APA-1
Revised 4/2018

Copy

TRANSMITTAL SHEET FOR NOTICE OF INTENDED ACTION

Control Alabama State Board of Social Work Examiners
Rule No. 850-X-3
Rule Title: Supervision
_____New ___x___Amend _____Repeal _____Adopt by Reference

Would the absence of the proposed rule significantly harm or endanger the public health, welfare, or safety? ___Yes___

Is there a reasonable relationship between the state's police power and the protection of the public health, safety, or welfare? ___Yes___

Is there another, less restrictive method of regulation available that could adequately protect the public? ___No___

Does the proposed rule have the effect of directly or indirectly increasing the costs of any goods or services involved and, if so, to what degree? ___No___

Is the increase in cost, if any, more harmful to the public than the harm that might result from the absence of the proposed rule? ___No___

Are all facets of the rulemaking process designed solely for the purpose of, and so they have, as their primary effect, the protection of the public? ___Yes___

Does the proposed action relate to or affect in any manner any litigation which the agency is a party to concerning the subject matter of the proposed rule? ___No___

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Does the proposed rule have an economic impact?
___No___

If the proposed rule has an economic impact, the proposed rule is required to be accompanied by a fiscal note prepared in accordance with subsection (f) of Section 41-22-23, Code of Alabama 1975.

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Certification of Authorized Official

I certify that the attached proposed rule has been proposed in full compliance with the requirements of Chapter 22, Title 41, Code of Alabama 1975, and that it conforms to all applicable filing requirements of the Administrative Procedure Division of the Legislative Services Agency.

Signature of certifying officer _____

Date 8/25/22

REC'D & FILED
AUG 25 2022
LEGISLATIVE SVC AGENCY

(DATE FILED)
(STAMP)

APA-2

Alabama State Board of Social Work Examiners

NOTICE OF INTENDED ACTION

AGENCY NAME: Alabama State Board of Social Work Examiners

RULE NO. & TITLE: 850-X-3 Supervision

INTENDED ACTION: Amend

SUBSTANCE OF PROPOSED ACTION: The Board proposes to amend the regulations to include two years post licensure experience for LICSW's.

TIME, PLACE, MANNER OF PRESENTING VIEWS: Written comments will be accepted by the Board until 4:00pm on Friday, November 4, 2022. Comments should be directed to Rachel Dickinson, Executive Director at 100 North Union Street, Suite 736, Montgomery, AL 36104 or via electronic mail at Rachel.dickinson@swb.alabama.gov

FINAL DATE FOR COMMENT AND COMPLETION OF NOTICE: Friday, November 4, 2022.

CONTACT PERSON AT AGENCY: Rachel Dickinson, Executive Director
100 North Union Street, Suite 736
Montgomery, AL 36104
334-242-5860

(Signature of officer authorized to promulgate and adopt rules or his or her deputy)

CHAPTER 850-X-3
SUPERVISION

850-X-3-.01 Board Approved Supervisor Qualifications

(1) To obtain status as a board approved supervisor a licensee must be actively licensed and in good standing by the board as an LBSW, a LMSW, a LICSW and meet the requirements of this section. An application form for board approved supervisor status must be submitted to the board (Form A). A LBSW must have five years post licensure practice experience and LMSW supervisor must have three years post licensure practice experience. A LICSW supervisor must have two years post licensure practice experience. The board approved supervisor shall supervise only those supervisees who provide services that fall within the supervisor's own competency.

(2) The board approved supervisor is responsible for the social work information provided within the supervisor plan.

(3) The board approved supervisor must have completed a supervisor's training program acceptable to the board.

(4) The board approved supervisor must complete three hours of continuing education every biennium in supervision theory, skills, strategies, and/or evaluation.

(5) The board approved supervisor must designate at each license renewal that he/she wishes to continue board approved supervisor status.

(6) The board approved supervisor must submit required documentation and fees to the board as listed in 850-X-5-.02 of this title relating to Fees.

(7) When a licensee is designated as a board approved supervisor, he or she may perform the following supervisory functions:

(a) A LICSW supervisor with two years post licensure experience who is a board approved supervisor may supervise clinical experience toward the LICSW license, or non-clinical experience towards the LMSW, or LBSW, or board ordered supervision.

(b) A LMSW with three years post licensure experience who is a board approved supervisor may supervise a LBSW's or LMSW's non-clinical experience.

(c) A LBSW with five years post licensure experience who is a board approved supervisor may supervise a LBSW's experience.

(8) On receiving the licensee's application to be a board approved supervisor, as well as fee and verification of qualifications, the board will issue a letter notifying the licensee that the licensee is a board approved supervisor.

(9) The approved supervisor must renew the supervisor status in conjunction with the licensure renewal cycle. The approved supervisor may surrender supervisory status by documenting the choice on the appropriate board renewal form. If a licensee who has surrendered supervisory status desires to regain supervisory status, the licensee must reapply and meet the current requirements for board approved supervisor status.

Author: Alabama Board of Social Work Examiners

Statutory Authority: Code of Ala. 1975, §34-30-22 (1996 Supp.); §34-30-29 (1991); §34-30-57(6) (1991).

History: Repealed and Replaced: Filed October 31, 1997; Operative December 5, 1997; effective January 1, 1998; September 15, 2016; effective October 21, 2016; Repealed and Replaced Filed July 31, 2020; Effective November 14, 2020. Filed August 25, 2022

850-X-3-.02 Supervisor Requirements

(1)A supervisor must maintain the qualifications described in this section while he or she is providing supervision. A board approved supervisor who wishes to provide any form of board approved or board ordered supervision must comply with the following:

(a) The supervisor is obligated to keep legible, accurate, complete, signed supervision notes and must be able to produce such documentation for the board if requested. The notes shall document the content, duration, and date of each supervision session.

(b) A social worker may contract for supervision with written approval of the employing agency. A copy of the approval must accompany the supervisory plan submitted to the board.

(c) A board approved supervisor may not charge or collect a fee or anything of value from his or her employee or contract employee for the supervision services provided to the employee or contract employee.

(d) Before entering into a supervisory agreement, the supervisor shall be aware of all conditions of exchange with the clients served by her or his supervisee. The supervisor shall not provide supervision if the supervisee is practicing outside the authorized scope of the license. If the supervisor believes that a social worker is practicing outside the scope of the license, the supervisor shall make a report to the board.

(e) A supervisor shall not be employed by or under the employment supervision of the person who he or she is supervising.

(f) A supervisor shall not be a family member of the person being supervised.

(g)A supervisee must have a clearly defined job description and responsibilities.

(h) A supervisee who provides client services for payment or reimbursement shall submit billing to the client or third-party payers which clearly indicates the services provided and who provided the services and specifying the supervisee's licensure category and the fact that the licensee is under supervision.

(i) If either the supervisor or supervisee has an expired license or a license that is revoked or suspended during supervision, supervision hours accumulated during that time will be accepted only if the licensee appeals to and receives approval from the board.

(j) A licensee must be a current board approved supervisor in order to provide professional development supervision toward licensure, or to provide board ordered supervision to a licensee. Providing supervision without having met all requirements for current, valid board approved supervisor status may be grounds for disciplinary action against the supervisor.

(k) The supervisor shall review the Standards of Professional Conduct and Ethics with the supervisee. Such information should be documented by the supervisor.

(l) The supervisor and supervisee shall avoid forming any relationship with each other that impairs the objective, professional judgment and prudent, ethical behavior of either.

(m) Should a supervisor become subject to a board disciplinary order, that person is no longer a board approved supervisor and must so inform all supervisees, helping them to find alternate supervision.

(n) The board may deny, revoke, or suspend board approved supervisory status following a fair hearing for violation of the Act or rules. Continuing to supervise after the board has denied, revoked, or suspended board approved supervisor status, or after the supervisor's supervisory status expires, may be grounds for disciplinary action against the supervisor.

(o) If a supervisor's board approved status is expired, suspended, or revoked, the supervisor shall refund all supervisory fees the supervisee paid after the date the supervisor ceased to be board approved.

(p) A supervisor is responsible for developing a well-conceptualized supervision plan with the supervisee, and for updating that plan whenever there is a change in agency of employment, job function, goals for supervision, or method by which supervision is provided. All board approved supervisors shall have taken a board approved supervision training course by January 1, 2022, in order to renew board approved supervisor status. The board recognizes that many licensees have had little, if any, formal education about supervision theories, strategies, problem-solving, and accountability. Though some supervisors have functioned as employment supervisors for some time and have acquired practical knowledge, their practical supervision skills may be focused in one practice area and may not include current skills in various supervision methods or familiarity with emerging supervisory theories, strategies, and regulations. Therefore, the board values high-quality, contemporary, multi-modality supervision training to ensure that all supervisors have refreshed their supervisory skills and knowledge in order to help supervisees practice safely and effectively.

(q) Prior to the commencement of any supervision the supervisor shall sign and swear and affirm the "Responsibility statement for Supervisors of a Social worker".

(r) The supervisor providing clinical supervision has had sufficient experience, training and education in the area of clinical supervision to competently supervise associates.

(s) Persons licensed by the board who provides supervision shall have a minimum of three (3) contact hours in supervision training obtained from an approved continuing education provider. This training may apply towards the approved continuing education requirements set forth in sections 850-X-8. The content of such training shall include, but not be limited to:

(A) Familiarity with supervision literature through reading assignments specified by course instructors;

(B) Facilitation of social worker-client and supervisor-social worker relationships;

(C) Evaluation and identification of problems in social worker-client and supervisor-social worker relationships;

(D) Structuring to maximize supervision, including times and conditions of supervision sessions, problem solving ability, and implementing supervisor interventions within a range of supervisory modalities including live, videotape, audiotape, and case report methods;

(E) Knowledge of contextual variables such as culture, gender, ethnicity, and economic issues; and

(F) The practice of clinical social work, including the mandated reporting laws, and knowledge of ethical and legal issues.

(t) The supervisor shall provide the supervisee with the original, signed "Responsibility Statement for Supervisors of Social Worker" commencement of any supervision. The supervisee shall provide the board with the original signed form for each supervisor upon application for licensure.

Author: Alabama Board of Social Work Examiners

Statutory Authority: Code of Ala. 1975, §34-30-22 (1996 Supp.); §34-30-29 (1991); §34-30-57(6) (1991).

History: Repealed and Replaced: Filed October 31, 1997; Operative December 5, 1997; effective January 1, 1998; March 8, 2007; effective April 12, 2007; effective October 4, 2014; September 15, 2016; effective October 21, 2016; Repealed and replaced Filed July 31, 2020; Effective November 14, 2020.

850-X-03.03 Board Ordered Supervision. A licensee who is required to be supervised as a condition of initial licensure, continued licensure, or disciplinary action must:

(a) submit one supervisory plan for each practice location to the board for approval by the board or executive director/designee within 30 days of initiating supervision;

(b) submit a current job description from the agency in which the social worker is employed with a verification of authenticity from the agency director or his or her designee on agency letterhead or submit a copy of the contract or appointment under which the licensee intends to work, along with a statement from the potential supervisor that the supervisor has reviewed the contract and is qualified to supervise the licensee in the setting;

(c) ensure that the supervisor submits reports to the board on a schedule determined by the board. In each report, the supervisor must address the supervisee's performance, how closely the supervisee adheres to statutes and rules, any special circumstances that led to the imposition of supervision and recommend whether the supervisee should continue licensure. If the supervisor does not recommend the supervisee for continued licensure, the supervisor must provide specific reasons for not recommending the supervisee. The board may consider the supervisor's reservations as it evaluates the supervision verification the supervisee submits; and

(d) notify the board immediately if there is a disruption in the supervisory relationship or change in practice location and submit a new supervisory plan within 30 days of the break or change in practice location. The supervisor who agrees to provide board ordered supervision of a licensee who is under board disciplinary action must understand the board order and follow the supervision stipulations outlined in the order. The supervisor must address with the licensee those professional behaviors that led to board discipline and must help to remediate those concerns while assisting the licensee to develop strategies to avoid repeating illegal, substandard, or unethical behaviors. The supervisor who agrees to provide board ordered supervision of a licensee who is under board disciplinary action must understand the board order and follow the supervision stipulations outlined in the order.

(e) Board ordered and mandated supervision timeframes are specified in the board order.

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

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

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

(b) The board considers licensure supervision to be supervision which promotes professional growth. Therefore, all supervision modalities must encourage clear, accurate communication between the supervisor and the supervisee, including case-based communication that meets standards for confidentiality. Though the board favors supervision modalities in which the supervisor and supervisee are in the same geographical place for a substantial part of the supervision time, the board also recognizes that some current and future technology, such as using reliable, technologically-secure

computer cameras and microphones, can allow personal face-to-face, though remote, interaction, and can support professional growth. Supervision modalities must be clearly described in the supervision plan, explaining how the supervision strategies and methods of delivery meet the supervisee's professional growth needs and ensure that confidentiality is protected. The plan must be approved by the board prior to the start of supervision.

(c) The supervision required must be provided by a supervisor who meets the requirements specified in section 850-X-03-.01 and 850-X-03-.02. The supervision must be provided by a:

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

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

(C) licensed independent clinical social worker who has completed the supervised practice requirements <u>and two years post licensure experience as a LICSW.</u>

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

(1) development of professional values and responsibilities;
(2) practice skills;
(3) authorized scope of practice;
(4) ensuring continuing competence; and
(5) ethical standards of practice;
(6) human development and behavior in the social environment
(7) effects of diversity and personal biases
(8) Assessment in Social Work Practice
(9) Social Work Practice with Individuals, Couples, Families, Groups and Communities
(10) Interpersonal Communication
(11) Professional Social Worker/Client Relationship
(12) Professional Values and Ethics
(13) Supervision in Social Work
(14) Social Work Administration
(15) Practice Evaluation and the Utilization of Research
(16) Service Delivery
(17) Case Analysis

Supervisors must submit a supervision plan according to section 850-X-03-.01; and submit verification of supervised practice according to 850-x-03-.01, when a licensed bachelor social worker applies for the renewal of a license.

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

(f). The social worker and the social worker's supervisor must submit verification that the supervisee has met or has made progress on meeting the applicable supervision requirements according to 850-X-03-.01.

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

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

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

(c)The supervision required must be provided by a supervisor who meets the requirements specified in section 850-X-03-.01 The supervision must be provided by a:

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

(B) licensed independent clinical social worker who has completed the supervised practice requirements <u>and two years post licensure experience as a LICSW.</u>

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

(1) development of professional values and responsibilities;
(2) practice skills;
(3) authorized scope of practice;
(4) ensuring continuing competence; and
(5) ethical standards of practice;
(6) human development and behavior in the social environment
(7) effects of diversity and personal biases
(8) Assessment in Social Work Practice
(9) Social Work Practice with Individuals, Couples, Families, Groups and Communities
(10) Interpersonal Communication
(11) Professional Social Worker/Client Relationship
(12) Professional Values and Ethics
(13) Supervision in Social Work
(14) Social Work Administration
(15) Practice Evaluation and the Utilization of Research
(16) Service Delivery
(17) Case Analysis

Supervisors must submit a supervision plan according to section 850-X-03-.01; and submit verification of supervised practice according to 850-x-03-.01, when a licensed master social worker applies for the renewal of a license.

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

(f) The social worker and the social worker's supervisor must submit verification that the supervisee has met or has made progress on meeting the applicable supervision requirements according to 850-X-03-.01.

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

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

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

(j) The supervision required by this section must be provided by a supervisor who meets the requirements specified in 850-X-03-.01. The supervision must be provided by a licensed independent clinical social worker.

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

(1) development of professional values and responsibilities;
(2) practice skills;
(3) authorized scope of practice;
(4) ensuring continuing competence; and
(5) ethical standards of practice;
(6) human development and behavior in the social environment
(7) effects of diversity and personal biases
(8) Assessment in Social Work Practice
(9) Social Work Practice with Individuals, Couples, Families, Groups and Communities
(10) Interpersonal Communication
(11) Professional Social Worker/Client Relationship
(12) Professional Values and Ethics

(13) Supervision in Social Work
(14) Social Work Administration
(15) Practice Evaluation and the Utilization of Research
(16) Service Delivery
(17) Case Analysis
(18) Assessment
(19) Treatment modalities
(20) Clinical Knowledge and Skills

Supervisors must submit a supervision plan according to section 850-X-03-.01; and submit verification of supervised practice according to 850-x-03-.01, when a licensed master social worker applies for the renewal of a license; or a licensed master social worker applies for a licensed independent clinical social worker license.

(3) Eligibility for licensure as a Licensed Independent Clinical Social Worker. Upon completion of not less than 3,000 work hours and 96 hours of supervision according to the requirements of this section, a licensed master's social worker is eligible to apply for a licensed independent clinical social worker license under section 850-X-2.02(3)

(a). Verification of supervised practice. A social worker and the social worker's supervisor must submit verification that the supervisee has met or has made progress on meeting the applicable supervision requirements according to 850-X-03.

850-X-03.05 Documentation of Supervision
(1) SUPERVISORY PLAN

(a) On and after January 1, 2021, all board approved supervisors as defined in Section 850-X-03 who assume responsibility for providing supervision shall develop a supervisory plan that describes the goals and objectives of supervision and shall complete and sign under penalty of perjury the "Supervisory Plan", hereby incorporated by reference.

(b) A licensed social worker must submit, on a form provided by the board, a supervision plan for meeting the supervision requirements specified in sections 850-X-03 (Form B or Form C).

(c) The supervision plan must be submitted no later than 60 days after the licensee begins a social work practice position after becoming licensed.

(d) In the event that supervision is not completed within the biennium renewal period, the licensee will submit an updated supervision plan along with the renewal application.

(e) The supervision plan must include the following:

(A) the name of the supervisee, the name of the agency in which the supervisee is being supervised, and the supervisee's position title;

(B) the name and qualifications of the person providing the supervision;

(C) the number of hours of one-on-one in-person supervision and the number and type of additional hours of supervision to be completed by the supervisee;

(D) the supervisee's position description;

(E) a brief description of the supervision the supervisee will receive in the following content areas:

(i) clinical practice, if applicable;
(ii) development of professional social work knowledge, skills, and values;
(iii) practice methods;
(iv) authorized scope of practice;
(v) ensuring continuing competence; and

(vi) ethical standards of practice; and

(f) if applicable, a detailed description of the supervisee's clinical social work practice, addressing:

(A) the client population, the range of presenting issues, and diagnosis;

(B) the clinical modalities that were utilized; and

(g) The board must receive a revised supervision plan within 60 days of any of the following changes:

(A) the supervisee has a new supervisor;

(B) the supervisee begins a new social work position;

(C) the scope or content of the supervisee's social work practice changes substantially;

(D) the number of practice or supervision hours changes substantially; or

(E) the type of supervision changes as supervision is described in section 850-X-03

(h) The board must approve the supervisor and the supervision plan.

850-X-03-.06 Requirements of Supervisor Training Course Providers

(1) Supervisor Training Course Providers

(a) A supervisor training course provider must be an approved continuing education provider to apply for approval as a supervisor training course provider. A provider shall apply on board forms.

(b) A supervisor training course provider must be approved under this section to offer supervisor training courses. The board shall maintain a list of supervisor training course providers on the board's website.

(c) The applicant shall certify on the application that all supervisor training courses that the provider offers for board credit will comply with the criteria in this section; and that the supervisor training course provider will be responsible for verifying attendance at each program and provide an attendance certificate as set forth in this section.

(d) A supervisor training course offered for board credit shall enhance recipients' professional knowledge and skills about supervision so that they can successfully fulfill the supervision duties the board expects board-approved supervisors to complete. The course shall be developed and presented by persons who are appropriately knowledgeable in supervision theories, strategies, and techniques. It shall specify the course objectives, course content, and teaching methods.

(e) The supervisor training course provider must document that each course complies with this section and maintain that documentation for a period of three years.

(f) To be approved, an applicant must demonstrate compliance with the board's course content guidelines. The board will review the supervisor training course provider application and notify the applicant of any deficiencies or grant approval. If the applicant is not already a board-approved continuing education provider, the applicant will be notified of the deficiency of this requirement. Once minimum requirements are met, the board-approved supervisor training course provider shall indicate the supervisor training course provider approval number all attendance certificates.

(g) Each supervisor training course shall allow participants to formally evaluate the course using an evaluation instrument. The provider and the instructor shall review the evaluation outcomes and revise subsequent programs accordingly. The supervisor training course provider shall keep all evaluations for three years and allow the board to review the evaluations on request.

(h) A supervisor training course provider must submit updated curricula every six years in order to maintain approval as a provider.

(i) The supervisor training course provider is responsible for providing each training participant with a legible attendance certificate when the training ends, verifying the name, date, and place of the training; the provider's name, approval number, and signature; and board contact information.

(j) The supervisor training course provider shall maintain attendance records for not fewer than three years.

(k) The supervisor training course provider is responsible for assuring that only licensees who attend the complete training and have demonstrated that they met training objectives receive credit for the training.

(l) The board may evaluate any approved supervisor training provider at any time to ensure compliance with requirements of this section. If the provider is not compliant, the provider shall implement a correction plan to address deficiencies and will submit documentation verifying corrective action to the board within 30 days of the date of the board's notice that corrective action is necessary.

(m) The board may rescind the approval status of a supervisor training provider.

(n) Complaints regarding supervisor training courses offered by approved providers may be submitted in writing to the executive director. Complaints may result in an audit and may be referred to the board for appropriate action.

(o) A supervisor training course provider whose approval status has been rescinded by the board may reapply on or after the 90th day following the board action. The provider must document corrective action and demonstrate that the provider's courses will be presented in compliance with this section.

(h) In order to get board credit of supervisor training to meet requirements of 850-X-03 (relating to recognition as a Board approved Supervisor and the Supervision Process), a licensee must take that training from a provider approved in good standing with the board.

Author: Alabama State Board of Social Work Examiners
Statutory Authority: Code of Ala. 1975, §34-30-57(6) (1991).
History: Filed July 31, 2020; effective November 14, 2020.