

GEORGIA COMPOSITE BOARD OF PROFESSIONAL COUNSELORS,
SOCIAL WORKERS AND MARRIAGE AND FAMILY THERAPISTS
Conference Call Meeting Minutes – September 24, 2014

MEMBERS PRESENT:

Tommy Black, LPC, Chair
Steve Livingston, MFT, Vice-Chair
Arthur Williams, LPC
Jack Perryman, LPC
Will Bacon, MFT
Ben Marion, CSW
Richard Long, MFT

BOARD MEMBERS ABSENT:

Tonya Barbee, CSW
Robert King, CSW

ADMINISTRATIVE STAFF PRESENT:

Brig Zimmerman, Executive Director, HC 1
Stacey Mitchell, Board Support Specialist, HC 1
Angela Harrison, Licensing Analyst, HC 1
Amanda Allen, Licensing Analyst, HC 1

ATTORNEY GENERALS OFFICE:

Tricia Downing, Esq., Senior A.A.G.

Tommy Black, Chair, established a quorum of the Board was present and called the Board meeting to order at 3:35 p.m.

Agenda:

Mr. Livingston motioned, Mr. Long seconded, and the Board voted to approve the agenda as presented. None opposed, motion carried.

Rules Discussion: Ongoing

Following the September 12, 2014 Board meeting, it was determined by the LPC's Professional Standards Committee that the proposed rule amendments to Board rule 135-5-.02, Professional Counselors, needed an additional change, and as such, the committee requested the rule be revisited during this conference call meeting. The proposed amendments to Board rule 135-5-.01 Associate Professional Counselors was not affected, proposed rule amendments to 135-5-.01 APC remain as voted on September 12, 2014.

The only change is to 135-5-.02(a)(7)(ii) – the hours of directed work experience changed from 750 hours proposed originally, to 1000 hours.

135-5-.02 Professional Counselors.

Pursuant to Official Code of Georgia Annotated 43-10A-11 an applicant for a license in Professional Counseling must meet the following requirements.

(a) Definitions.

1. **"The Practice of Professional Counseling"** means practice in that specialty which utilizes counseling and psychotherapy to evaluate and treat emotional and mental problems and conditions, whether cognitive, behavioral, or affective. The practice is further defined in O.C.G.A. 43-10A-3(10).
2. **"Direction"** means the ongoing administrative overseeing by an employer or superior of a Professional Counselor's work by a director. The director shall be responsible for assuring the

quality of the services rendered by that practitioner and shall ensure that qualified supervision or intervention occurs in situations which require expertise beyond that of the practitioner.

3. **"Director"** means the person who provides direction and who is either the employer of the person who receives direction or is the supervisor in the employment chain of command to the person who receives direction. ~~The Director must be located at the same site where the experience is being acquired.~~

4. **"Supervision"** means the clinical review, for the purpose of training or teaching, by a supervisor of a Professional Counselor's interaction with their client(s). The purpose of supervision is to promote the development of the practitioner's clinical skills. Supervision may include, without being limited to, the review of case presentations, audiotapes, videotapes, and direct observation of the practitioner's clinical skills. Supervision does not require the supervisor to be ~~on-site present at the work site~~ with the supervisee but requires the supervision to be face-to-face. Supervision may be provided pro bono or for a fee. Both supervisors and supervisees are required to maintain a contemporaneous record of the date, duration, type (individual, paired, or group), and a brief summary of the pertinent activity for each supervision session to be submitted to the Board upon request. If there are any discrepancies in hours, contemporaneous documentation of supervision will be requested.

5. **"Supervisor"** means a licensed Professional Counselor, Clinical Social Worker, Marriage and Family Therapist, Psychologist, or Psychiatrist, who complies with the ethical standards of practice of their profession with particular attention being paid to prohibited dual relationships. In addition,

(i) a supervisor who holds a master's degree must have three (3) years of post-licensure experience; and

(ii) a supervisor who holds a specialist degree must have two (2) years of post-licensure experience; and

(iii) a supervisor who holds a doctoral degree must have one (1) year of post-licensure experience; and

(iv) for supervision entered into after September 30, 2018, a supervisor who is a Licensed Professional Counselor must hold either a National Board of Certified Counselors (NBCC) Approved Clinical Supervisor credential or a Licensed Professional Counselors Association of Georgia (LPCAGA) Certified Professional Counselor Supervisor credential.

~~(v)~~ v) However, the Board in its discretion may approve a supervisor whose experience is substantially similar to those stated herein.

~~(vi)~~ vi) In a supervised practicum or internship which is part of the graduate degree program, either the course instructor of record or the on-site clinical instructor must be a qualified supervisor OR, in the education of rehabilitation counselors, may be a Certified Rehabilitation Counselor ~~OR, in an applied psychology program before January 1, 2004, may be a person with a master's degree from an accredited educational institution in a program of applied psychology.~~

6. **"Directed Experience"** means time spent under direction engaging in the practice of professional counseling as defined in Rule 135-5-.02(a).

7. **"Years of Directed Experience"**

(i) "One year of Directed Experience" means a minimum of 600 hours of directed experience acquired within a period of not less than twelve months and not more than twenty months.

(ii) After September 30, 2018 "One year of Directed Experience" means a minimum of 1000 hours of directed experience acquired within a twelve (12) month period. The number of

required years of Directed Experience is based on the applicant's educational credentials as defined in Rule 135-5-.02(b, c, d, e and f).

(iii) After September 30, 2018, all Directed Experience must be obtained within the sixty (60) months prior to the date of application. Endorsement applications will be considered on a case by case basis at the discretion of the Board.

~~(ii) "Two years of Directed Experience" means a minimum of 1200 hours of directed experience under supervision acquired within a period of not less than twenty four months and not more than 60 months.~~

~~(iii) "Three years of Directed Experience" means a minimum of 1800 hours of directed experience under supervision acquired within a period of not less than thirty six months and not more than 60 months.~~

~~(iv) "Four years of Directed Experience" means a minimum of 2400 hours of directed experience under supervision acquired within a period of not less than forty eight months and not more than 60 months.~~

8. "Years of Supervision"

(i) "One year of Supervision" means a minimum of 30 hours of supervision obtained during one year of Directed Experience as defined in Rule 135-5-.02(7).

(ii) After September 30, 2018, "One year of Supervision" means a minimum of fifty (50) hours of supervision obtained during one twelve (12) month period of Directed Experience as defined in Rule 135-5-.02(7).

(iii) After September 30, 2018, all Supervision must be obtained within the sixty (60) months prior to the date of application. Endorsement applications will be considered on a case by case basis at the discretion of the Board.

~~(ii) "Two years of Supervision" means a minimum of 60 hours of supervision obtained during two years of Directed Experience as defined in Rule 135-5-.02(7).~~

~~(iii) "Three years of Supervision" means a minimum of 90 hours of supervision obtained during three years of Directed Experience as defined in Rule 135-5-.02(7).~~

~~(iv) "Four years of Supervision" means a minimum of 120 hours of supervision obtained during four years of Directed Experience as defined in Rule 135-5-.02(7).~~

9. **"Work settings acceptable to the Board"** means a directed work settings in which the practice of Professional Counseling takes place and may include, but is not limited to, education, rehabilitation, career development, mental health, community, or industrial organizations. Practice without direction is not a work setting acceptable to the Board.

10. **"Certified Rehabilitation Counselor"** means a person who is certified as a rehabilitation counselor by the Commission on Rehabilitation Counselor Certification.

11. **"Program Primarily Counseling in Content"** and **"Program in Applied Psychology"** means a course of study at an accredited educational institution consisting of a master's, specialist or doctoral degree which includes , ~~either as part of the degree program or as additional course work completed prior to, during or after the degree program,~~ the following graduate level courses. After September 30, 2018 the degree program must be accredited by the Council on Accreditation of Counseling and Related Educational Programs (CACREP), the Council on Rehabilitation Education (CORE) or a regionally accredited program recognized by the Council on Higher Education Accreditation (CHEA). The approved program must be substantially similar in coursework and content to a CACREP or CORE accredited program. An individual course may not be used to fulfill the requirement in more than one content area.

(i) **Counseling/Psychotherapy Theory**, which includes the principles, concepts, and practice of counseling/psychotherapy and the major models of counseling/psychotherapy.

(ii) **A Counseling or Applied Psychology Practicum or Internship** as part of the graduate degree program.

(iii) **Courses in six (6) of the following nine (9) content areas:**

After September 30, 2018, all 9 content areas of the following course work are required:

(I) **Human Growth and Development**, which includes an understanding of the nature and needs of individuals at all developmental levels, personality theory, and learning theory, and which may provide a comprehensive overview of the factors, determinants, and stages that pertain to physical, emotional, intellectual, and social development and adaptation from infantile to geriatric stages.

(II) ~~**Social and Cultural Foundations**~~ **Multicultural Counseling or Diversity Training**, which includes an understanding of societal changes and trends, human roles, societal subgroups, diversity, social mores and interaction patterns, and differing lifestyles and competency in counseling a diverse clientele. ; ~~**OR Core Foundations**~~, a course in one of the following categories: ~~Social, Motivational and Personality Psychology; Learning and Cognition; History of Psychology; Biological Psychology; Industrial/Organizational Psychology; Cultural Diversity; or Humanistic/Phenomenological Psychology.~~

(III) ~~**The Helping Relationship**~~ **Counseling Techniques or Skills**, which includes an understanding of the philosophic bases of helping processes, helper self-understanding and self-development, and the facilitation of client change; **OR Advanced Psychotherapy/Intervention Theory**, which includes the in-depth study of the major theories, principles, methods and techniques of psychotherapy with individuals, groups or families, focusing on the treatment or prevention of behavior disorders, adjustment problems, psychopathology, or other psychological disturbance.

(IV) **Group Dynamics and Group Counseling/Psychotherapy**, which includes an understanding of group development, dynamics, and counseling/psychotherapy theories; group leadership styles; group counseling/psychotherapy methods and skills; and other group approaches.

(V) **Lifestyle and Career Development**, which includes an understanding of career development theories; occupational educational information sources and systems; career and leisure counseling, guidance and education; lifestyle and career decision making; and career development program planning, resources, and evaluation.

(VI) **Appraisal/Assessment of Individuals**, which includes an understanding of psychometric theories and approaches to appraisal/assessment; validity and reliability; psychometric statistics; the selection, administration, scoring and interpretation of various assessment instruments; and the use of appraisal/assessment results in the counseling/psychotherapy process.

(VII) **Research Methods and Evaluation**, which includes an understanding of types of research, statistics, research report development, research implementation, program evaluation, needs assessment, and ethical and legal considerations in research; **OR Research Statistics**, which includes an understanding of the theory, analysis and interpretation of manual or computer generated statistical measures.

(VIII) **Professional Orientation and Ethics**, which includes an understanding of ethical and legal standards, professional roles, responsibilities, and functions; professional goals and objectives; professional organizations and associations; professional history and trends; ~~ethical and legal standards~~; professional preparation standards; and professional credentialing.

(IX) **Psychopathology**, which includes theories, research, descriptive characteristics, categories, dynamics, and etiology of mental, behavioral, cognitive and personality disorders, with a focus on utilization of the diagnostic and statistical manual of mental disorders (DSM) and/or International Classification of Diseases (ICD).

(b) An applicant who holds a master's degree from a program primarily counseling in content must meet the following requirements for licensure as a Professional Counselor.

1. **Education.** The applicant must have earned a master's degree from an institution which, at the time the degree was awarded, was accredited by a regional body recognized by the Council on Higher Education Accreditation (CHEA). **After September 30, 2018 the degree program must be accredited by the Council on Accreditation of Counseling and Related Educational Programs (CACREP), the Council on Rehabilitation Education (CORE) or a regionally accredited program recognized by the Council on Higher Education Accreditation (CHEA). The approved program must be substantially similar in coursework and content to a CACREP or CORE accredited program.** The applicant must document graduate level coursework from such an accredited institution in order to demonstrate that the degree program is primarily counseling in content and meets the requirements in Rule 135-5-.02(a)11.

2. A "Masters" degree must be so designated by the educational institution awarding the master's degree and indicated on the official transcript.

~~2~~ **3. Directed Experience under Supervision.** The applicant must present evidence of four (4) years of post-master's directed experience under supervision (~~[see definitions at in Rule 135-5-.02(a)]~~) in the practice of Professional Counseling in a work setting acceptable to the Board OR three (3) years of post-master's directed experience under supervision in the practice of Professional Counseling in a work setting acceptable to the Board and a supervised counseling practicum or internship of at least 300 hours which was part of the graduate degree program. **After September 30, 2018, 600 practicum or internship hours will be required.** A minimum of two (2) years of the supervision must be provided by a supervisor who is a licensed Professional Counselor and meets the requirements in Rule 135-5-.02(a)5, except that if the supervision was acquired prior to September 23, 1993, such supervision may have been provided by any qualified supervisor.

4. **Examination.** The applicant must present evidence of a passing score of the required examination.

(c) An applicant who holds a specialist degree from a program primarily counseling in content must meet the following requirements for licensure as a Professional Counselor.

1. **Education.** The applicant must have earned a specialist degree from an institution, which, at the time the degree was awarded, was accredited by a regional body recognized by the Council on Higher Education Accreditation. **After September 30, 2018 the degree program must be accredited by the Council on Accreditation of Counseling and Related Educational Programs (CACREP), the Council on Rehabilitation Education (CORE) or a regionally accredited program recognized by the Council on Higher Education Accreditation (CHEA). The approved program must be substantially similar in coursework and content to a CACREP or CORE accredited program.** The applicant must document graduate level coursework from such an accredited institution in order to demonstrate that the degree program is primarily counseling in content and meets the requirements in Rule 135-5-.02(a)11.

2. A "Specialist" degree must be so designated by the educational institution awarding the specialist degree and indicated on the official transcript.

2 3. Directed Experience under Supervision. The applicant must present evidence of two (2) years of post-master's directed experience under supervision ([see definitions at in Rule 135-5-.02(a)]) in the practice of Professional Counseling in a work setting acceptable to the Board and a supervised counseling practicum or internship of at least 300 hours which was part of the graduate degree program OR three (3) years of post-master's directed experience under supervision in the practice of Professional Counseling in a work setting acceptable to the Board. **After September 30, 2017, 600 practicum or internship hours will be required.** A minimum of one (1) year of the supervision must be provided by a supervisor who is a licensed Professional Counselor and meets the requirements in Rule 135-5-.02(a)5, except that if the supervision was acquired prior to September 23, 1993, such supervision may have been provided by any qualified supervisor.

4. Examination. The applicant must present evidence of a passing score of the required examination.

(d) An applicant who holds a doctoral degree from a program primarily counseling in content must meet the following requirements for licensure as a Professional Counselor.

1. Education. The applicant must have earned a doctoral degree from an institution which, at the time the degree was awarded, was accredited by a regional body recognized by the Council on Higher Education Accreditation. **After September 30, 2018 the degree program must be accredited by the Council on Accreditation of Counseling and Related Educational Programs (CACREP), the Council on Rehabilitation Education (CORE) or a regionally accredited program recognized by the Council on Higher Education Accreditation (CHEA).** The approved program must be substantially similar in coursework and content to a CACREP or CORE accredited program. The applicant must document graduate level coursework from such an accredited institution in order to demonstrate that the degree program is primarily counseling in content and meets the requirements in Rule 135-5-.02(a)11.

2. A "Doctoral" degree must be so designated by the educational institution awarding the doctoral degree and indicated on the official transcript.

2 3. Directed Experience under Supervision. The applicant must present evidence of one (1) year of supervised counseling internship of at least seven hundred fifty (750) hours during the doctorate degree program in a work setting acceptable to the Board OR one (1) year of post master's directed experience under supervision ([see definitions at in Rule 135-5-.02(a)]) in the practice of Professional Counseling in a work setting acceptable to the Board. A minimum of half of the one year of supervision must be provided by a supervisor who is a licensed Professional Counselor and meets the requirements in Rule 135-5-.02(a)5, except that if the supervision was acquired prior to September 23, 1993, such supervision may have been provided by any qualified supervisor.

4. Examination. The applicant must present evidence of a passing score of the required examination.

(e) An applicant who is a Certified Rehabilitation Counselor must meet the following requirements for licensure as a Professional Counselor.

1. Education. The applicant must have earned a master's degree from a rehabilitation counseling program which, at the time the degree was awarded, was accredited by the Council on Rehabilitation Education OR a master's degree from an institution which, at the time the degree was awarded, was accredited by a regional body recognized by the Council on Higher Education Accreditation with documented graduate level coursework demonstrating that the degree

program is primarily counseling in content and meets the requirements in Rule 135-5-.02(a)11.
After September 30, 2018 the degree program must be accredited by the Council on Accreditation of Counseling and Related Educational Programs (CACREP), the Council on Rehabilitation Education (CORE) or a regionally accredited program recognized by the Council on Higher Education Accreditation (CHEA). The approved program must be substantially similar in coursework and content to a CACREP or CORE accredited program.

2. A “masters” degree must be so designated by the educational institution awarding the master’s degree and indicated on the official transcript.

2 3. **Directed Experience under Supervision.** The applicant must present evidence of three (3) years of post-master’s directed experience providing rehabilitation services in a rehabilitation setting acceptable to the Board under the supervision ([see definitions at in Rule 135-5-.02(a)]) of a Certified Rehabilitation Counselor or other qualified supervisor OR two (2) years of post-master’s directed experience providing rehabilitation services in a rehabilitation setting acceptable to the Board under the supervision ([see definitions at in Rule 135-5-.02(a)]) of a Certified Rehabilitation Counselor or other qualified supervisor and a supervised counseling practicum or internship of at least 300 hours which was part of the graduate degree program.

After September 30, 2018, 600 practicum or internship hours will be required. A minimum of one (1) year of the supervision must be provided by a Certified Rehabilitation Counselor or a supervisor who is a licensed Professional Counselor and meets the requirements in Rule 135-5-.02(a)5.

3 4. **Certification.** The applicant must hold the Certified Rehabilitation Counselor designation.

5. **Examination.** The applicant must present evidence of a passing score of the required examination.

(f) **An applicant who holds a master’s degree in psychology must meet the following requirements for licensure as a Professional Counselor.**

1. **Education.** The applicant must have earned a master’s degree in a program of applied psychology from an institution, which, at the time the degree was awarded, was accredited by a regional body recognized by the Council on Higher Education Accreditation. **After September 30, 2018** the degree program must be accredited by the Council on Accreditation of Counseling and Related Educational Programs (CACREP), the Council on Rehabilitation Education (CORE) or a regionally accredited program recognized by the Council on Higher Education Accreditation (CHEA). The approved program must be substantially similar in coursework and content to a CACREP or CORE accredited program. The applicant must document graduate level coursework from such an accredited institution in order to demonstrate that the degree program is a program of applied psychology. The degree program must meet the requirements in Rule 135-5-.02(a)11.

2. A “Masters” degree must be so designated by the educational institution awarding the master’s degree and indicated on the official transcript.

2 3. **Directed Experience under Supervision.** The applicant must present evidence of four (4) years of post-master’s directed experience under supervision ([see definitions at in Rule 135-5-.02(a)]) in the practice of Professional Counseling in a work setting acceptable to the Board OR three (3) years of post-master’s directed experience under supervision in the practice of Professional Counseling in a work setting acceptable to the Board and a supervised counseling or applied psychology practicum or internship of at least 300 hours which was part of the graduate degree program. A minimum of two (2) years of the supervision must be provided by a supervisor who is a licensed Professional Counselor who meets the requirements in Rule 135-5-

.02(a)5, or a licensed Psychologist, except that if the supervision was acquired prior to January 1, 2004, such supervision may have been provided by a person with a master's degree from an accredited educational institution in a program of applied psychology.

4. Examination. The applicant must present evidence of a passing score of the required examination.

~~(g) An applicant who holds a current license as an Associate Professional Counselor shall not be required to re-take the written examination following Board approval of their application for licensure as a Professional Counselor.~~

Following discussion, the Board decided to table this rule to the next scheduled meeting of October 10, 2014 for further discussion and input.

Executive Directors Report:

Mr. Zimmerman presented for discussion suggested changes to O.C.G.A. 43-10A-6 for the upcoming 2015 legislative session. The suggestions regard changes to the statute to allow the Board to develop and adopt its own policies with regard to the administrative approval of applications. The goal is to streamline the application process and issuance of licenses. The Board was asked to consider the changes, develop their own ideas, and the matter will be further discussed at the Boards next scheduled meeting.

Mr. Long motioned, Mr. Livingston seconded, and the Board voted to enter into Executive Session in accordance with O.C.G.A. § 43-1-2(k) (1) (2), O.C.G.A. § 50-14-2(1), O.C.G.A. § 43-1-2-(k) (4), O.C.G.A. § 43-1-19 (h) (2) & (4) to receive and review information from the Assistant Attorney General, Ms. Downing, involving two complaint related referrals to her office. Voting in favor of the motion were Board members: Black, Livingston, Williams, Perryman, Long, Bacon and Marion.

At the conclusion of Executive Session on Wednesday, September 24, 2014, Mr. Black declared the meeting to be "open" pursuant to the Open and Public Meeting Act O.C.G.A. § 50-14-1 et seq.

ASSISTANT ATTORNEY GENERAL'S REPORT:

Activity report presented for Board review on the following complaint cases:

- COMP120040
- COMP140066

Mr. Marion motioned, Mr. Perryman seconded and the Board voted to approve the Senior Assistant Attorney General's report as presented. None opposed, motion carried.

With no additional Board business requiring discussion, Mr. Williams motioned, Mr. Bacon seconded, and the Board voted to adjourn today's meeting at 4:08 p.m.

Minutes recorded by:

Stacey Mitchell, Board Support Specialist

Minutes reviewed and edited by:

Brig Zimmerman, Executive Director



Tommy Black

Tommy Black, LPC, Chair

Brig Zimmerman, Executive Director HC-1

These minutes were approved on: October 10, 2014