is accurate as far as is contained in the Division's official records. It does not reflect whether an entity required to maintain a current registration with the Division of Corporations is current in that registration. You can verify such status at <https://secure.utah.gov/bes/bes>. Additionally, this verification does not show a complete license history or interruptions of licensure. Original issue dates listed as 01/01/1910 and 01/01/1911 were unknown at the time the Division implemented its first electronic licensing database.

*NOTE: The disciplinary documents linked to this website include final orders issued by DOPL, with the exception of citations. Click [here](#) for citations.

Give Feedback



Virginia Department of Health Professions License Lookup

Current as of

License Information

License Number

Occupation

Name

Address

Initial License Date

Expire Date

License Status

Additional Public Information*

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This serves as primary source verification of the credential issued by the Commonwealth of Virginia and meets the requirements of the Joint Commission.

* "Yes" means that there is information the Department must make available to the public pursuant to §54.1-2400.2.H of the Code of Virginia; please note that this may also include proceedings in which a finding of "no violation" was made. For additional information click on the "Yes" link above. "No" means no documents are available.

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LICENSE VERIFICATION

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License Verification

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NAME:

ADDRESS:

LICENSE NUMBER:

LICENSE LEVEL:

LICENSE SUBLEVEL:

STATUS:

ORIGINAL ISSUE DATE:

DATE LAST ISSUED/RENEWED:

EXPIRATION DATE:

DISCIPLINARY ACTION TAKEN:

The above information is considered primary source verification of license credentials.

HEALTH OCCUPATIONS TITLE 19. SOCIAL WORKERS

SUBTITLE 3 LICENSING

§ 19-301. License required; exceptions; practice without license

(a) **In general.** -- Except as otherwise provided in this title, an individual shall be:

(1) Licensed by the Board before the individual may practice social work in this State while representing oneself as a social worker; or

(2) Licensed as a certified social worker-clinical before the individual may practice clinical social work in this State.

(b) **Exceptions.** -- This section does not apply to:

(1) An individual employed by any agency of the federal government while performing the duties of that employment;

(2) An individual licensed as a social worker in another state while responding to an emergency in this State;

(3) An individual who:

(i) Is licensed to practice social work in any other state;

(ii) Has an application for a license pending before the Board; and

(iii) Meets requirements established by the Board in regulations; or

(4) A student while pursuing a supervised course of study in a social work program that is accredited or is a candidate for accreditation by the Council on Social Work Education.

(c) **Practice without license.** -- An individual may not practice social work without a license under subsection (b)(3) of this section for more than 6 months.

(d) An individual employed by an agency of the federal government who is licensed to practice social work in the State shall comply with the provisions of this title.

§ 19-302. Qualifications of applicants

(a) To obtain a license, an applicant shall demonstrate to the satisfaction of the Board that the applicant:

(1) Has submitted a complete written application in the form prescribed by the Board;

(2) Is at least 18 years old;

(3) Is of good moral character;

(4) Except as otherwise provided in this title, has successfully passed an examination or examinations prescribed by the Board pertinent to the license sought;

- (5) Has paid all applicable fees specified by the Board;
 - (6) Has completed a criminal history records check in accordance with § 19–302.2 of this subtitle at the applicant’s expense; and
 - (7) Has submitted to an examination if required under § 19–302.3 of this subtitle.
- (b) To obtain a bachelor social worker license, an applicant shall:
 - (1) Meet the requirements of subsection (a) of this section; and
 - (2) Have received a baccalaureate degree in social work from a program that is accredited or is a candidate for accreditation by the Council on Social Work Education or an equivalent organization approved by the Council on Social Work Education.
 - (c) To obtain a master social worker license, an applicant shall:
 - (1) Meet the requirements of subsection (a) of this section; and
 - (2) Have received a master’s degree from a program that is accredited or is a candidate for accreditation by the Council on Social Work Education or an equivalent organization approved by the Council on Social Work Education.
 - (d) Except as provided in § 19–302.1 of this subtitle, to obtain a certified social worker license, on or before December 31, 2023, an applicant shall:
 - (1) Meet the requirements of subsection (a) of this section;
 - (2) Have received a master’s degree from a program accredited by the Council on Social Work Education or an equivalent organization approved by the Council on Social Work Education; and
 - (3) Provide in a form prescribed by the Board, documentation of having completed 2 years as a licensee with supervised experience of at least 3,000 hours after receiving the master’s degree with a minimum of 100 hours of periodic face-to-face supervision in the practice of social work under the terms and conditions that the Board determines by regulation.
 - (e) Except as provided in § 19–302.1 of this subtitle, to obtain a certified social worker–clinical license, an applicant shall:
 - (1) Meet the requirements of subsection (a) of this section;
 - (2) Have received a master’s degree in social work and documentation of completion of 12 academic credits in clinical course work from a program accredited by the Council on Social Work Education or an equivalent organization approved by the Council on Social Work Education, with a minimum of 6 of the 12 academic credits obtained in a master’s degree program; and
 - (3) Provide in a form prescribed by the Board, documentation of having completed 2 years as a licensee with supervised experience of at least 3,000 hours, of which 1,500 hours are in face-to-face client contact, after receiving the master’s degree with a minimum of 100 hours of periodic face-to-face supervision in the assessment, formulation of a diagnostic impression, and treatment of behavioral health disorders and other conditions and the provision of psychotherapy under the terms and conditions that the Board determines by regulation.

(f) (1) (i) Except as provided in paragraph (2) of this subsection, to obtain approval by the Board to engage in independent practice, a licensed bachelor social worker or a licensed master social worker shall submit to the Board:

1. An application in the form prescribed by the Board;
2. All applicable fees specified by the Board; and
3. Documentation in a form prescribed by the Board of having completed at least 3 years as a licensee with supervised experience of at least 4,500 hours after receiving the baccalaureate or master's degree with a minimum of 150 hours of periodic face-to-face supervision under the terms and conditions that the Board determines by regulation.

(ii) If the Board determines that a licensed bachelor social worker or a licensed master social worker who applies to the Board to engage in the practice of independent practice has not completed the supervised experience as required under paragraph (1)(i)3 of this subsection, the Board may:

1. Reject the application for independent practice; and
2. Require the licensed bachelor social worker or the licensed master social worker to continue to work under supervision as required by the Board for an additional 1,500 hours before reapplying.

(2) The Board shall approve an individual to engage in independent practice if the individual:

(i) Submits to the Board:

1. An application in the form prescribed by the Board; and
2. All applicable fees specified by the Board;

(ii) On or before January 1, 2008, was licensed by the Board as a licensed bachelor social worker or a licensed graduate social worker; and

(iii) Has actively practiced bachelor social work, actively practiced graduate social work, or actively practiced master social work for at least 10 years.

(3) Nothing in this subsection may be construed to prohibit an individual licensed by the Board on or before January 1, 2008, as a licensed bachelor social worker or a licensed graduate social worker and who does not meet the conditions listed under paragraph (2) of this subsection from applying or qualifying to obtain approval by the Board to engage in independent practice under paragraph (1) of this subsection.

(4) Nothing in this subsection may be construed to prohibit an employer from requiring supervision of a licensed bachelor social worker or a licensed master social worker who is approved to engage in independent practice under this subsection.

(5) The Board shall approve a licensee to provide supervision, in accordance with regulations adopted by the Board, if the licensee:

(i) Is a licensed bachelor social worker or a licensed master social worker approved to engage in independent practice under this subsection;

(ii) Meets the education and training requirements for supervision established by the Board;
and

(iii) Has actively practiced social work for at least 5 years under the category of license that the licensee holds, regardless of whether the licensee was approved by the Board to engage in independent practice.

§ 19-302.1. Out-of-state applicant

To obtain a certified social worker license or a certified social worker-clinical license, an out-of-state applicant shall:

- (1) Meet the requirements of § 19-302(a) of this subtitle;
- (2) Be licensed or registered to practice social work in another state at a level of licensure that is equivalent to a certified social worker license or a certified social worker-clinical license;
- (3) Have passed an examination in that state as a condition of licensure; and
- (4) Have performed at least 1,000 hours of compensated social work practice per year for 5 years out of the 10 years preceding application to the Board.

§ 19-302.2. Criminal history records check.

(a) "Central Repository" defined. -- In this section, "Central Repository" means the Criminal Justice Information System Central Repository of the Department of Public Safety and Correctional Services.

(b) Application. -- As part of an application to the Central Repository for a State and national criminal history records check, an applicant shall submit to the Central Repository:

- (1) A complete set of legible fingerprints taken on forms approved by the Director of the Central Repository and the Director of the Federal Bureau of Investigation;
- (2) The fee authorized under § 10-221(b)(7) of the Criminal Procedure Article for access to State criminal history records; and
- (3) The processing fee required by the Federal Bureau of Investigation for a national criminal history records check.

(c) Central Repository to forward information. -- In accordance with §§ 10-201 through 10-228 of the Criminal Procedure Article, the Central Repository shall forward to the Board and to the applicant the criminal history record information of the applicant.

(d) Revised statement of record. -- If criminal history record information is reported to the Central Repository after the date of the initial criminal history records check, the Central Repository shall provide to the Board a revised printed statement of the individual's State criminal history record.

(e) Confidentiality; use of information. --

(1) Information obtained from the Central Repository under this section:

- (i) Is confidential and may not be disseminated; and

(ii) May be used only for the licensing purpose authorized by this title.

(2) In using information obtained from the Central Repository under this section to determine whether to issue a license, the Board shall consider:

(i) The age at which the crime was committed;

(ii) The nature of the crime;

(iii) The circumstances surrounding the crime;

(iv) The length of time that has passed since the crime was committed;

(v) Subsequent work history;

(vi) Employment and character references; and

(vii) Other evidence that demonstrates whether the applicant poses a threat to the public health or safety.

(f) Contesting information. -- The subject of a criminal history records check under this section may contest the contents of the printed statement issued by the Central Repository as provided in § 10-223 of the Criminal Procedure Article.

§ 19-302.3. Physical or mental examination of applicants

(a) In general. -- The Board may require an applicant to submit to a mental or physical examination by a health care practitioner designated by the Board if the Board:

(1) Has reason to believe that the applicant may cause harm to the applicant or to another person;

(2) Makes a written request for the applicant to submit to the examination;

(3) Provides the applicant with a list of three health care practitioners from which the applicant may choose a health care practitioner to conduct the examination; and

(4) Pays the cost of the examination.

(b) Consent of applicant; waivers. -- An applicant required to submit to an examination under subsection (a) of this section shall be deemed to have:

(1) Consented to submit to the examination; and

(2) Waived any claim or privilege as to the examination report.

(c) Effect of refusal. -- The refusal of an applicant to submit to the examination required under subsection (a) of this section shall be prima facie evidence of the applicant's inability to practice social work competently, unless the Board finds that the refusal was beyond the control of the applicant.

§ 19-303. Applications for licenses

(a) Applicant requirements. -- To apply for a license, an applicant shall:

(1) Submit an application to the Board on the form that the Board requires; and

(2) Pay to the Board the application fee set by the Board.

(b) Duties of Board. -- The Board shall:

(1) Review each application; and

(2) Notify each applicant whether the applicant has been approved to take the pertinent licensure examination within 60 days from the date the Board received a completed application from the applicant.

§ 19-304. Examinations

(a) Right to license examination. -- An approved applicant is entitled to be examined for licensure as provided in this section.

(b) Duty to examine. -- The Board shall ensure that a Board-approved examination for each category of license is made available for an applicant to take at least twice a year, at the times and places that the Board determines.

(c) Notice requirement. -- The Board shall notify each approved applicant of the procedures for taking the examination.

(d) Duty to approve examination. --

(1) The Board shall approve the subjects, scope, form, and passing score for each type of examination given under this subtitle.

(2) The examinations given under this subtitle shall strive to be free of cultural bias.

(e) Discretion of Board. --

(1) The Board, by regulation, may limit:

(i) The number of times an applicant may be reexamined after failing an examination required under this subtitle; and

(ii) The interval between reexaminations.

(2) If an applicant is permitted to be reexamined under paragraph (1) of this subsection, the applicant shall pay a fee to the examining body approved by the Board.

(f) Measure of competency. -- The examination shall be prepared to measure the competence of the applicant to engage in the pertinent practice of social work.

(g) Outside contracting permitted. -- In the preparation, administration, and grading of an examination, the Board may employ, cooperate, or contract with an organization or consultant.

§ 19-305. Waiver of examination requirement - In general

Repealed by Acts 2010, ch. 715, § 1, effective October 1, 2010.

§ 19-305.1. Waiver of examination requirements for social worker-clinical license applicants

§ 19-306. Maintenance of roster of licensees on website; electronic license records

(a) Maintenance of roster of licensees on website. -- The Board shall maintain on its website a roster of all licensees who meet the requirements of this title.

(b) Contents. -- The Board shall include on each electronic license record:

- (1) The kind of license;
- (2) The full name of the licensee;
- (3) If the licensee is a licensed bachelor social worker or a licensed master social worker, whether the licensee is approved to engage in independent practice;
- (4) A license number;
- (5) The license status;
- (6) The expiration date; and
- (7) The original date of issuance, and
- (8) If applicable, disciplinary history.

§ 19-307. Scope of licenses

(a) In general. -- Subject to the provisions of subsections (b) and (c) of this section, a license authorizes the licensee to practice social work while the license is in effect.

(b) Practice limited. -- A licensed social worker may practice social work only within the scope of the specific type of license issued by the Board.

(c) Restrictions. --

(1) A licensed bachelor social worker may not:

- (i) Engage in independent practice unless the licensed bachelor social worker is approved by the Board to engage in independent practice in accordance with § 19-302(f) of this subtitle;
- (ii) Make a clinical diagnosis of a behavioral health or emotional disorder;
- (iii) Provide psychotherapy; or
- (iv) Engage in private practice.

(2) A licensed master social worker may not:

- (i) Engage in independent practice unless the licensed master social worker is approved by the Board to engage in independent practice in accordance with § 19-302(f) of this subtitle;
- (ii) Treat behavioral health or emotional disorders or provide psychotherapy without the supervision of a licensed certified social worker-clinical;
- (iii) Diagnose a behavioral health disorder without the supervision of a licensed certified social worker-

clinical; or

(iv) Engage in private practice.

(3) A licensed certified social worker may not:

(i) Treat behavioral health or emotional disorders or provide psychotherapy without the supervision of a licensed certified social worker-clinical; or

(ii) Diagnose a behavioral health disorder without the supervision of a licensed certified social worker-clinical; or

(iii) Engage in private practice.

§ 19-308. Term and renewal of licenses; change of address

(a) **Term of licenses.** -- A license expires on the date set by the Board, unless the license is renewed for an additional term as provided in this section. A license may not be renewed for a term longer than 2 years.

(b) **Renewal notice.** -- At least 1 month before the license expires, the Board shall send to the licensee, at the last known electronic or physical address of the licensee, a renewal notice that states:

(1) The date on which the current license expires;

(2) The date by which the renewal application must be received by the Board for the renewal to be issued and mailed before the license expires; and

(3) The amount of the renewal fee.

(c) **Change of address.** -- Each licensee shall notify the Board of any change in the address of the licensee within 60 days after the change occurs.

(d) **Applications for renewal.** -- Before the license expires, the licensee periodically may renew it for an additional 2-year term, if the licensee:

(1) Otherwise is entitled to be licensed;

(2) Pays to the Board the appropriate renewal fee specified by this subtitle;

(3) Submits to the Board:

(i) A renewal application on the form that the Board requires; and

(ii) Satisfactory evidence of compliance with any continuing education requirement set under this section for license renewal; and

(4) Beginning in calendar year 2023 and except as provided in subsection (g)(3) of this section, attests that the licensee has submitted to a State and national criminal history records check in accordance with § 19-302.2 of this subtitle.

(e) **Issuance of renewal.** --

(1) Subject to subsection (g) of this section, the Board shall renew the license of each licensee who meets the requirements of this section.

(2) The Board shall maintain the same information on each licensee.

(f) Renewal prohibited. -- The Board may not renew a bachelor social worker license or a master social worker license of a licensee who holds a baccalaureate degree or master's degree from a program that was a candidate for accreditation but was denied accreditation.

(g) Criminal history record information. --

(1) On receipt of the criminal history record information of an applicant for licensure forwarded to the Board in accordance with § 19-302.2 of this subtitle, in determining whether disciplinary action should be taken, based on the criminal record information, against a licensee who renewed a license, the Board shall consider:

(i) The age at which the crime was committed;

(ii) The nature of the crime;

(iii) The circumstances surrounding the crime;

(iv) The length of time that has passed since the crime;

(v) Subsequent work history;

(vi) Employment and character references; and

(vii) Any other evidence that demonstrates whether the applicant poses a threat to the public health or safety.

(2) The Board may renew a license only if the licensee attests that the licensee has submitted to a criminal history records check under § 19-302.2 of this subtitle.

(3) Unless otherwise required, a renewal applicant who previously has completed the criminal history records check as required for the Board's license renewal application process does not have to submit to a subsequent criminal history records check for license renewal.

§ 19-309. Inactive status and reactivation

(a) In general. --

(1) The Board shall place a licensee on inactive status for a maximum of 5 years, if the licensee submits to the Board:

(i) A written application for inactive status in a form prescribed by the Board; and

(ii) The inactive status fee set by the Board.

(2) The Board shall provide a licensee who has complied with the requirements of paragraph (1) of this subsection with written notification of:

(i) The date that the license expired;

(ii) The date that the licensee's inactive status becomes effective;

(iii) The date that the licensee's inactive status expires; and

(iv) The consequences of not resuming active status before expiration of inactive status.

(3) Subject to subsection (e) of this section, the Board shall reactivate a license for an individual on inactive status who:

- (i) Applies to the Board for reactivation of the license;
- (ii) Complies with the reactivation requirements that are in effect when the individual requests the reactivation of the license;
- (iii) Has completed the number of credit hours of approved continuing education in social work set by the Board in the 2 years preceding the licensee's application for reactivation;
- (iv) Pays to the Board the reactivation processing fee set by the Board;
- (v) Submits to the Board satisfactory evidence of having completed a State and national criminal history records check in accordance with § 19-302.2 of this subtitle; and
- (vi) Has been on inactive status for less than 5 years.

(b) Term of nonrenewed status; reinstatement. --

(1) The Board shall place a licensee on nonrenewed status for a maximum of 5 years if the licensee does not renew the licensee's license under § 19-308 of this subtitle or apply for inactive status under subsection (a) of this section.

(2) The Board shall provide a licensee who does not renew the licensee's license under § 19-308 of this subtitle or apply for inactive status under subsection (a) of this section with written notification of:

- (i) The date that the license expired;
- (ii) The date that the licensee's nonrenewed status becomes effective;
- (iii) The date that the licensee's nonrenewed status expires; and
- (iv) The fact that the licensee may not practice social work in the State.

(3) Subject to subsection (e) of this section, the Board shall reinstate a license for an individual on nonrenewed status who:

- (i) Applies to the Board for reinstatement of the license;
- (ii) Pays to the Board the reinstatement processing fee set by the Board;
- (iii) Complies with the reinstatement requirements that are in effect when the individual requests the reinstatement of the license;
- (iv) Has completed the number of credit hours of approved continuing education in social work set by the Board in the 2 years preceding the individual's application for reinstatement;
- (v) Submits to the Board satisfactory evidence of having completed a State and national criminal history records check in accordance with § 19-302.2 of this subtitle; and
- (vi) Has been on nonrenewed status for less than 5 years.

(c) Application for reissuance. -- An individual who has been on inactive status or nonrenewed status for more than 5 years or who otherwise fails to apply for reactivation under subsection (a)(3) of this section or reinstatement under subsection (b)(3) of this section shall apply for reissuance in accordance with subsection (d) of this section.

(d) Reissuance process. -- Subject to subsection (e) of this section, the Board shall reissue a license to an individual who:

- (1) Applies to the Board for reissuance of the license;
- (2) Pays to the Board the reissuance processing fee set by the Board and any other appropriate fees required by the Board;
- (3) Provides any documentation required by the Board, in a form prescribed by the Board;
- (4) Meets the requirements of § 19-302(a) of this subtitle;
- (5) Submits to the Board satisfactory evidence of having completed a State and national criminal history records check in accordance with § 19-302.2 of this subtitle; and
- (6)
- (i) Passes the respective examination required for initial licensure; or
- (ii) 1. Holds an active license to practice social work in another state at a level of licensure that is equivalent to a licensed bachelor social worker, licensed master social worker, certified social worker, or certified social worker-clinical; and
 - 2. Has passed an examination in that state as a condition of licensure.
- (e) **Criminal history record information.** --
 - (1) On receipt of the criminal history record information of an applicant for licensure forwarded to the Board in accordance with § 19-302.2 of this subtitle, in determining whether to reactivate, reinstate, or reissue a license, the Board shall consider:
 - (i) The age at which the crime was committed;
 - (ii) The nature of the crime;
 - (iii) The circumstances surrounding the crime;
 - (iv) The length of time that has passed since the crime;
 - (v) Subsequent work history;
 - (vi) Employment and character references; and
 - (vii) Any other evidence that demonstrates whether the applicant poses a threat to the public health or safety.
 - (2) The Board may not reactivate, reinstate, or reissue a license if the criminal history record information required under § 19-302.2 of this subtitle has not been received.

§ 19-310. Surrender of license

- (a) **In general.** -- Unless the Board agrees to accept the surrender of a license, a licensed social worker may not surrender the license nor may the license lapse by operation of law while the licensee is under investigation or while charges are pending against the social worker.
- (b) **Conditions.** -- The Board may set conditions on its agreement with the social worker under investigation or against whom charges are pending to accept surrender of the social worker's license.

§ 19-311. Denials, reprimands, suspensions, and revocations -- Grounds

Subject to the hearing provisions of § 19-312 of this subtitle, the Board may deny a license to any applicant, fine a licensee, reprimand any licensee, place any licensee on probation, or suspend or revoke a license if the applicant or licensee:

- (1) Obtained or attempted to obtain a license for the applicant or licensee or for another through fraud, deceit, or misrepresentation;
- (2) Fraudulently or deceptively uses a license;
- (3) Is mentally or physically incompetent to practice social work;
- (4) Commits any act of gross negligence, incompetence, or misconduct in the practice of social work;
- (5) Engages in a course of conduct that is inconsistent with generally accepted professional standards in the practice of social work;
- (6) Violates any provision of this title or regulations governing the practice of social work adopted and published by the Board;
- (7) Is convicted of or pleads guilty or nolo contendere to a felony or to a crime involving moral turpitude, whether or not any appeal or other proceeding is pending to have the conviction or plea set aside;
- (8) Provides professional services while:
 - (i) Under the influence of alcohol; or
 - (ii) Using any narcotic or controlled dangerous substance, as defined in § 5-101 of the Criminal Law Article, or other drug that is in excess of prescribed amounts or without valid medical indication;
- (9) Is disciplined by a licensing or disciplinary authority of any state, country, or branch of the armed services, or the Veterans' Administration for an act that would be grounds for disciplinary action under this section;
- (10) Practices social work with an unauthorized person or supervises or aids an unauthorized person in the practice of social work;
- (11) Makes or files a false report or record in the practice of social work;
- (12) Fails to file or record any report as required by law, willfully impedes or obstructs the filing or recording of the report, or induces another to fail to file the report;
- (13) Submits a false statement to collect a fee;
- (14) Fails to report suspected child abuse or neglect in violation of § 5-704 of the Family Law Article;
- (15) Refuses, withholds from, denies, or discriminates against an individual with regard to the provision of professional services on the basis of race, age, gender, sexual orientation, disability, religion, ethnic origin, or HIV status;
- (16) Fails to cooperate with a lawful investigation conducted by the Board;
- (17) By threats, force, or improper means, intimidates or influences, or attempts to intimidate or influence, for the purpose of:

(i) Causing any person to withhold or change testimony in hearings or proceedings before the Board or otherwise delegated to the Office of Administrative Hearings; or

(ii) Hindering, preventing, or otherwise delaying a person from making information available to the Board in furtherance of an investigation by the Board;

(18) Fails to report suspected abuse or neglect of a vulnerable adult in violation of § 3-604 or § 3-605 of the Criminal Law Article;

(19) Fails to comply with the requirements of any order entered by the Board as a result of any disciplinary matter with the Board, including payment of costs as required by § 19-312 of this subtitle;

(20) Fails to maintain adequate patient records; or

(21) Fails to comply with the maintenance, disclosure, and destruction of medical records as required under Title 4, Subtitles 3 and 4 of the Health - General Article.

§ 19-311.1. Fines

(a) **Authorized.** -- If after a hearing under § 19-312 of this subtitle the Board finds that there are grounds under § 19-311 of this subtitle to reprimand a licensee, place a licensee on probation, or suspend or revoke a license, the Board may impose a fine on the licensee in an amount not exceeding \$ 10,000:

(1) Instead of reprimanding the licensee, placing the licensee on probation, or suspending or revoking the social worker's license; or

(2) In addition to reprimanding the licensee, placing the licensee on probation, or suspending or revoking the social worker's license.

(b) **Regulations.** -- The Board shall adopt regulations to set standards for the imposition of fines under this section.

(c) **Payment into General Fund.** -- The Board shall pay any fine collected under this section into the General Fund.

§ 19-312. Hearings

(a) **Right to hearing.** -- Except as otherwise provided in the Administrative Procedure Act, before the Board takes any action under § 19-311 of this subtitle, it shall give the individual against whom the action is contemplated an opportunity for a hearing before the Board.

(b) **Application of Administrative Procedure Act.** -- The Board shall give notice and hold the hearing in accordance with the Administrative Procedure Act.

(c) **Subpoenas and oaths.** -- Over the signature of an officer or the executive director of the Board, the Board may issue subpoenas and administer oaths in connection with any investigation under this title and any hearings or proceedings before it.

(d) **Contempt of court.** -- If, without lawful excuse, a person disobeys a subpoena from the Board or an order by the Board to take an oath or to testify or answer a question, then, on petition of the Board, a court of competent jurisdiction may punish the person as for contempt of court.

(e) **Ex parte hearings.** -- If after due notice the individual against whom the action is contemplated fails or refuses to appear, nevertheless the Board may hear and determine the matter.

(f) **Costs.** -- If, after a hearing, an individual is found in violation of § 19-311 of this subtitle, the individual shall pay the costs of the hearing as specified in a regulation adopted by the Board.

§ 19-313. Review

(a) **In general.** -- Except as provided in this section for an action under § 19-311 of this subtitle, any person aggrieved by a final decision of the Board in a contested case, as defined in the Administrative Procedure Act, may petition for judicial review as allowed by the Administrative Procedure Act.

(b) **Action under § 19-311 of this subtitle.** -- Any person aggrieved by a final decision of the Board under § 19-311 of this subtitle may not appeal to the Secretary but may take a direct judicial appeal as provided in the Administrative Procedure Act.

§ 19-314. Reinstatement of licenses

If a license has been suspended or revoked under § 19-311 of this subtitle, the Board may reinstate that license only in accordance with:

- (1) The terms and conditions of the order of suspension or revocation; or
- (2) An order of reinstatement issued by the Board.

§ 19-315. Social worker rehabilitation process

(a) In this section, "social worker rehabilitation process" means a process that may include the evaluation and provision of assistance or the provision of information and resources to a licensee in need of treatment and rehabilitation for:

- (1) Alcoholism;
- (2) Substance abuse or dependency; or
- (3) Other physical, emotional, or behavioral health conditions.

(b) The social worker rehabilitation process of the Board may function to assist persons referred:

- (1) Solely by the Board;
- (2) Jointly with a rehabilitation committee representing another board or boards; or
- (3) By the licensee.

(c) (1) Except as otherwise provided in this subsection, the proceedings, records, and files related to the social worker rehabilitation process are not discoverable and are not admissible in evidence in any civil action arising out of matters that are being or have been reviewed and evaluated as a result of the social worker rehabilitation process.

(2) Paragraph (1) of this subsection does not apply to any record or document that is considered in the social worker rehabilitation process and that otherwise would be subject to discovery or introduction into evidence in a civil action.

(3) For purposes of this subsection, civil action does not include a proceeding before the Board or judicial review of a proceeding before the Board.

(d) A person who acts in good faith and within the scope of jurisdiction of the Board is not civilly liable for any action relating to the social worker rehabilitation process or for giving

information to, participating in, or contributing to the administration of the social worker rehabilitation process.

§ 19-316. Injunctive relief

(a) **Actions.** -- An action may be maintained in the name of the State or the Board to enjoin:

- (1) The unauthorized practice of social work; or
- (2) Conduct that is a ground for disciplinary action under § 19-311 of this subtitle.

(b) **Standing.** -- An action under this section may be brought by:

- (1) The Board, in its own name;
- (2) The Attorney General, in the name of the State; or
- (3) A State's Attorney, in the name of the State.

(c) **Venue.** -- An action under this section shall be brought in the county where the defendant:

- (1) Resides; or
- (2) Engages in the act sought to be enjoined.

(d) **Proof of damages not required.** -- Proof of actual damage or that any person will sustain any damage if an injunction is not granted is not required for an action under this section.

(e) **Other actions not precluded.** -- An action under this section is in addition to and not instead of criminal prosecution for unauthorized practice of social work under § 19-401 of this title or disciplinary action under § 19-311 of this subtitle.

§ 19-316.1. Cease and desist order or injunction.

The Board may issue a cease and desist order or obtain injunctive relief for a violation of any provision of § 19-301 of this subtitle or §§ 19-401 through 19-403 of this title.

§ 19-317. Investigation and examination

(a) **Board may direct examination.** -- While investigating an allegation against a licensee under this title, the Board may require the licensee to submit to an appropriate examination by a health care provider designated by the Board if the Board has reason to believe that the licensee may cause harm to self or others.

(b) **Consent and waiver.** -- In return for the privilege given to a licensee to practice social work in the State, the licensee is deemed to have:

- (1) Consented to submit to an examination under this section, if requested by the Board in writing; and
- (2) Waived any claim of privilege as to the testimony or report of a health care provider who examines the licensee.

(c) **Failure or refusal to submit.** -- The failure or refusal of the licensee to submit to an examination required under this section is prima facie evidence of the licensee's inability to practice social work

competently, unless the Board finds that the failure or refusal was beyond the control of the licensee.

(d) **Costs.** -- The Board shall pay the cost of any examination made under this section.

§ 19-318. Disclosures

(a) **When required.** -- Before a licensee in a private individual, partnership, or group practice provides social work services to a client, the licensee shall provide to the client the following disclosures:

- (1) The licensee's professional identity;
- (2) The services which are or may be provided by the licensee and the fees for each service or the hourly rate; and
- (3) Sufficient information for a patient to give informed consent regarding the nature of the services to be provided.

(b) **Manner of disclosure.** -- The manner of providing these disclosures shall be as follows:

- (1) The licensee's professional identity may be provided by directing the client to the license verification section on the Board's website;
- (2) The licensee's services and fees may be provided by documented discussion or printed fee schedule; and
- (3) Informed consent may be provided by documented discussion or a written form signed by the client which is kept in the client's file.