

## Virginia Board of Social Work

### Content for Training on Supervision for Clinical Social Work

**Introduction:**

Regulations Governing the Practice of Social Work (Section 18VAC 140-20-50.C) apply specifically to those practitioners who provide supervision to social workers who intend to apply for clinical licensure in the Commonwealth of Virginia.

The requirement states that supervisors must have 14 hours of continuing education in supervision or a three-hour graduate level course in supervision. A supervisor must renew the training every five years. This requirement recognizes the essential role good supervision plays in the training and mentoring of Social Workers desiring licensure. The supervisory role has a set of unique knowledge and skills that can be articulated and taught.

**Content domains for training:**

To clarify the supervisory training, the Board has reviewed a number of existing courses and an updated study produced by the Association of Social Work Boards (ASWB) in collaboration with the National Association of Social Workers (NASW). The Board recommends a Clinical Supervision Course address the following seven Domains:

- Context of Supervision
  - Understanding Scope of Practice
  - Communities of Practice
  - Interdisciplinary Supervision
  - Cultural Awareness and Cross-Cultural Supervision
  - Dual Supervision and Conflict Resolution
  - Parallel Process
  - Theories of Supervision
  
- Conduct of Supervision
  - Confidentiality
  - Contracting for Supervision
  - Leadership and Role Model
  - Competency
  - Supervisory Signing Off
  - Self-Care
  
- Legal and Regulatory Issues
  - Liability
  - Regulations
  - Documentation
  - Other Legal Concerns

- Ethical Issues
  - Ethical Decision Making
  - Boundaries
  - Self-Disclosure
  - Attending to Safety
  - Alternative Practice
  
- Technology
  - Distance Supervision
  - Risk Management
  
- Evaluation and Outcomes
  
- Termination

The ASWB and NASW study enumerates each of these competencies in each of these areas. The total study can be secured at <https://members.aswb.org/best-practices/supervision-resources/> and at <https://www.socialworkers.org/LinkClick.aspx?fileticket=GBrLbl4BuwI%3D&portalid=0>.

**Additional knowledge content:**

A course should also incorporate knowledge of the following:

- The Virginia Board of Social Work Regulations, particularly:
  1. Supervision, supervisory responsibilities, and requirements
  2. Regulations on the standards of practice
  
- The Social Work Code of Ethics (NASW or the Clinical Social Work Association)

**Teachers/Trainers for a course in supervision:**

Teachers/Trainers should instruct persons taking a course in supervision in the competencies as outlined in accordance with acceptable teaching practices to include but not limited to: the didactic method, discussion, role play, the distribution of relevant readings. Teachers/Trainers should be clinicians with supervisory experience and knowledge of theory and practice in the art of supervision.