



THINKING ABOUT SUPERVISING FOR LICENSURE ?

When considering the supervision of another individual for the purpose of licensure as a professional counselor, prospective supervisors must be familiar with all requirements. Please refer to Missouri Code of State Regulations 20 CSR 2095-2.020 **Supervised Counseling Experience** and 2.021 **Supervisors and Supervisor Experience** as well as the application for supervision (signed by supervisor and submitted by applicant) and the verification of supervision form (submitted by supervisor). The law, regulations and forms are available at the Committee for Professional Counselors web site <http://pr.mo.gov/counselors.asp>.

A supervisor must; 1) be currently licensed for at least two (2) years as a professional counselor, psychologist or psychiatrist and 2) document supervisory activities or experience such as oversight of student interns, practicum or internship students, employment or personnel oversight.

As noted in the publication "*Supervising Counselors For Licensure In Missouri*" by Dr. Theodore Remley other aspects to consider as a supervisor include.

- The tort principle in law of "respondeat superior" governs the degree of legal responsibility a supervisor has over a supervisee.
- Generally, the law says that if individuals are under the control and authority of another person, then the person controlling them will be held legally accountable for their actions.
- The degree of control and authority determines the degree to which the person in control will be held legally accountable for the actions of another.
- 20 CSR 95-2.020(8)(a), of the Code of State Regulations for counselors addresses counseling activities performed by a counselors-in-training (CIT) or provisional licensed professional counselor (PLPC) are under the "order, control, oversight, guidance, and full professional responsibility" of the person's supervisor who has been approved by the Committee.
- As a result of this regulation, any person who believes that a CIT or PLPC has caused harm probably will argue that the person's supervisor is responsible because of the law of "respondeat superior."
- Counselor supervision arrangements vary substantially. The "agreement" between the supervisor and supervisee and the actual interactions between the supervisor and supervisee will be important in determining the degree of control and authority a supervisor has over a supervisee.
- A supervisory "agreement" could be a document that is signed by both parties, could be an oral agreement between the parties, or could be implied from the nature of the relationship between the parties.
- If there is a discrepancy between an agreement and actual interactions between a supervisor and a supervisee, the actual interactions will hold more weight in determining the degree of control and authority a supervisor has over a supervisee.

- Employers have responsibility for the actions of employees. Employers assign work to employees, monitor their work, ensure their employees are performing their assigned work in an acceptable manner, can reassign work, direct the activities of their employees, make decisions for employees when asked to do so, and can even terminate their relationship with employees. It is likely that supervisors of CITs or PLPCs would be treated as employers under the law because supervisors have been designated as being in control of CITs and PLPCs.
- A volunteer or non-paid person who works under the supervision of another person in a work environment generally is treated the same as an employee under the law.
- If a supervisor knows or should have known that a supervisee was behaving in an inappropriate manner, the supervisor will probably be held accountable for any harm that occurs. If, on the other hand, a supervisee behaves in an inappropriate manner without the supervisor's knowledge, courts could hold that the supervisee was acting outside of his or her job description and purposefully hiding his or her activities from the supervisor, and therefore the supervisor should not be held accountable.
- To attempt to limit their legal liability, Missouri supervisors who have little or no control and authority over the day-to-day actions of supervisees should clearly state in writing that supervisees are expected to be ethical, legal, and professional at all times.
- Because of the way the LPC Committee regulations are written, supervisors assume the positions of both administrative and clinical supervisors. Therefore, you must be concerned about both responsibilities. Your liability from a legal perspective comes primarily from your role as administrative supervisor who has control and authority over your CIT or PLPC (Remley, 2009, p.4-5).

Licensees seeking more information and/or training on licensure supervision may contact the Missouri Mental Health Counselors Association (MMHCA) at <http://www.mmhca.com/> and click on the icon Continuing Education for details regarding upcoming supervisor seminars.

Remley, T. P. (2009). *Legal perspectives on the supervision of counselors for licensure in Missouri*. Supervising Counselors for Licensure in Missouri. (pp. 4-5). Missouri Committee for Professional Counselors.

Licensure Supervision – Weekly Log

CIT/PLPCs Name: _____

Supervisor's Name: _____

Site/Location: _____

Summary of Supervised Experience Time for the Week of _____									
		Sun	Mon	Tues	Wed	Thur	Fri	Sat	
	Date								Total
Total Counseling Hours (includes direct client contact) _____	Individual								
	Group								
	Family/Couple								
Direct Client Contact Hours _____	Career								
	Consultation								
	Psycho-Ed.								
	Testing								
Total Supervision Hours _____	School								
	Research								
	Other								
Total									

	Yes	No	Explain
Was supervision 1 hour face to face?			
Did supervision use electronic means?			
Was Group supervision used? Number Present?			
Were all counseling services and hours consistent with supervision agreement?			
Any changes in supervision agreement?			

Notes: _____

CIT/PLPC Signature: _____ Date: _____

Supervisor's Signature: _____ Date: _____