

Before offering specialty services, ask yourself if you have sufficient experience, training, and supervision in that area. It would be advisable to arrange for ongoing consultation with colleagues who practice in the same specialty. Some of the specialty areas that clinical social workers engage in, deal with the most vulnerable and unstable clients. Peer consultation in these cases becomes even more important if you are dealing with a challenging population.

Even if you are offering psychotherapy in a general practice, there are some extremely important things you should put in place besides consultation. Having this experience myself, I can tell you that you need to have a business model to follow. A private practice is a business. I believe that many social workers do not approach their practice from a business perspective, and they should. For example, you will need a system for record keeping for finances and billing as well as progress notes and treatment plans. You will need someone to back up your practice in an emergency or when you are unavailable.

I would like to emphasize an important point that was addressed earlier in this article. Regardless of how much experience we have in the practice of Social Work, sometimes we:

- Run into a problem we don't know how to handle,
- Have difficulties placing boundaries upon our clients,
- Are overwhelmed with a particular client and the demands they are making of us,
- Find ourselves in a position where we have a client that our training and experience has not prepared us for, or
- Find that we have personal feelings for a client or vice versa.

In any of these instances or others I haven't mentioned here, we all should have a colleague or colleagues we can call upon for consultation.

And lastly, have you reviewed and understand the Maryland Board of Social Work Examiners Code of Ethics (COMAR 10.42.03)? While the Maryland BSWE Code of Ethics is similar to the NASW Code of Ethics, it is not the same. See the Diagram on Page 4 in this Newsletter for a comparison of both Codes of Ethics.

In closing, I would like to wish all of you a peaceful holiday season. I hope you will find time for self-care and renewal in the coming months. I also want to sincerely thank our licensees who continue to provide ethical and thoughtful services to our vast array of clients. I continue to be proud to call myself a Social Worker and to serve along with so many extraordinary people.

Sheryl Silberman, LCSW-C
Board Chair

NEW REGULATIONS

COMAR 10.42.10 TELE THERAPY



Recently, Regulations under Health Occupations Article §§1-901-1-903, Annotated Code of Maryland were promulgated on Teletherapy. Please refer to the Board's complete set of regulations on the Board's website, www.health.maryland.gov/BSWE.

Licensees have been asking two main questions: Who can provide teletherapy services and can you provide services to your client located in another state?

An LCSW-C can provide teletherapy services in Maryland as can an LCSW and LMSW under supervision by an LCSW-C. If your client is in Maryland, you can provide teletherapy services even if you are located in another state such as on vacation. What **cannot** be approved by the Maryland Board of Social Work Examiners is teletherapy to a client in another state, even if he/she is on vacation or attending college.

In order to provide teletherapy services to a client in another state, you need the approval from the Board of Social Work in that state. Our experience is that most states require you to be licensed in their state.

If you have further questions, please contact Stanley E. Weinstein, Ph.D., LCSW-C, Executive Director at Stanley.weinstein@maryland.gov or 410-764-4722.

BOARD CODE OF PROFESSIONAL CONDUCT VS PROFESSIONAL ASSOCIATION CODE OF ETHICS

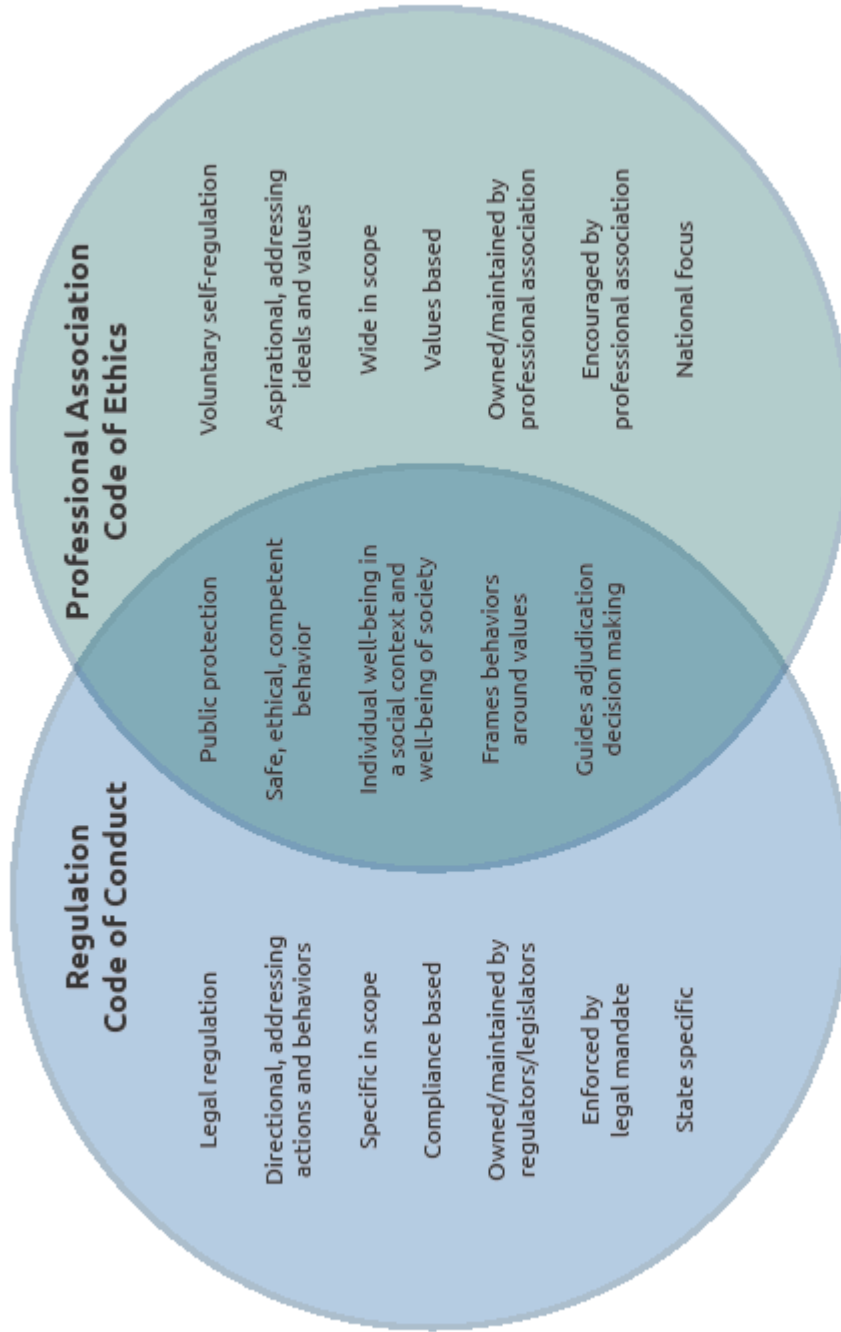
There is frequently confusion for licensed social workers over what ethical code to follow: the Board's or the NASW code. Recently the Association of Social Work Boards created a Venn Diagram (see next page) that presents the commonalities between these two groups of standards along with some differences.

Please note that a contributor to this diagram has been a major leader in professional ethics, Professor Frederick Reamer, Ph.D., from the School of Social Work, Rhode Island College. He played a major role in the development of the NASW Code of Ethics revised in 2017. "The NASW code of ethics sets forth...values, principles and standards to guide social workers' conduct". The Board's Code of Ethics, COMAR 10.42.03, has as an objective the protection of the public and it provides guidance on appropriate professional conduct (revised 2019).

Both Codes of Ethics are important for all social workers. However, the Board of Social Work Examiners focus is on its statutory authority and regulatory languages as outlined in COMAR 10.42.03 Code of Ethics. The NASW Code of Ethics is broader covering such topics as the responsibilities to the Social Work Profession and to the Broader Society.

Why including NASW's code of ethics in law is not in regulation's best interests

The purpose of regulation's code of conduct is to protect the public in individual jurisdictions. The purpose of the professional association's code of ethics is to guide social workers' conduct.



Although 13 states incorporate NASW's code of ethics into their law, 10 of these states have also adopted enforceable standards. An additional five states reference the code of ethics as a guide for licensees to help define moral character, or as a tool to resolve ambiguity that may occur with the standards prescribed by the licensing authority. For more information visit aswb.org.



LBSW AND LMSW INDEPENDENT PRACTICE

The Maryland Board of Social Work Examiners changed its regulations to enable LBSWs and LMSWs to practice independently without supervision. Please refer to the Board's website, www.health.maryland.gov/BSWE, and click on Statute and Regulations for further information.

On November 8, 2019, the Board approved the application form and process and encourages all eligible social workers to apply. The Application for Independent Practice form is now posted on the Board's Homepage.

Please note that this change is not for clinical social work practice since independent practice for clinical social work requires a LCSW-C license.

If you have further questions, please contact Gloria Jean Hammel, LCSW-C, Director, Certification and Licensing Unit at Gloria.hammel@maryland.gov or 410-764-3539.

RE-CAP OF THE LICENSE RENEWAL PERIOD

11/1/2017 – 10/31/2019

The Board concluded the license renewal period for 2019 on October 31, 2019. Approximately 6500 social workers were scheduled to renew this year. We note that close to 1/3 of those renewing their license waited until the last 4 days of October, 2019.

Further break down of this information indicated that 505 social workers waited until the last day. While renewing on the last day works, it does not leave any room for a problem(s) that may develop.

In addition, 170 social workers attempted to renew their license on November 1, 2019 and therefore missed the renewal deadline. They were required to submit an application for reinstatement. Such an application requires additional time to review, and while it is being processed, the individual is not licensed and therefore, cannot practice social work.

We encourage all social workers scheduled to renew their license to complete it earlier in the license renewal period and not to wait until on or before the last week in October.

CONTINUING EDUCATION IS MORE THAN A UNIT

By Karen Richards, LCSW-C, CE Committee Chair

“Education is not the filling of a pot but the lighting of a fire.”

— W.B. Yeats

Often licensed social workers thinking of obtaining Continuing Education (CE) as Units needed to fill that pot as they work to earn the 40 (30 LBSW) CEUs required to renew their license every two years. In pursuit of CEUs, social workers may start to see education as a time-consuming dreaded pot filling activity. Unfortunately, this can lead licensees to seek activities merely to meet the CE requirement while missing out on other learning activities that offer great value.

Perhaps, CE activities should be looked at as not just a credit unit but rather as fuel to kindle your passion in the work you do. The CE Committee often reviews learning activities that are not approved for CEUs but are often seen as being very beneficial to social work practice.

One example of this would be a recent request for credit for listening to a Podcast. The CE Committee reviewed the request and several Podcasts. And wow, there are a lot of interesting Podcasts out there that are relevant to Social Workers. Here are just a few:

- **NASW Social Work Talks** – *brought to you by the NASW – this Podcast seeks to inform, educate, and inspire by talking to experts and exploring issues that social work professionals care about.*
- **The Social Work Podcast** – *this Podcast provides audio programs on services provided by social workers, including direct practice, human behavior in the social environment, research, policy, field work, and education.*
- **inSocial Work** – *The Podcast Series of the University at Buffalo School of Social Work – this series seeks to engage practitioners and researchers in lifelong learning and to promote research to practice and practice to research. inSocial Work features conversations with prominent social work professionals, interviews with cutting-edge researchers, and information on emerging trends and best practices in the field of social work.*

There are many others and all offer opportunities to learn while driving, working out or wherever you like to listen. While the topics are current and relevant to modern social work practice, granting CEUs for such listening is not possible. Why you might ask? One reason is that there is no way to verify that the activity was completed. For example, Board Authorized Sponsors' webinars and home study courses will have participants complete an exam and will grant a certificate of completion. There are no such mechanisms inherent in Podcasts. So, while listening to a Podcast might offer you new insights into trends and research in the field, it cannot be verified. As such, it would not count towards your CE pot.

Listening to a Podcast is one example of an activity that is beneficial to you as a social work professional. There are others. For example, taking a yoga class is an excellent form of self-care but cannot count towards your continuing education requirements. There are mindfulness trainings and other self-help classes

which are very beneficial to social workers. However, taking such a class would not allow you to earn any CEUs. Yet, this does not mean a social worker should not engage in such activities.

In short, the Board of Social Worker Examiners encourages licensees to enroll in trainings and classes that are of interest and are beneficial to them irrespective of earning CEUs.

So, fire up a new Podcast in the car,

Educate and enrich yourself, and

Light your professional fire.

WANTED!!! Licensed Social Workers Needed to Provide Ethics Tutorial Services or Supervision to Social Workers on Probation

Criteria

The Supervisor and Ethics Instructor will:

1. Hold an active license in Maryland and in good standing (no sanctions by disciplinary proceeding);
2. Be Registered and Board approved Licensed Certified Social Worker (LCSW) or a Licensed Certified Social Worker-Clinical (LCSW-C);
3. Supervision: Have to be trained in supervision and continue to complete ongoing training and to participate in the professional development of supervision. In addition, complete additional training in areas such as but not limited to maintaining client confidentiality with respect to privileged communications; defining boundaries; setting limits, assessing the client for risk of imminent danger, etc.;
4. Ethics: Have to be trained in ethics and continue to complete ongoing training. The content area should focus on ethics and professional conduct, including boundary issues, avoiding dual relationships, accepting gifts, etc.;
5. Have experience and knowledge in the supervisee work setting and population such as DSS services, individual, family, marital counseling, substance abuse, mental illness, and child custody issues;
6. Have Practiced as a licensed social worker for a minimum of ten(10) years;
7. Be a Current Board Approved Supervisor; and
8. Have a Minimum of seven years of supervisory experience.

NOTE: Social workers are needed statewide especially on the Eastern Shore and Western Maryland

If you meet the criteria and would like to be considered, please send the documentation listed above to Stanley E. Weinstein, Ph.D., LCSW-C, Executive Director, at Stanley.weinstein@maryland.gov

WELCOME NEW BOARD MEMBERS

There are three new Board members recently appointed by Governor Larry Hogan and confirmed by the Maryland Senate.

Barbara Gassaway



On April 19, 2019, Governor Lawrence J. Hogan Jr. appointed **Barbara Gassaway** to the Board of Social Work Examiners to complete a term that ends on June 30, 2020. She fills a designated seat on the Board for one of two public members. A resident of Harford County, Ms. Gassaway has been on the Executive Board, Board of Governance and the Board of Directors of the Y of Central Maryland, a member of the GBC's Impact Baltimore Task Force and a member of the American Marketing Association.

She is currently President of The Research Group and Observation Baltimore. In addition she has a Master Moderator certificate from the RIVA Institute.

April A. Cockrell



On June 3, 2019, Governor Lawrence J. Hogan Jr. appointed **April A. Cockrell, LCSW-C** to the Board of Social Work Examiners. She completed a term that ended on June 30, 2019 and was then appointed to a four year term ending June 30, 2023.

Ms. Cockrell has held a number of clinical positions in programs such as Sheppard Pratt Health Systems, The University of Maryland Medical Systems, Baltimore Crisis Response Inc., Easley and Associates, the Maryland Department of Health and Mental Hygiene and the Maryland Department of Human Resources.

She is currently a resident of Harford County, and is employed at the Youth and Community Service Program of the Baltimore County Police Department.

Martin P. Schnuit



On July 1st Governor Lawrence J. Hogan. Jr. appointed **Martin Schnuit, LCSW-C** to the Board of Social Work Examiners. Mr. Schnuit received his MSW from the University of Maryland in 1995 and has worked in a variety of settings. For over 20 years he has maintained a private practice in both Anne Arundel County and Baltimore City. He specializes in the treatment of anxiety disorders, phobias, and obsessive compulsive disorder. As a board approved supervisor, he has mentored and provided clinical supervision to MSW's for years. Martin is a professional member of the Greater Washington Society of Clinical Social Work, the National Association of Social Workers, and is a clinical fellow of the Anxiety & Depression Association of America.

REMINDERS

Per The Association of Social Work Boards' website:

“The Association of Social Work Boards' Approved Continuing Education (ACE) program identifies and recognizes high-quality continuing education providers that can deliver quality programs in many topics, through in-person or distance learning settings.”

For more information, click on:

<https://www.datapathdesign.com/ASWB/ACEdswb/Prod/cgi-bin/ACESearchDSWBDLL.dll/acesShowProviders>

Sponsors

If you have a concern around an approved sponsor and/or the trainings or activities you have taken, please contact the approved sponsor directly. If you would like to speak with a staff member, please contact: , Stacie Rigby, Continuing Education Associate at stacie.rigby@maryland.gov

Discipline

Public Orders (formal disciplinary actions) from 2005 – present may be viewed on the Board's website: www.health.maryland.gov/bswe . The link to the Public Orders is on the left menu.

Post Renewal Continuing Education Audit

If one is chosen for the Post Renewal Continuing Education Audit, the licensee may want to consider sending a copy of the required documentation to the Association of Social Work Boards via certified mail. As you know, mail can get lost and without a receipt of your documentation being sent, one may not be in compliance.

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