
10:00 a.m. Call to Order – Teresa Reynolds, LCSW, Chairperson

- Welcome/Introductions
- Establishment of a Quorum
- Mission of the Board/Evacuation Procedures-----Page 3

Adoption of Agenda

Public Comment

The Board will receive public comment related to agenda items at this time. The Board will not receive comment on any pending regulation process for which a public comment period has closed or any pending or closed complaint or disciplinary matter.

- CSWE letter regarding doctorate program accreditation----- Page 5

Approval of Minutes

March 14, 2025 Board Meeting* ----- Page 7

Agency Director Report (Verbal Report) - Arne Owens

Chair Report (Verbal Report) – Teresa Reynolds

Legislation and Regulatory Report – Erin Barrett, JD, Director of Legislative and Regulatory Affairs, Department of Health Professions

- Chart of Regulatory Actions----- Page 10
- Consideration of Petition for Rulemaking*----- Page 12

Committee Reports

- Ad Hoc Committee – Sherwood Randolph, LCSW and Martha Meadows, LCSW
- Regulatory Committee Report
 - Regulatory Committee Draft Minutes (For Informational Purposes)----- Page 19

Staff Reports

- Licensure Report - Charlotte Lenart, Deputy Director, BSU-----Page 21
- Discipline Report – Jennifer Lang, Deputy Director, BSU
- Executive Director’s Report – Ms. Hoyle
 - Social Work Compact Update
 - ASWB Update

Consideration of Recommended Decision*

Future Meeting Dates:

- June 25, 2025 - Ad Hoc Committee
- September 12, 2025 – Regulatory Committee
- September 26, 2025 – Full Board Meeting

Meeting Adjournment

*Indicates a Board vote is required.

This information is in **DRAFT** form and is subject to change. The official agenda and packet will be approved by the Board at the meeting. One printed copy of the agenda and packet will be available for the public to view at the meeting pursuant to Virginia Code Section 2.2-3707(F).

MISSION STATEMENT

Our mission is to ensure safe and competent patient care by licensing health professionals, enforcing standards of practice, and providing information to health care practitioners and the public.

EMERGENCY EGRESS

Please listen to the following instructions about exiting these premises in the event of an emergency.

In the event of a fire or other emergency requiring the evacuation of the building, alarms will sound. When the alarms sound, leave the room immediately. Follow any instructions given by the Security staff.

Board Room 1

Exit the room using one of the doors at the back of the room. **(Point)** Upon exiting the room, turn **RIGHT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Board Room 2

Exit the room using one of the doors at the back of the room. (Point) Upon exiting the room, turn **RIGHT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

You may also exit the room using the side door **(Point)**, turn **Right** out the door and make an immediate **Left**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Board Rooms 3 and 4

Exit the room using one of the doors at the back of the room. **(Point)** Upon exiting the room, turn **RIGHT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Training Room 1

Exit the room using one of the doors at the back of the room. **(Point)** Upon exiting the room, turn **LEFT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Training Room 2

Exit the room using one of the doors at the back of the room. **(Point)** Upon exiting the doors, turn **LEFT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.



Memo to the Social Work Profession Regarding Practice Doctorate Program Accreditation

March 31, 2025

Dear social work colleagues, clients, constituents, and public interests,

In social work education, the Council on Social Work Education's (CSWE) Board of Accreditation (BOA) is [recognized](#) by the Council on Higher Education Accreditation (CHEA) to accredit baccalaureate and master's social work degree programs in the United States and its territories. Since its inception in July 1952 (and its predecessor since 1919), CSWE has accredited master's programs. In 1974, CSWE began accrediting baccalaureate programs.

In recent years, the number of practice doctorate programs has grown from 5 in [2014](#) to 38 in 2024, and continues to grow according to a recent audit of social work programs conducted by CSWE. In response to questions regarding how practice doctorate degrees align within the [social work education continuum](#), CSWE partnered with social work programs, social work educators and leaders, doctoral students, health accreditors, and other constituents to conduct an environmental scan, gather data and feedback, and create [pilot accreditation standards](#) prior to launching the accreditation pilot.

Pilot & Expansion of Scope Request

Beginning in fall 2021, the CSWE BOA piloted accreditation processes for practice doctorate programs [i.e., Doctor of Social Work (DSW)]. CSWE BOA seeks to accredit professional practice degrees to ensure quality learning environments; adequate student preparation and health and safety; training of ethical and competent practitioners, scholars, and leaders; and public accountability and transparency.

A pilot review is required by [CHEA](#) for the CSWE BOA to request a change of scope to include practice doctorate program accreditation in its CHEA recognition. A change in the recognized scope of accreditation requires that the accrediting organization submit "evidence that the new proposed scope has been effectively implemented at a minimum of two institutions or programs," and "evidence that the accrediting organization's capacity is adequate to accommodate the proposed change in scope." A pilot is also best practice among accreditors as it allows CSWE BOA and CSWE staff to review standards and evaluate each stage in the accreditation process to make adjustments, as needed. Three pilot programs were granted initial accreditation in February 2025 and are listed in the [Directory of Accredited programs](#).

Social Work Education Continuum

CSWE recognizes professional social work education exists on a continuum. Baccalaureate and master's social work programs maintain their significant and vital role in the [social work education continuum](#) preparing students for competent social work practice across all system levels (i.e., micro, mezzo, and macro) and with diverse clients and constituencies. Baccalaureate programs prepare students for generalist practice while master's programs prepare students for generalist and specialized practice. Practice doctorate programs prepare practitioner-scholars to advance social work practice and innovate at the micro, mezzo, and/or macro practice levels as well as in higher education and/or professional leadership. The CSWE-BOA and [2015 Educational Policy and Accreditation Standards \(EPAS\)](#) and [2022 EPAS](#) continue to emphasize the value of baccalaureate and master's level social work preparation for

faculty, administrators, and field instructors in accredited social work programs as well as for post-degree social work practice.

Retroactive Accreditation Status & Career Implications for Graduates

Piloting is an intentionally incremental process. Until accreditation is readily available and all existing and developing practice doctorate programs have an opportunity to seek accreditation, the CSWE-accreditation status of practice doctorate programs should not be considered when evaluating qualifications of graduates for licensure, employment, and other professional pursuits.

Once practice doctorate programs receive initial accreditation, a program's accreditation status cannot retroactively apply to previous students or curricula. The accreditation status obtained at initial accreditation applies to the components that were peer-reviewed during the multi-modality accreditation review process. Review policies *1.6 Accreditation Status Statements for Websites & Materials* and *5.2 Retroactive Accredited Status* in the [Accreditation Policy Handbook](#) for more details.

Call to Action

During this historical time in social work education and practice, we implore social work licensing boards, employers, and professional decision-makers to recognize that practice doctorate programs did not have access to CSWE-accreditation until the pilot review concluded in 2025, with the earliest retroactive accreditation date available in 2025. **Therefore, former graduates' careers should not be negatively impacted nor penalized, and their qualifications considered equivalent to those that graduate from future CSWE-accredited practice doctorate programs.**

For more information, review the Practice Doctorate Program Accreditation Toolkit on the CSWE website for [implementation information](#).

Please direct questions about practice doctorate program accreditation to accreditation@cswe.org.



Halaevalu F. Ofahengaue Vakalahi, MSW, PhD
President and CEO



Shanéa Thomas, EdD, LICSW, CSE
Executive Director of Accreditation



Tom Gregoire, PhD
Chair, Board of Accreditation



DRAFT
Virginia Board of Social Work
Quarterly Board Meeting Minutes
Friday, March 7, 2025, at 10:00 a.m.
9960 Mayland Drive, Henrico, VA 23233
Board Room 2

PRESIDING OFFICER: Teresa Reynold, MSW, LCSW, Board Chairperson

BOARD MEMBERS PRESENT: Elke Cox, MSW, LCSW, Vice-Chairperson
Kimberly Jackson, Citizen Member (*joined the meeting at 10:22 am*)
Joan Landolt, MSW, LCSW
Martha Meadows, MA, LCSW
Denise Purgold, MSW, LCSW
Sherwood Randolph, MSW, LCSW

BOARD MEMBERS ABSENT: Victoria Cartagena, MSW, LCSW

BOARD STAFF PRESENT: Krystal Blanton, Discipline & Compliance Case Specialist
Jaime Hoyle, JD, Executive Director
Jennifer Lang, Deputy Executive Director- Discipline
Charlotte Lenart, Deputy Executive Director- Licensing
Sharniece Vaughan, Licensing & Operations Supervisor
Rebecca Walker, Licensing Specialist

DHP STAFF PRESENT: Erin Barrett, JD, Director of Legislative and Regulatory Affairs, Department of Health Professions
Matt Novak, Policy & Economic Analyst, Department of Health Professions
Arne Owens, Agency Director, Department of Health Professions

BOARD COUNSEL PRESENT: None

PUBLIC ATTENDEES: Mark Smith, Greater Washington Society for Clinical Social Work (GWSCSW),
Virginia Society of Clinical Social Work (VSCSW)

CALL TO ORDER: Ms. Reynolds called the Board Meeting to order at 10:00 a.m.

ROLL CALL/ESTABLISHMENT OF A QUORUM: All Board members and staff were introduced. Six members of the Board were present at roll call; therefore, a quorum was established.

MISSION STATEMENT: Ms. Reynolds read the mission statement of the Department of Health Professions, which was also the mission statement of the Board.

ADOPTION OF AGENDA: The Board reviewed the agenda for the March 7, 2025 meeting.

Motion: Mr. Randolph made a motion, which Ms. Purgold properly seconded, to approve the agenda as presented. The motion passed unanimously.

PUBLIC COMMENT: No public comment was provided.

APPROVAL OF MINUTES: The Board reviewed the minutes from the last meeting held on December 20, 2024.

Motion: Ms. Purgold made a motion, which Mr. Randolph properly seconded, to approve the minutes from the December 20, 2024, meeting as presented. The motion passed unanimously.

AGENCY REPORT:

Mr. Owens announced that the 2025 General Assembly session has concluded, except for the veto session. He highlighted four agency bills, all of which passed, with three specifically addressing the healthcare workforce.

Mr. Owens also discussed the roles of each internal department and discussed the agency bill that eliminated the Board of Health Professions. Additionally, he mentioned that a salary study has been completed to keep the agency competitive with other organizations, and necessary adjustments have been made to support the 13 Boards within the agency.

BOARD CHAIR REPORT:

Ms. Reynolds expressed her joy in celebrating Social Work Month, stating that she is proud to be a part of this profession that serves the public. She also thanked the Board for their dedicated work.

LEGISLATION & REGULATORY REPORT:

Ms. Barrett discussed several General Assembly bills, particularly HB1897, initiated by the National Association of Social Work Boards (NASW), which allows LMSWs to provide clinical services under supervision. The Board had a lengthy discussion on the intent and the need to update its regulations to address this new legislation.

Regulatory Action:

Mr. Novak provided a summary of the regulatory actions and discussed the need to adopt final Regulations Governing the Practice of Music Therapy.

Ms. Barrett presented the history of the legislation and regulatory process for the music therapy license, emphasizing that it has taken several years to reach this final stage.

Motion: After Mr. Novak reviewing the proposed language for the Regulations Governing the Practice of Music Therapy, Ms. Cox made a motion, which Mr. Randolph properly seconded, to accept the recommendations from the Music Therapy Advisory Board as presented. The motion passed unanimously.

COMMITTEE REPORTS:**Ad Hoc Committee Report**

Mr. Randolph reported that the committee recently held an in-person meeting in which Association of Social Work Boards (ASWB) and PSI Testing Service provided a presentation on the in the examination process. Their presentation focused on ASWB's involvement in exam development, licensing, and key upcoming updates and innovations. The presentation and information from the meeting will be emailed to the Board members by staff and will be available in the meeting minutes from the March 5, 2025, Ad Hoc Committee Meeting.

Mr. Randolph noted that stakeholders had the opportunity to ask questions about the ASWB exams, addressing concerns from the community. Due to time restraints, the stakeholders were asked to submit additional questions to Ms. Hoyle so that she could compile a list of additional questions for ASWB.

Ms. Randolph requested that community-based agencies submit letters outlining their perspectives on alternative pathways and inquired about a deadline for these submissions. Additionally, the Committee has asked Board staff to initiate a survey targeting licensees, applicants, and the social work community. The results of the survey, the feedback from community-based agencies, and ASWB information regarding the examination process, exam development, and innovations will be compiled into a proposal for consideration by the full Board.

**EXECUTIVE DIRECTOR'S
REPORT:**

Ms. Hoyle mentioned that she attended a Social Work Compact Commission meeting virtually, and the minutes for this meeting are available on the Social Work Licensure Compact's website. She also noted that the Commission is in the process of adopting bylaws for the compact and determining ex-officio members.

She mentioned that Ms. Landolt and Ms. Jackson will be attending the ASWB new Board member training. Additionally, there is a mid-year conference in May, which both Ms. Hoyle and Ms. Jackson will also be attending.

DISCIPLINE REPORT:

Ms. Lang referenced the discipline report on page 54 of the agenda packet and highlighted that the board is significantly behind on probable cause reviews, with 226 open cases at the board level. Currently, there is one part-time licensed reviewer handling these cases, but each case can be quite time-consuming. She also mentioned that she is seeking approval for an additional part-time, remote reviewer on a temporary basis, though the individual may not be available until June. In the interim, she requested that board members assist with the reviews and noted that Ms. Blanton will coordinate the process with them.

LICENSING REPORT:

Ms. Lenart reported that as of February 2025, the Board regulates over 17,000 licenses and shared the 100% satisfaction survey results for the Board of Social Work, which are included in the agenda packet. She shared several survey comments, emphasizing how reengineering efforts and staff dedication have led to a significant positive impact. Looking ahead, she highlighted that staff will be working on developing the Music Therapy Handbook and its associated applications.

Furthermore, ASWB will be transitioning its examination providers from PSI back to Pearson Vue, with a testing hiatus scheduled from March 16, 2025 to March 30, 2025. ASWB is also conducting a soft launch of remote proctoring for exam candidates who live more than 75 miles from a testing location.

NEXT MEETING DATES:

The next meeting is scheduled for Friday, June 6, 2025, at 10 a.m.

ADJOURNMENT:

Ms. Reynolds adjourned the meeting at 11:33 a.m.

Teresa Reynolds, MSW, LCSW, Chair

Jaime Hoyle, JD, Executive Director

Board of Social Work
Current Regulatory Actions
As of May 29, 2025

In the Governor's office

None

In the Secretary's office

VAC	Stage	Subject Matter	Submitted from agency	Time in current location	Notes
18VAC140-20	Proposed	Amendments resulting from 2022 periodic review	12/19/2022	342 days	Amendments from 2022 periodic review excluding the section 37 changes that were filed in a separate action.
18VAC140-20	NOIRA	Implementation of the Social Work Compact	10/10/2024	223 days	Implements the Social Work Compact as required by legislation.

At the Department of Planning and Budget

VAC	Stage	Subject Matter	Submitted from agency	Time in current location	Notes
18VAC140-30	Proposed	Initial regulations for licensure of music therapists	5/16/2025	13 days	Implements licensure of music therapists pursuant to directive by the General Assembly

At the Office of the Attorney General

VAC	Stage	Subject Matter	Submitted from agency	Time in current location	Notes
18VAC140-20	Proposed	Acceptance of APA approved training as CE providers	10/4/2024	237 days	Expands options for CE.

18VAC140-20	Proposed	2022 Periodic review changes to section 37	10/4/2024	237 days	Includes provision that was removed from the overall periodic review action of Chapter 20 to handle separately.
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Recently effective or awaiting publication

None.

Agenda Item: Consideration of Petition for Rulemaking

Included in your agenda packet:

- Poole petition for rulemaking which seeks to require an examination for licensure by endorsement if the original jurisdiction did not require an examination at the time of licensure;
- TownHall comment; and
- 18VAC140-20-45

Action Needed:

- Motion to either:
 - Accept the petition and initiate rulemaking; OR
 - Motion to deny the petition, clearly stating why



Petition for Rule-making

The Code of Virginia (§ 2.2-4007) and the Public Participation Guidelines of this board require a person who wishes to petition the board to develop a new regulation or amend an existing regulation to provide certain information. Within 14 days of receiving a valid petition, the board will notify the petitioner and send a notice to the Register of Regulations identifying the petitioner, the nature of the request and the plan for responding to the petition. Following publication of the petition in the Register, a 21-day comment period will begin to allow written comment on the petition. Within 90 days after the comment period, the board will issue a written decision on the petition. If the board has not met within that 90-day period, the decision will be issued no later than 14 days after it next meets.

Please provide the information requested below. (Print or Type)

Petitioner's full name (Last, First, Middle initial, Suffix,)

Poole, Khidhra, S

Street Address

4206 Hiddenwell Lane

Area Code and Telephone Number

City

Chester

State

Virginia

Zip Code:

2 3 8 3 1

Email Address (optional)

khidhraspoole@gmail.com

Respond to the following questions:

1. What regulation are you petitioning the board to amend? Please state the title of the regulation and the section/sections you want the board to consider amending.

18VAC140-20-45. Requirements for licensure by endorsement. specifically; The board may accept evidence that a national examination was not required for licensure by the other jurisdiction at the time the applicant was initially

2. Please summarize the substance of the change you are requesting and state the rationale or purpose for the new or amended rule.

Why 18VAC140-20-45 should be revised to ensure that all individuals seeking licensure by endorsement in Virginia take the national examination, even if their original jurisdiction did not require it at the time of initial licensure. There are major concerns with the current regulation as written. Employers, insurance providers, and professional organizations expect that licensed social workers in Virginia meet national competency standards. If Virginia continues to allow endorsement without an exam, it could create disparities in licensing expectations, making Virginia's licensed professionals appear less qualified compared to those from states with stricter requirements. Social work practice and ethical standards evolve, and jurisdictions that did not previously require a national exam may have had lower or outdated competency requirements. Requiring the national exam ensures that all Virginia social workers, regardless of their original licensure state, meet a uniform and current standard of professional knowledge. — — — — — Please see attached addendum

3. State the legal authority of the board to take the action requested. In general, the legal authority for the adoption of regulations by the board is found in § 54.1-2400 of the Code of Virginia. If there is other legal authority for promulgation of a regulation, please provide that Code reference.

As stated in § 54.1-2400 of the Code of Virginia, I ask the board exercise its legal authority and adopt this suggested change to the regulations immediately.

Signature:

Date: 3/5/25

Petition for Rule-making addendum

Why 18VAC140-20-45 should be revised to ensure that all individuals seeking licensure by endorsement in Virginia take the national examination, even if their original jurisdiction did not require it at the time of initial licensure. There are major concerns with the current regulation as written. Employers, insurance providers, and professional organizations expect that licensed social workers in Virginia meet national competency standards. If Virginia continues to allow endorsement without an exam, it could create disparities in licensing expectations, making Virginia's licensed professionals appear less qualified compared to those from states with stricter requirements. Social work practice and ethical standards evolve, and jurisdictions that did not previously require a national exam may have had lower or outdated competency requirements. Requiring the national exam ensures that all Virginia social workers, regardless of their original licensure state, meet a uniform and current standard of professional knowledge. Without standardized testing, Virginia risks licensing individuals who may not meet national safety and ethical benchmarks, jeopardizing the well-being of vulnerable populations.

18VAC140-20-45 should be revised for the following reasons:

1. Ensuring Consistency and Competency Across Jurisdictions; Allowing individuals to obtain licensure in Virginia without taking this exam creates an inconsistent standard, potentially leading to variability in knowledge and skill levels among licensed professionals.
2. Protecting Public Safety & Client Well-Being; The national exam includes critical areas of social work practice, including assessment, diagnosis, intervention strategies, and ethical decision-making. Without this examination requirement, Virginia could license individuals who have never been tested on these essential competencies, increasing the risk of harmful or unethical practices that could negatively impact clients.
3. Maintaining the Integrity and Reputation of Virginia's Licensure Process; Virginia's licensing process must be rigorous and equitable to maintain credibility within the profession and align with national best practices. By allowing licensure without a national exam, Virginia may face risks, potentially making its licensing process appear less rigorous than other states that uphold uniform examination requirements.

It is being requested that the board remove the exemption that allows licensure without a national exam. Instead, applicants seeking licensure by endorsement should be required to: Provide proof of passing the national ASWB exam or take the national exam before being granted a Virginia license. This ensures that all social workers in Virginia—regardless of where they were originally licensed—meet the same professional and ethical standards, reinforcing both public trust and the credibility of the profession.



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Agency Department of Health Professions

Board Board of Social Work

Chapter Regulations Governing the Practice of Social Work **[18 VAC 140 - 20]**

1 comments

All good comments for this forum [Show Only Flagged](#)

[Back to List of Comments](#)

Commenter: Cara Sanner, Association of Social Work Boards

4/28/25 3:27 pm

Petition to amend 18VAC140-20-45 4.28.25

April 28, 2025

Teresa Reynolds, MSW, LCSW
Chairperson
Virginia Board of Social Work
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico Virginia 23233-1463

Re: Petition to amend 18VAC140-20-45 "Require examination for licensure by endorsement if original jurisdiction did not require examination at time of licensure"

Dear Chairperson Reynolds and Distinguished Board Members:

I write to you today on behalf of the Association of Social Work Boards (ASWB) to share our support for the Petition to amend 18VAC140-20-45 (Petition). ASWB is the nonprofit professional association that supports regulatory entities across 64 U.S. and Canadian jurisdictions. ASWB's mission is to advance safe, competent, and ethical social work practice to protect the public. As part of that mission, ASWB develops and maintains the licensing examinations used to assess a social worker's readiness to practice safely and ethically. ASWB was formed for this purpose in 1979. The change proposed by the Petition ensures that social work applicants initially licensed outside the state of Virginia are required to demonstrate minimum competence through a uniform assessment tool; this is consistent with Virginia's requirement for first time license applicants to the state. ASWB respectfully asks the Board of Social Work to consider how the regulations cited in the petition can be strengthened to best serve the Board's crucial public protection mandate.

ASWB firmly opposes any effort to bypass the examination requirement for licensure in Virginia. The examination serves as a critical safeguard—ensuring that individuals entering the profession possess the foundational knowledge necessary to serve the public effectively, ethically, and safely. The language flagged in the Petition to amend 18VAC140-20-45 reflects the regulatory landscape during a time when exams were first being adopted across U.S. jurisdictions in the 1990s. However, exams have since become a cornerstone of professional licensing qualification standards; exams are nearly universally required across U.S.

jurisdictions. The Interstate Social Work Licensing Compact reinforces examination as necessary for practitioner access to a multistate license.

Professional licensure decisions are generally grounded in three pillars: education, experience, and examination. Of these, only the licensing exam provides a standardized, continuously vetted, and objective measure of entry-level competence. Bypassing this requirement would compromise both the integrity of the licensure process and the principle of public accountability that is core to our profession.

Exempting applicants from the examination requirement undermines public trust in the title “licensed social worker.” It also creates regulatory inconsistencies between social workers initially licensed in Virginia and those obtaining additional licensure in the state, which has impacts that need to be carefully considered. Most importantly, it reduces public protection standards. Virginians, particularly the most vulnerable receiving social work services, deserve assurance that the professionals supporting them have demonstrated the competence necessary to provide safe and ethical care.

Last year Virginia adopted the Interstate Social Work Licensure Compact. The Compact requires social workers to take and pass the qualifying national exam that corresponds to the category of multistate license sought. Therefore, licensing applicants without an exam sets up a bifurcated licensing system in the state where social workers are licensed under two different standards. This will create differences among social workers with the same “licensed” title, and raises concerns such as:

- **Public Confusion:** Virginians deserve clarity and consistency regarding what it means to be a “licensed social worker.” Divergent licensure standards can create uncertainty for individuals seeking services, potentially diminishing trust in the profession.
- **Professional Disadvantage:** Social workers licensed without having passed the national examination may face unintended limitations. Their qualifications could be challenged in legal settings where expert testimony is required. Additionally, agencies such as the Veterans Health Administration require passage of the exam for social workers to advance beyond entry-level positions, creating inequities among professionals with the same title.
- **Administrative Burden:** A dual-standard licensing system adds complexity and cost for the regulatory body responsible for oversight, straining resources and creating inefficiencies.

Recently, changes to licensing exam requirements by a few states has consequences that merit consideration. State license by endorsement provisions that do not expressly require examination inadvertently provide an opportunity for out-of-state licensees to skirt the same standards upheld by initial licensees to the state. ASWB respectfully requests that the Board consider the petition before you. The examination is a critical component of public protection, regulatory accountability, and professional standards. Licensing authorities are called on to be responsive to changing regulatory landscapes. Please consider how the Board may further strengthen Virginia’s social work regulations.

Thank you for your attention to this matter and for your continued commitment to public protection.

Respectfully submitted,



Cara Sanner
Director of Regulatory Services
Association of Social Work Boards

ASWB is a nonprofit association whose members comprise the 64 social work licensing authorities from the United States and Canada. ASWB is recognized under section 501(c)(3) of the Internal Revenue Code as an

entity that provides programs and services to social work regulatory boards in promoting uniformity and lessening burdens on state governments.

CommentID: **233964**

18VAC140-20-45. Requirements for licensure by endorsement.

A. Every applicant for licensure by endorsement shall submit in one package:

1. A completed application and the application fee prescribed in [18VAC140-20-30](#).
2. Documentation of active social work licensure in good standing obtained by standards required for licensure in another jurisdiction as verified by the out-of-state licensing agency. Licensure in the other jurisdiction shall be of a comparable type as the licensure that the applicant is seeking in Virginia.
3. Verification of a passing score on a board-approved national exam at the level for which the applicant is seeking licensure in Virginia. The board may accept evidence that a national examination was not required for licensure by the other jurisdiction at the time the applicant was initially licensed.
4. Documentation of any other health or mental health licensure or certification, if applicable.
5. A current report from the U.S. Department of Health and Human Services National Practitioner Data Bank (NPDB).
6. Certification that the applicant is not the respondent in any pending or unresolved board action in another jurisdiction or in a malpractice claim.

B. If an applicant for licensure by endorsement has not passed a board-approved national examination at the level for which the applicant is seeking licensure in Virginia, the board may approve the applicant to sit for such examination.



DRAFT
Virginia Board of Social Work
Regulatory Committee Meeting Minutes
Friday, May 16, 2025, at 10:00 a.m.
9960 Mayland Drive, Henrico, VA 23233
Training Room 2

PRESIDING OFFICER: Elke Cox, MSW, LCSW

BOARD MEMBERS PRESENT: Teresa Reynold, MSW, LCSW

BOARD MEMBERS ABSENT: Denise Purgold, MSW, LCSW

BOARD STAFF PRESENT: Krystal Blanton, Discipline & Compliance Case Specialist
Jaime Hoyle, JD, Executive Director
Jennifer Lang, Deputy Executive Director- Discipline
Sharniece Vaughan, Licensing & Operations Supervisor

DHP STAFF PRESENT: Erin Barrett, JD, Director of Legislative and Regulatory Affairs, Department of Health Professions (*joined at 11:00am*)
Matt Novak, Policy & Economic Analyst, Department of Health Professions
Arne Owens, Agency Director, Department of Health Professions (*joined at 10:40am*)

PUBLIC ATTENDEES: None

CALL TO ORDER: Ms. Cox called the Regulatory Committee meeting to order at 10:04 a.m.

ESTABLISHMENT OF A QUORUM: Two members of the regulatory committee were present; therefore, a quorum was established.

MISSION STATEMENT: Ms. Cox read the mission statement of the Department of Health Professions, which was also the mission statement of the Board.

ADOPTION OF AGENDA: The agenda was adopted as presented.

PUBLIC COMMENT: No public comment was provided.

APPROVAL OF MINUTES: The Board reviewed the minutes from the meeting held on June 2, 2022. As the previous Regulatory Committee Members were no longer serving on the Board and therefore unavailable to verify the accuracy of the minutes, the minutes were accepted as presented.

EXECUTIVE DIRECTOR REPORT: Ms. Hoyle informed the Board that this meeting would serve as an organizational and level-setting meeting and encouraged the Committee and staff to brainstorm and discuss potential actions the Board can take at future meetings.

Bylaws
The Board discussed the purpose of the Regulatory Committee and addressed issues surrounding LMSWs and LBSWs, noting that this is an opportunity to move forward thoughtfully. Ms. Hoyle stated that there is no deadline for implementing changes.

She explained that legislation can initiate the regulatory process and cited House Bill 1897 as recent example.

Regulatory Process

Mr. Novak provided a detailed explanation of the legislative and regulatory process, including Petitions for Rulemaking, Periodic Reviews, Guidance Documents, and Policy Documents. He highlighted the distinction between Guidance Documents and Policy Documents, noting that Policy Documents can be adopted solely by the Board and become effective immediately.

He outlined four regulatory pathways: standard, fast-track, emergency, and exempt. The fast-track process is a one-step procedure designed to expedite changes and address controversial issues; multiple changes can be proposed at once, followed by a 60-day public comment period after the proposal stage.

Emergency regulations, which require no discretion, are limited to a duration of 18 months. They follow a single-step process and are reviewed only by the Office of the Attorney General (OAG) and the Office of Regulatory Management (ORM).

Mr. Novak also noted that there are currently five regulatory actions in the Notice of Intended Regulatory Action (NOIRA) stage. During this stage, the Board may choose to repeal, amend, or retain the regulation as is. These discussions take place during Regulatory Committee meetings.

House Bill 1897

Ms. Barrett stated that the Board is unable to discuss HB1897 until the next Regulatory Committee meeting in September, as it is not yet law and no action can be taken at this time.

Mr. Novak encouraged committee members to review the petition submitted in December 2024.

The Board held a brief discussion regarding the possibility of extending supervision for individuals who begin late in their approval period, as well as potential alternatives to the licensing exam. It was noted that the Ad Hoc Committee is currently conducting a survey on exam alternatives.

NEXT MEETING DATES:

The next meeting is scheduled for Friday, September 12, 2025, at 10:00 a.m.

ADJOURNMENT:

Ms. Cox adjourned the Regulatory Committee meeting held on May 16, 2025, at 12:02 p.m.

Elke Cox, MSW, LCSW

Jaime Hoyle, JD, Executive Director



Virginia Department of
Health Professions
Board of Social Work

Perimeter Center
9960 Mayland Drive, Suite 300
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Phone: (804) 367-4441
E-Fax: (804) 977-9915
Website: www.dhp.virginia.gov/social

LICENSING REPORT

Satisfaction Survey Results

2025 3rd Quarter (January 1, 2025 – March 31, 2025)	96.8%
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Total as of May 29, 2025*

Current Active Licenses/Registrations	
Associate Social Worker	1
Licensed Baccalaureate Social Worker	65
Licensed Clinical Social Work	12,339
Licensed Master's Social Worker	1,557
Registered Social Worker	4
Supervisees in Social Work	3,498
Total	17,464

*Unofficial numbers (for informational purposes only)



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Licenses and Registrations Issued

Licenses and Registrations Issued	December 2024	January 2025	February 2025	March 2025	April 2025*
Licensed Baccalaureate Social Worker (LBSW)	0	1	4	2	2
Licensed Clinical Social Worker (LCSW)	125	109	137	130	188
Licensed Master's Social Worker (LMSW)	25	27	26	23	29
Supervisees in Social Work	86	61	98	66	85
Total	236	198	265	221	304

Applications Received

Licenses and Registrations Issued	December 2024*	January 2025*	February 2025*	March 2025*	April 2025*
Licensed Baccalaureate Social Worker (LBSW)	5	5	4	4	2
Licensed Clinical Social Worker (LCSW)	128	161	154	198	200
Licensed Master's Social Worker (LMSW)	20	39	36	39	41
Supervisees in Social Work	51	86	99	65	68
Total	204	291	293	306	311

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Additional Information:

- **Board of Social Work Staffing Information:**

- The Board currently has two full-time, and one part-time staff members to answer phone calls, emails and to process applications across all license types.
 - Licensing Staff:
 - Sharniece Vaughan – Licensing Supervisor (Full-Time)
 - Rebecca Walker – Licensing Specialist (Full-Time)
 - Gabriella Smith – Licensing Administration Assistant (Part-Time)
 - Vacant - Licensing Administration Assistant (Part-Time)

- **Renewals**

- All licenses expire on June 30, 2025.
- Online renewal portal opened May 3, 2025.
- Renewal email reminders were emailed on May 7, 2025.
- [Renewal FAQs](#), [Renewal CE explanation chart](#) and [fees](#) are available on the Board's website.