



Agenda
Full Board Meeting
May 4, 2026
10:00 A.M.
9960 Mayland Dr, 2nd Floor
Training Room 1
Richmond, VA 23233

This information is in DRAFT form and is subject to change. The official agenda and packet will be approved by the public body at the scheduled meeting and will be available to the public pursuant to Virginia Code Section 2.2-3708(D).

\*Requires a Board Vote

Call to Order – William Hathaway, PhD, LCP, Chairperson

- Welcome and Introductions
Establishment of Quorum
Mission of the Board/Emergency Egress 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.

Approval of Minutes

Board Meeting – August 25, 2025\* .....Page 4

Agency Director Report (Verbal Report) – David Brown, DC

Board Counsel Report – Jim Rutkowski, Office of the Attorney General

Legislative and Regulatory Report – Erin L. Barrett, JD, DHP Director of Legislative and Regulatory Affairs and Matt Novak, DHP Economic and Policy Analyst

- Regulatory Chart.....Page 9
Legislative Report..... Page 11
HB255.....Page 13

Staff Reports

- Executive Director’s Report – Maria Stransky, Executive Director, Boards of Counseling, Psychology and Social Work (BSU)
Discipline Report – Jennifer Lang, Deputy Executive Director, BSU.....Page 23
Licensing Report – Ms. Stransky..... Page 62



**Agenda**  
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**Old Business –**

- Continued discussion of examination requirements for Licensed Psychological Practitioner ..... Page 65
- Licensed Psychological Practitioner coursework requirements
  - Guidance Document 125-3 ..... Page 67
  - Regulations Governing the Practice of Psychology ..... Page 70

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**New Business –**

- Conference updates

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**Recommended Decisions\*** – Ms. Lang

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**Next Meeting** – August 10, 2026

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**Adjournment**

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## **MISSION STATEMENT**

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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**

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Exit the room using one of the doors at the back of the room and turn left. Follow the corridor to the emergency exit at the end of the hall and proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.



**Virginia Board of Psychology  
Draft Board Meeting Minutes  
Monday, August 25, 2025, at 10:00 a.m.  
9960 Mayland Drive, Henrico, VA 23233  
Board Room 3**

- PRESIDING OFFICER:** William Hathaway, Ph.D., Vice-Chair
- BOARD MEMBERS PRESENT:** Cheryl Snyder, Citizen Member (*arrived meeting at 10:18am*)  
Danielle Spearman-Camblard, Psy.D. (*attended virtually due to a medical issue - Chesterfield, VA*)  
Gary Sibcy, Ph.D.  
Karen Trump, Ed.D.  
Madeline Torres, QMHP-A, Citizen Member  
Sonal Pancholi Doran, Psy.D.  
Stacey Hoffmann, Psy.D.  
Timothy Barclay, Ph.D.
- BOARD STAFF PRESENT:** Charlotte Lenart, Deputy Executive Director  
Jennifer Lang, Deputy Executive Director  
Krystal Blanton, Discipline and Compliance Case Specialist  
Meagan Ohlsson, Senior Licensing Specialist
- DHP STAFF PRESENT:** Arne Owens, Agency Director, DHP  
Matt Novak, Agency Regulatory Coordinator, DHP
- BOARD COUNSEL PRESENT:** James Rutkowski, Assistant Attorney General
- CALL TO ORDER:** Dr. Hathaway called the meeting to order at 10:00 a.m.
- ESTABLISHMENT OF A QUORUM:** At the time of roll call, Ms. Lenart noted that with eight members present, a quorum was established.
- MISSION STATEMENT:** Dr. Hathaway read the mission statement of the Department of Health Professions and the emergency egress procedures.
- ADOPTION OF AGENDA:** The agenda was adopted as presented.
- PUBLIC ATTENDEES:** Tania Hammock, LCSW, Community Residences, Inc.
- PUBLIC COMMENT:** No public comment
- APPROVAL OF MINUTES:** The Board reviewed the minutes of the May 12, 2025 meeting and adopted them as presented.

**AGENCY DIRECTOR REPORT:**

Mr. Owens welcomed the new Board members and provided an overview of the Agency and its supporting departments. He noted that his primary focus is on agency management and operational efficiencies. Mr. Owens further reported that the Agency is in the process of presenting the biennial budget and submitting proposed 2026 legislation to the Governor's Office for consideration.

**PRESENTATIONS:****Virginia's Licensed Clinical Psychologist Workforce: 2025**

Yetty Shobo, Ph.D., Director, Healthcare Workforce Data Center and Data Analytics Division.

Dr. Hathaway thanked Dr. Shobo for her attendance and information regarding the 2025 Survey Findings. The Board discussed the information provided in the Survey Findings.

Dr. Sibcy asked Dr. Shobo whether the debt-to-salary ratio could be included in the 2026 survey findings.

**LEGISLATIVE AND REGULATORY REPORT:****Chart of Regulatory Actions**

Mr. Novak reviewed the regulatory actions chart dated August 11, 2025. He reported that the exempt regulatory action authorizing licensure of psychological practitioners was approved by the Governor and will be published by the Registrar on September 22, 2025, with an effective date of November 1, 2025.

Dr. Trump requested the Board's support for future bills introduced by the Virginia Academy of School Psychologists, such as HB2511, which establishes a certification incentive program for school psychologists, integrates it with the teacher incentive program, and provides state-funded awards. Mr. Novak noted that the Board can only offer technical assistance if the bill is presented in the 2026 General Assembly; however, the Board can include this topic on a future meeting agenda to review HB2511 and provide feedback, enabling the Agency to respond to any questions from the General Assembly.

Mr. Novak also reviewed with the Board the statutory requirement to conduct a periodic review of regulations every four years and explained the agency's new process for conducting these reviews. He discussed the purpose of issuing a Notice of Intended Regulatory Action (NOIRA) and requested that the Board consider a motion to amend its regulations accordingly.

**Motion:** Dr. Trump moved, which was properly seconded by Ms. Snyder, to issue a NOIRA to conduct periodic reviews of regulatory section 18VAC125-15. The motion passed unanimously.

**Motion:** Dr. Trump moved, which was properly seconded by Ms. Snyder, to issue a NOIRA to conduct periodic reviews of regulatory section 18VAC125-20. The motion passed unanimously.

**Motion:** Dr. Trump moved, which was properly seconded by Ms. Snyder, to issue a NOIRA to conduct periodic reviews of regulatory section 18VAC125-30. The motion passed unanimously.

**STAFF REPORTS:****Executive Director's Report:**

Ms. Lang provided a summary of Ms. Hoyle's report which was included in the agenda

packet.

Ms. Lang welcomed new members, Dr. Hoffman and Dr. Barclay, and expressed appreciation to outgoing members, Dr. Chapman and Dr. Murdoch-Kitt, for their dedicated service. Special recognition was given to Dr. Chapman for her leadership roles, including Chairperson, Vice-Chairperson, and service as an agency subordinate, a role she will continue in a contracted capacity. Members were reminded of the upcoming DHP Board Training Day on October 3.

Ms. Lang provided an update on the SB 752 Workgroup which was held to assess the feasibility of prescriptive authority for clinical psychologists. The workgroup met on July 9 and August 15 with representation from this Board, as well as the Boards of Medicine, Pharmacy, and the Virginia Academy of Clinical Psychologists. While consensus on prescriptive authority was not reached, the group developed recommendations that will be compiled into a report for submission to legislative committees by November 1.

ASPPB is developing an integrated EPPP and is holding townhalls and a Job Task Analysis Survey to gather stakeholder input. Upcoming meetings include the Annual Conference in October in St. Louis and the Mid-Year Meeting in April 2026 in Charlotte. Due to budget limitations, attendance will be limited to one representative per meeting. Members were reminded of FOIA requirements regarding board business discussions at conferences. Dr. Hathaway is scheduled to attend but stated that if any other Board members want to attend, he can possibly have his trip covered by his employer. Ms. Lang asked that anyone interested in attending the meeting contact Ms. Hoyle.

Ms. Lang announced that the PsyPact currently has 43 jurisdictions participating, and four additional states with pending legislation. Virginia currently has 800 licensees with APIT authorization and 42 with TAP. The Commission has proposed rule changes, with public comments open until October 3, 2025. The Commission and Compliance Committees continue to meet, with this Board remaining in compliance.

Ms. Lang provided a quick update on the other Behavioral Sciences Boards. The Board of Counseling is now registering Behavioral Health Technicians, Behavioral Health Technician Assistants and is reviewing supervision requirements and AI use in practice. The Board of Social Work is examining exam alternatives and scope of practice expansion for LMSWs. Like this board, both of the other Boards are waiting for FBI approval to conduct criminal background checks on licensees and applicants.

Ms. Lang reminded the members about the VACP Fall Conference which will be held on October 11 at the Jefferson Hotel in Richmond. Dr. Sibcy and Dr. Hoffmann agreed to attend and present during the scheduled Board conversation hour.

#### **Discipline Report:**

Since the last meeting, 32 new cases were received from Enforcement and 44 cases were closed. The discipline staff, shared across three boards, currently manages 639 open cases.

A copy of an Order of Mandatory Suspension was provided for reference. Licenses must be suspended when an individual is convicted of a felony or their license in another jurisdiction is suspended or revoked. Reinstatement requires a formal hearing before the full Board within timelines set by the Code. A formal hearing is planned following the next board meeting, and members unable to attend were asked to notify staff in

advance.

### **Licensing Report:**

Ms. Lenart noted that the Board currently has over 5,700 licensees, certification holders, and registrants. Applications continue to be processed within 48 hours, and the most recent survey reflected a 100% satisfaction rate. Staff are finalizing the licensure handbook, online instructions, and FAQs in preparation for accepting applications for psychological practitioners beginning November 3, 2025.

Ms. Lenart updated the Board on process updates to include requiring official transcripts to be submitted only through secure electronic services and requiring digitally certified NPDB self-query results. Staff are also conducting the annual continuing education audit, with 76% of the 82 selected licensees already responding; fewer than 4% are currently non-compliant. Common issues include unclear certificates and lack of awareness of the six-hour live interactive training requirement.

Ms. Lenart discussed the need for Board support in reviewing coursework for psychological practitioners due to the anticipated volume of applications. To ensure timely processing, she proposed contracting with a licensed clinical psychologist, preferably a past Board member or former psychology professor, to conduct the initial reviews. An education matrix will be developed so that staff can assume responsibility once a foundation is established. The Board agreed that this approach provides the most consistent and efficient solution.

### **ELECTIONS:**

**Motion for Chair:** Dr. Sibcy moved, and Dr. Doran properly seconded, to elect Dr. Hathaway as Board Chair. The motion passed with one abstention.

**Motion for Vice-Chair:** Dr. Doran moved, and Dr. Trump properly seconded, to elect Dr. Sibcy as Vice-Chair. The motion passed unanimously.

### **RECESS:**

The Board recessed at 11:15 a.m.

### **RECONVENTION:**

The Board reconvened at 11:28 a.m.

### **NEW BUSINESS:**

#### **Applied Psychology**

Ms. Lenart and Dr. Sibcy discussed the background information regarding the regulatory constraints that led to the proposed FastTrack changes to the education requirements for applied psychologists. The Board agreed that applied psychologists should be permitted to take additional coursework, if necessary, outside of their doctoral program. Mr. Novak reviewed the proposed language, and the Board discussed whether the additional coursework should be required at the doctoral level.

**Motion:** Dr. Sibcy moved, and Ms. Spearman-Camblard properly seconded, to initiate a Fast-Track action to amend 18VAC125-20-55 to allow for graduate-level coursework outside of the doctoral program. The motion passed unanimously.

#### **Examination Requirement Discussion**

Ms. Lenart provided background on the current laws and regulations governing

examination requirements for psychological practitioners. She noted that ASPPB currently offers two separate examinations; however, beginning in 2027, ASPPB will transition to a single examination encompassing both knowledge and skills content. Dr. Hathaway suggested the possibility of establishing a lower passing score for initial licensure under supervision and a higher passing score for autonomous practice. Following discussion, the Board agreed to refer this matter to the Regulatory Committee and to request Board counsel's legal opinion on whether legislative changes may be necessary.

**NEXT MEETING DATE:**

The next full Board meeting is scheduled for November 17, 2025.

**ADJOURNMENT:**

Dr. Hathaway adjourned the meeting at 11:58 a.m.

\_\_\_\_\_  
Jaime Hoyle, JD, Executive Director

\_\_\_\_\_  
Date

DRAFT

**Board of Psychology**  
**Current Regulatory Actions**  
**As of April 28, 2026**

**In the Governor's Office**

None.

**In the Secretary's Office**

VAC	Stage	Subject Matter	Submitted from agency	Time in current location	Notes
18VAC125-20	Fast-Track	Expansion of allowed courses for meeting applied psychology educational requirements	9/4/2025	63 days	Allow courses taken outside of the degree program to qualify towards licensure as an applied psychologist.
18VAC125-20	NOIRA	Periodic review and implementation of resulting amendments to 18VAC125-20	9/9/2025	223 days	Periodic review action and incorporation of identified changes.
18VAC125-20	Proposed	Amendments to licensure by endorsement	12/5/2024	46 days	Reduces burdens on applicants and simplifies the application process.
18VAC125-30	NOIRA	Periodic review and implementation of resulting amendments to 18VAC125-30	9/9/2025	221 days	Periodic review action and incorporation of identified changes.

**At DPB**

None.

**At OAG**

None.

**Recently effective or awaiting publication**

<b>VAC</b>	<b>Stage</b>	<b>Subject Matter</b>	<b>Submitted for publication</b>	<b>Effective Date</b>	<b>Notes/Next steps</b>
18VAC125-15	NOIRA	Periodic review and implementation of resulting amendments to psychology board regulations of chapter 15	3/9/2026	4/8/2026	Periodic review action and incorporation of identified changes.
18VAC125-20	Exempt	Licensing of psychological practitioners	9/22/2025	11/1/2025	Pursuant to legislative requirements. Legislation requires effective date of regulations to be January 1, 2025, which was missed through no fault of the board.

**Legislative Report  
Board of Psychology  
May 2026**

[HB 255](#) - School Psychologists, Interstate Compact for; enters the Commonwealth into Compact.  
**Chief Patron:** Glass

**Status:** [Approved by the Governor](#)

**Interstate Compact for School Psychologists; membership of the Commonwealth.** Enters the Commonwealth into the Interstate Compact for School Psychologists, the stated purpose of which is to facilitate the interstate practice of school psychology in educational or school settings, and in so doing to improve the availability of school psychological services to the public, and the stated intent of which is to establish a pathway to allow school psychologists to obtain equivalent licenses to provide school psychological services in any member state. The Compact is presently in effect, as it has reached the enactment threshold of seven state members.

[04/08/2026: Approved by Governor-Chapter 374 \(effective 7/1/2026\)](#)

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[SB 61](#) - Nationally Certified School Psychologist Program; established.

**Chief Patron:** Mulchi

**Status:** **Failed**

**Nationally Certified School Psychologist Program established; incorporation into National Teacher Certification Incentive Reward Program and Fund.** Establishes the Nationally Certified School Psychologist Program and incorporates such program into the existing National Teacher Certification Incentive Reward Program. The bill also renames the National Teacher Certification Incentive Reward Program Fund as the National Teacher Certification Incentive Reward Program and Nationally Certified School Psychologist Program Fund (the Fund) and expands the purpose for which disbursements may be made from the Fund to include the award of incentive grants to school psychologists obtaining national certification from the National Association of School Psychologists consisting of an initial state-funded award of \$5,000 and a subsequent award of \$2,500 each year for the life of the certificate.

[02/10/2026: Senate – Continued to next session in Finance and Appropriations \(15-Y 0-N\)](#)

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[SB 269](#) - Mental health service providers; definitions, use of artificial intelligence system, civil penalty.

**Chief Patron:** Favola

**Status:** **Failed**

**Use of artificial intelligence system by mental health service providers; civil penalty.** Permits the use of an artificial intelligence system by mental health service providers to assist in providing therapy or counseling services if such mental health service provider

maintains full responsibility for all interactions, outputs, and data use associated with the system. The bill prohibits the use of an artificial intelligence system to provide therapy or counseling services without a mental health service provider. The bill specifies that records kept by mental health service providers must comply with health records privacy requirements; creates an exception for religious counseling, peer support, or self-help materials and educational resources; and establishes a civil penalty not to exceed \$10,000 for violations of the statute.

03/02/2026: House – Continued to next session in Communications, Technology and Innovation (Voice Vote)

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HB 796 - Regulatory boards; adjustment of fees, recovery of disciplinary and monitoring costs, report.

**Chief Patron:** Hayes

**Companion:** SB680 (Head)

**Status:** Approved by Governor

**Professions and occupations; adjustment of fees by regulatory boards; recovery of disciplinary and monitoring costs.** Repeals the provision of law that requires, following the close of any biennium, when the account for any regulatory board within the Department of Professional and Occupational Regulation (DPOR) shows revenue to be a certain percentage greater than expenses, such regulatory board to distribute excess revenue to current regulants and reduce its licensure or certification fees so that fees are sufficient but not excessive to cover expenses. The bill also repeals the provision with respect to the Department of Health Professions (DHP) that requires, following the close of any biennium, when the account for any regulatory board shows expenses allocated to it for the past biennium to be a certain percentage greater than moneys collected by the board, the board to revise its fees so that such fees are sufficient but not excessive to cover expenses. The bill makes it permissive for the regulatory boards within DPOR and DHP to annually revise the fees levied by it for certification, licensure, registration, or permit and renewal so that the fees are sufficient but not excessive to cover expenses. Regulatory boards are also permitted to recover reasonable administrative costs associated with investigation, disciplinary proceedings, monitoring, and confirming compliance with any terms and conditions imposed from any person who is (i) licensed, registered, certified, or issued a multistate licensure privilege by any regulatory or health regulatory board and (ii) issued a finding of a violation of law or regulation from such regulatory or health regulatory board. Such administrative costs shall not exceed \$500 for regulatory boards within DPOR and \$1,500 for health regulatory boards within DHP.

Passed House: Y Passed Senate: Y

**Agenda Item: Notification for awareness of passage of HB255**

**Included in your agenda package:**

- HB255, which passed during the 2026 General Assembly Session.

**Staff Notes:** Mr. Novak will discuss the implications of the passage of HB255 on licensure of school psychologists under the Board of Psychology and upcoming discussions that the Board will have to consolidate licensure.

**Action needed:**

- None.

# VIRGINIA ACTS OF ASSEMBLY - 2026 SESSION

## CHAPTER 374

*An Act to amend the Code of Virginia by adding in Title 22.1 a chapter numbered 30, consisting of a section numbered 22.1-387, relating to Interstate Compact for School Psychologists; membership of the Commonwealth.*

[H 255]

Approved April 8, 2026

**Be it enacted by the General Assembly of Virginia:**

**1. That the Code of Virginia is amended by adding in Title 22.1 a chapter numbered 30, consisting of a section numbered 22.1-387, as follows:**

### CHAPTER 30.

#### INTERSTATE COMPACT FOR SCHOOL PSYCHOLOGISTS.

##### **§ 22.1-387. Interstate Compact for School Psychologists.**

*The General Assembly hereby enacts, and the Commonwealth of Virginia hereby enters into, the Interstate Compact for School Psychologists with any and all states legally joining therein according to its terms, in the form substantially as follows:*

#### INTERSTATE COMPACT FOR SCHOOL PSYCHOLOGISTS.

##### Section 1. Purpose.

*The purpose of this Compact is to facilitate the interstate practice of school psychology in educational or school settings, and in so doing to improve the availability of school psychological services to the public. This Compact is intended to establish a pathway to allow school psychologists to obtain equivalent licenses to provide school psychological services in any member state. In this way, this Compact shall enable the member states to ensure that safe and effective school psychological services are available and delivered by appropriately qualified professionals in their educational settings.*

*To facilitate the objectives described above, this Compact:*

- 1. Enables school psychologists who qualify for receipt of an equivalent license to practice in other member states without first satisfying burdensome and duplicative requirements;*
- 2. Promotes the mobility of school psychologists between and among the member states in order to address workforce shortages and to ensure that safe and reliable school psychological services are available in each member state;*
- 3. Enhances the public accessibility of school psychological services by increasing the availability of qualified, licensed school psychologists through the establishment of an efficient and streamlined pathway for licensees to practice in other member states;*
- 4. Preserves and respects the authority of each member state to protect the health and safety of its residents by ensuring that only qualified, licensed professionals are authorized to provide school psychological services within that state;*
- 5. Requires school psychologists practicing within a member state to comply with the scope of practice laws present in the state where the school psychological services are being provided;*
- 6. Promotes cooperation between the member states in regulating the practice of school psychology within those states; and*
- 7. Facilitates the relocation of military members and their spouses who are licensed to provide school psychological services.*

##### Section 2. Definitions.

*As used in this Compact, unless the context requires otherwise, the following definitions shall apply:*

*"Active military member" means any person with full-time duty status in the Armed Forces of the United States, including members of the National Guard and Reserve.*

*"Adverse action" means disciplinary action or encumbrance imposed on a license by a state licensing authority.*

*"Alternative program" means a non-disciplinary, prosecutorial diversion, monitoring, or practice remediation process entered into in lieu of an adverse action that is applicable to a school psychologist and approved by the state licensing authority of a member state in which the participating school psychologist is licensed. This includes, but is not limited to, programs to which licensees with substance abuse or addiction issues may be referred in lieu of an adverse action.*

*"Commissioner" means the individual appointed by a member state to serve as the representative to the Commission for that member state.*

*"Compact" means this School Psychologist Interstate Licensure Compact, also known as the Interstate Compact for School Psychologists.*

*"Continuing professional education" means a requirement imposed by a member state as a condition of*

*license renewal to provide evidence of successful participation in professional educational activities relevant to the provision of school psychological services.*

*"Criminal background check" means the submission of fingerprints or other biometric information for a license applicant for the purpose of obtaining that applicant's criminal history record information, as defined in 28 C.F.R. § 20.3(d), in the state's criminal history record repository, as defined in 28 C.F.R. § 20.3(f).*

*"Doctoral-level degree" means a graduate degree program that consists of at least 90 graduate semester hours in the field of school psychology, including a supervised internship.*

*"Encumbered license" means a license that a state licensing authority has limited in any way other than through an alternative program, including any temporary or provisional license.*

*"Equivalent license" means a license to practice school psychology that a member state has identified as a license that may be provided to school psychologists from other member states pursuant to this Compact.*

*"Executive committee" means the Commission's chair, vice-chair, secretary, and treasurer and any other commissioners as may be determined by Commission rule or bylaw.*

*"Home state" means the member state that issued the home state license to the licensee and is the licensee's primary state of practice.*

*"Home state license" means the license that is not an encumbered license issued by the home state to provide school psychological services.*

*"License" means a current license, certification, or other authorization granted by a member state's state licensing authority that permits an individual to provide school psychological services.*

*"Licensee" means an individual who holds a license from a member state to provide school psychological services.*

*"Member state" means a state that has enacted the Compact and has been admitted to the Commission in accordance with the provisions herein and Commission rules.*

*"Model compact" means the model language for the School Psychologist Interstate Licensure Compact on file with the Council of State Governments or another entity as designated by the Commission.*

*"Practice of school psychology" means the delivery of school psychological services.*

*"Qualifying national exam" means a national licensing examination endorsed by the National Association of School Psychologists and any other exam as approved by the rules of the Commission.*

*"Qualifying school psychologist education program" means an education program that awards a specialist-level degree or doctoral-level degree or equivalent upon completion and is approved by the rules of the Commission as meeting the necessary minimum educational standards to ensure that its graduates are ready, qualified, and able to engage in the practice of school psychology.*

*"Remote state" means a member state other than the home state where a licensee holds a license through the Compact.*

*"Rule" means a regulation promulgated by an entity, including the Commission and the state licensing authority of each member state, that has the force of law.*

*"School psychological services" means academic, mental, and behavioral health services, including assessment, prevention, consultation and collaboration, intervention, and evaluation provided by a school psychologist in a school, as outlined in applicable professional standards as determined by Commission rule.*

*"School psychologist" means an individual who has met the requirements to obtain a home state license that legally conveys the professional title of school psychologist, or its equivalent as determined by the rules of the Commission.*

*"School Psychologist Interstate Licensure Compact Commission" or "Commission" means the joint government agency established by this Compact whose membership consists of representatives from each member state that has enacted the Compact, and as further described in Section 7.*

*"Scope of practice" means the procedures, actions, and processes a school psychologist licensed in a state is permitted to undertake in that state and the circumstances under which that licensee is permitted to undertake those procedures, actions, and processes. Such procedures, actions, and processes, and the circumstances under which they may be undertaken, may be established through means including statute, regulations, case law, and other processes available to the state licensing authority or other government agency.*

*"Specialist-level degree" means a degree program that requires at least 60 graduate semester hours or equivalent in the field of school psychology including a supervised internship.*

*"State" means any state, commonwealth, district, or territory of the United States of America.*

*"State licensing authority" means a member state's regulatory body responsible for issuing licenses or otherwise overseeing the practice of school psychology.*

*"State-specific requirement" means a requirement for licensure covered in coursework or examination that includes content of unique interest to the state.*

*"Unencumbered license" means a license that authorizes a licensee to engage in the full and unrestricted practice of school psychology.*

### *Section 3. State Participation in the Compact.*

*A. To be eligible to join this Compact, and to maintain eligibility as a member state, a state shall:*

1. Enact a compact statute that is not materially different from the model compact, as defined in the Commission's rules;
  2. Participate in the sharing of information with other member states as reasonably necessary to accomplish the objectives of this Compact, and as further defined in Section 8;
  3. Identify and maintain with the Commission a list of equivalent licenses available to licensees who hold a home state license under this Compact;
  4. Have a mechanism in place for receiving and investigating complaints about licensees;
  5. Notify the Commission, in compliance with the terms of the Compact and the Commission's rules, of any adverse action taken against a licensee, or of the availability of investigative information that relates to a licensee or applicant for licensure;
  6. Require that applicants for a home state license have:
    - a. Taken and passed a qualifying national exam as defined by the rules of the Commission;
    - b. Completed a minimum of 1,200 hours of supervised internship, of which at least 600 shall have been completed in a school, prior to being approved for licensure; and
    - c. Graduated from a qualifying school psychologist education program; and
  7. Comply with the terms of this Compact and the rules of the Commission.
- B. Each member state shall grant an equivalent license to practice school psychology in that state upon application by a licensee who satisfies the criteria of subsection A of Section 4. Each member state shall grant renewal of the equivalent license to a licensee who satisfies the criteria of subsection B of Section 4.
- C. Member states may set and collect a fee for granting an equivalent license.

*Section 4. School Psychologist Participation in the Compact.*

- A. To obtain and maintain an equivalent license from a remote state under this Compact, a licensee shall:
1. Hold and maintain an active home state license;
  2. Satisfy any applicable state-specific requirements established by the member state after an equivalent license is granted;
  3. Complete any administrative or application requirements that the Commission may establish by rule and pay any associated fees;
  4. Complete any requirements for renewal in the home state, including applicable continuing professional education requirements; and
  5. Upon their application to receive a license under this Compact, undergo a criminal background check in the member state in which the equivalent license is sought in accordance with the laws and regulations of such member state.
- B. To renew an equivalent license in a member state other than the home state, a licensee shall only apply for renewal, complete a criminal background check, and pay renewal fees as determined by the state licensing authority.

*Section 5. Active Military Members or Their Spouses.*

A licensee who is an active military member or is the spouse of an active military member shall be deemed to hold a home state license in any of the following locations:

1. The licensee's permanent residence;
2. A member state that is the licensee's primary state of practice; or
3. A member state to which the licensee has relocated pursuant to a permanent change of station.

*Section 6. Discipline/Adverse Actions.*

A. Nothing in this Compact shall be deemed or construed to limit the authority of a member state to investigate or impose disciplinary measures on licensees according to the state practice laws thereof.

B. Member states shall be authorized to receive, and shall provide, files and information regarding the investigation and discipline, if any, of licensees in other member states upon request. Any member state receiving such files or information shall protect and maintain the security and confidentiality thereof in at least the same manner that it maintains its own investigatory or disciplinary files and information. Prior to disclosing any disciplinary or investigatory information received from another member state, the disclosing state shall communicate its intention and purpose for such disclosure to the member state that originally provided that information.

*Section 7. Establishment of the School Psychologist Interstate Licensure Compact Commission.*

A. The member states hereby create and establish a joint government agency whose membership consists of all member states that have enacted the Compact, and this agency shall be known as the School Psychologist Interstate Licensure Compact Commission. The Commission is an instrumentality of the member states acting jointly and not an instrumentality of any one state. The Commission shall come into existence on or after the effective date of the Compact as set forth in Section 11.

*B. Membership, Voting, and Meetings.*

1. Each member state shall have, and be limited to, one delegate selected by that member state's state licensing authority.
2. The delegate shall be the primary administrative officer of the member state's state licensing authority or their designee who is an employee of the member state's state licensing authority.

3. *The Commission shall, by rule or bylaw, establish a term of office for delegates and may, by rule or bylaw, establish term limits.*

4. *The Commission may recommend removal or suspension of any delegate from office.*

5. *A member state's state licensing authority shall fill any vacancy of its delegate occurring on the Commission within 60 days of the vacancy.*

6. *Each delegate shall be entitled to one vote on all matters before the Commission requiring a vote by Commission delegates.*

7. *A delegate shall vote in person or by such other means as provided in the bylaws. The bylaws may provide for delegates to meet by telecommunication, videoconference, or other means of communication.*

8. *The Commission shall meet at least once during each calendar year. Additional meetings may be held as set forth in the bylaws. The Commission may meet by telecommunication, video conference, or other similar electronic means.*

*C. The Commission shall have the following powers:*

*1. Establish the fiscal year of the Commission;*

*2. Establish code of conduct and conflict of interest policies;*

*3. Establish and amend rules and bylaws;*

*4. Establish the procedure through which a licensee may change their home state;*

*5. Maintain its financial records in accordance with the bylaws;*

*6. Meet and take such actions as are consistent with the provisions of this Compact, the Commission's rules, and the bylaws;*

*7. Initiate and conclude legal proceedings or actions in the name of the Commission, provided that the standing of any member state's state licensing authority to sue or be sued under applicable law shall not be affected;*

*8. Maintain and certify records and information provided to a member state as the authenticated business records of the Commission and designate an agent to do so on the Commission's behalf;*

*9. Purchase and maintain insurance and bonds;*

*10. Borrow, accept, or contract for services of personnel, including employees of a member state;*

*11. Conduct an annual financial review;*

*12. Hire employees, elect or appoint officers, fix compensation, define duties, grant such individuals appropriate authority to carry out the purposes of the Compact, and establish the Commission's personnel policies and programs relating to conflicts of interest, qualifications of personnel, and other related personnel matters;*

*13. Assess and collect fees;*

*14. Accept any and all appropriate gifts, donations, grants of money, other sources of revenue, equipment, supplies, materials, and services, and receive, utilize, and dispose of the same, provided that at all times the Commission shall avoid any appearance of impropriety or conflict of interest;*

*15. Lease, purchase, retain, own, hold, improve, or use any property, whether real, personal, or mixed, or any undivided interest therein;*

*16. Sell, convey, mortgage, pledge, lease, exchange, abandon, or otherwise dispose of any property whether real, personal, or mixed;*

*17. Establish a budget and make expenditures;*

*18. Borrow money;*

*19. Appoint committees, including standing committees, composed of members, state regulators, state legislators or their representatives, and consumer representatives, and such other interested persons as may be designated in this Compact and the bylaws;*

*20. Provide and receive information from, and cooperate with, law-enforcement agencies;*

*21. Establish and elect an executive committee, including a chair and a vice-chair;*

*22. Determine whether a state's adopted language is materially different from the model compact language such that the state would not qualify for participation in the Compact; and*

*23. Perform such other functions as may be necessary or appropriate to achieve the purposes of this Compact.*

*D. The executive committee.*

*1. The executive committee shall have the power to act on behalf of the Commission according to the terms of this Compact. The powers, duties, and responsibilities of the executive committee shall include:*

*a. Overseeing the day-to-day activities of the administration of the Compact, including enforcement and compliance with the provisions of the Compact and its rules and bylaws and other such duties as deemed necessary;*

*b. Recommending to the Commission changes to the rules or bylaws, changes to this Compact legislation, fees charged to member states, fees charged to licensees, and other fees;*

*c. Ensuring that Compact administration services are appropriately provided, including by contract;*

*d. Preparing and recommending the budget;*

*e. Maintaining financial records on behalf of the Commission;*

*f. Monitoring the compliance of member states with the Compact and providing compliance reports to the Commission;*

*g. Establishing additional committees as necessary;*

*h. Exercising the powers and duties of the Commission during the interim between Commission meetings, except for adopting or amending rules, adopting or amending bylaws, and exercising any other powers and duties expressly reserved to the Commission by rule or bylaw; and*

*i. Performing other duties as provided in the rules or bylaws of the Commission.*

*2. The executive committee shall be composed of up to seven members:*

*a. The chair and vice-chair of the Commission shall be voting members of the executive committee; and*

*b. The Commission shall elect up to five additional voting members from the current membership of the Commission.*

*3. The Commission may remove any member of the executive committee as provided in the Commission's bylaws.*

*4. The executive committee shall meet at least annually.*

*5. Executive committee meetings shall be open to the public, except that the executive committee may meet in a closed, nonpublic meeting as provided in subdivision F 2.*

*6. The executive committee shall give 30 days' notice of its meetings, posted on its website and as determined to provide notice to persons with an interest in the business of the Commission.*

*7. The executive committee may hold a special meeting in accordance with subdivision F 1 b.*

*E. The Commission shall adopt and provide to the member states an annual report.*

*F. Meetings of the Commission.*

*1. All meetings shall be open to the public, except that the Commission may meet in a closed, nonpublic meeting as provided in subdivision F 2.*

*a. Public notice for all meetings of the full Commission shall be given in the same manner as required under the rulemaking provisions in Section 9, except that the Commission may hold a special meeting as provided in subdivision F 1 b.*

*b. The Commission may hold a special meeting when it must meet to conduct emergency business by giving 48 hours' notice to all commissioners on the Commission's website and by other means as provided in the Commission's rules. The Commission's legal counsel shall certify that the Commission's need to meet qualifies as an emergency.*

*2. The Commission or the executive committee or other committees of the Commission may convene in a closed, nonpublic meeting for the Commission or executive committee or other committees of the Commission to receive legal advice or to discuss:*

*a. Noncompliance of a member state with its obligations under the Compact;*

*b. The employment, compensation, or discipline of or other matters, practices, or procedures related to specific employees;*

*c. Current or threatened discipline of a licensee by the Commission or by a member state's state licensing authority;*

*d. Current, threatened, or reasonably anticipated litigation;*

*e. Negotiation of contracts for the purchase, lease, or sale of goods, services, or real estate;*

*f. Accusations of a crime against any person or the formal censuring of any person;*

*g. Trade secrets or commercial or financial information that is privileged or confidential;*

*h. Information of a personal nature for which disclosure would constitute a clearly unwarranted invasion of personal privacy;*

*i. Investigative records compiled for law-enforcement purposes;*

*j. Information related to any investigative reports prepared by or on behalf of or for use of the Commission or another committee charged with responsibility of investigation or determination of compliance issues pursuant to the Compact;*

*k. Matters specifically exempted from disclosure by federal or member state law; or*

*l. Other matters as promulgated by the Commission by rule.*

*3. If a meeting or any portion of a meeting is closed, the presiding officer shall state that the meeting will be closed and reference each relevant exempting provision and such reference shall be recorded in the minutes.*

*4. The Commission shall keep minutes that fully and clearly describe all matters discussed in a meeting and shall provide a full and accurate summary of actions taken, and the reasons therefore, including a description of the views expressed. All documents considered in connection with an action shall be identified in such minutes. All minutes and documents of a closed meeting shall remain under seal, subject to release only by a majority vote of the Commission or order of a court of competent jurisdiction.*

*G. Financing of the Commission.*

*1. The Commission shall pay, or provide for the payment of, the reasonable expenses of its establishment, organization, and ongoing activities.*

*2. The Commission may accept any and all appropriate revenue sources as provided in subdivision C 14.*

3. The Commission may levy on and collect from each member state an annual assessment and impose fees on licensees practicing in the member states under an equivalent license to cover the cost of the operations and activities of the Commission and its staff, which assessment and fees shall be in a total amount sufficient to cover its annual budget as approved each year for which revenue is not provided by other sources. The aggregate annual assessment amount for member states shall be allocated based upon a formula that the Commission shall promulgate by rule.

4. The Commission shall neither incur obligations of any kind prior to securing the funds adequate to meet the same nor pledge the credit of any of the member states except by and with the authority of the member state.

5. The Commission shall keep accurate accounts of all receipts and disbursements. The receipts and disbursements of the Commission shall be subject to the financial review and accounting procedures established under its bylaws. However, all receipts and disbursements of funds handled by the Commission shall be subject to an annual financial review by a certified or licensed public accountant and the report of such financial review shall be included in and become part of the annual report of the Commission.

H. *Qualified immunity, defense, and indemnification.*

1. The members, officers, executive director, employees, and representatives of the Commission shall be immune from suit and liability, both personally and in their official capacity, for any claim for damage to or loss of property or personal injury or other civil liability caused by or arising out of any actual or alleged act, error, or omission that occurred, or that the person against whom the claim is made had a reasonable basis for believing occurred, within the scope of Commission employment, duties, or responsibilities, provided that nothing in this subdivision shall be construed to protect any such person from suit or liability for any damage, loss, injury, or liability caused by the intentional or willful or wanton misconduct of that person. The procurement of insurance of any type by the Commission shall not in any way compromise or limit the immunity granted in this subdivision.

2. The Commission shall defend any member, officer, executive director, employee, or representative of the Commission in any civil action seeking to impose liability arising out of any actual or alleged act, error, or omission that occurred within the scope of Commission employment, duties, or responsibilities, or as determined by the Commission that the person against whom the claim is made had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities, provided that nothing in this subdivision shall be construed to prohibit that person from retaining his own counsel at his own expense and provided further that the actual or alleged act, error, or omission did not result from that person's intentional or willful or wanton misconduct.

3. The Commission shall indemnify and hold harmless any member, officer, executive director, employee, or representative of the Commission for the amount of any settlement or judgment obtained against that person arising out of any actual or alleged act, error, or omission that occurred within the scope of Commission employment, duties, or responsibilities or that such person had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities, provided that the actual or alleged act, error, or omission did not result from the intentional or willful or wanton misconduct of that person.

4. Nothing in this Compact shall be construed as a limitation on the liability of any licensee for professional malpractice or misconduct, which shall be governed solely by any other applicable state laws.

5. Nothing in this Compact shall be interpreted to waive or otherwise abrogate a member state's state action immunity or state action affirmative defense with respect to antitrust claims under the federal Sherman Act, 15 U.S.C. § 1 et seq., the federal Clayton Act, 15 U.S.C. § 12 et seq., or any other state or federal antitrust or anticompetitive law or regulation.

6. Nothing in this Compact shall be construed to be a waiver of sovereign immunity by the member states or by the Commission.

*Section 8. Facilitating Information Exchange.*

A. The Commission shall provide for facilitating the exchange of information to administer and implement the provisions of this Compact in accordance with the rules of the Commission, consistent with generally accepted data protection principles.

B. Notwithstanding any other provision of state law to the contrary, a member state shall agree to provide for the facilitation of the following licensee information as required by the rules of the Commission:

1. Identifying information;

2. Licensure data;

3. Adverse actions against a license and information related thereto;

4. Nonconfidential information related to alternative program participation, the beginning and ending dates of such participation, and other information related to such participation not made confidential under member state law;

5. Any denial of application for licensure, and the reason for such denial;

6. The presence of investigative information; and

7. Other information that may facilitate the administration of this Compact or the protection of the public,

as determined by the rules of the Commission.

C. Nothing in this Compact shall be deemed or construed to alter, limit, or inhibit the power of a member state to control and maintain ownership of its licensee information or alter, limit, or inhibit the laws or regulations governing licensee information in the member state.

#### Section 9. Rulemaking.

A. The Commission shall exercise its rulemaking powers pursuant to the criteria set forth in this Compact and the rules adopted thereunder. Rules and amendments shall become binding as of the date specified in each rule or amendment.

B. The Commission shall promulgate reasonable rules to achieve the intent and purpose of this Compact. In the event the Commission exercises its rulemaking authority in a manner that is beyond the purpose and intent of this Compact or the powers granted hereunder, then such an action by the Commission shall be invalid and have no force and effect of law in the member states.

C. If a majority of the legislatures of the member states rejects a rule, by enactment of a statute or resolution in the same manner used to adopt the compact within four years of the date of adoption of the rule, then such rule shall have no further force and effect in any member state.

D. Rules or amendments to the rules shall be adopted or ratified at a regular or special meeting of the Commission in accordance with Commission rules and bylaws.

E. Prior to promulgation and adoption of a final rule or rules by the Commission, and at least 30 days in advance of the meeting at which the rule will be considered and voted upon, the Commission shall file a notice of proposed rulemaking:

1. On the website of the Commission or other publicly accessible platform; and
2. On the website of each member state's state licensing authority or other publicly accessible platform or the publication in which each state would otherwise publish proposed rules.

F. Upon determination that an emergency exists, the Commission may consider and adopt an emergency rule with 48 hours' notice and with opportunity to comment, provided that the usual rulemaking procedures shall be retroactively applied to the rule as soon as reasonably possible but in no event later than 90 days after the effective date of the rule. For the purposes of this subsection, an emergency rule is one that must be adopted immediately in order to:

1. Meet an imminent threat to public health, safety, or welfare;
2. Prevent a loss of Commission or member state funds;
3. Meet a deadline for the promulgation of an administrative rule that is established by federal law or rule; or
4. Protect public health and safety.

#### Section 10. Oversight, Dispute Resolution, and Enforcement.

##### A. Oversight.

1. The executive and judicial branches of the state government in each member state shall enforce this Compact and take all actions necessary and appropriate to implement the Compact.

2. Venue is proper and judicial proceedings by or against the Commission shall be brought solely and exclusively in a court of competent jurisdiction where the principal office of the Commission is located. The Commission may waive venue and jurisdictional defenses to the extent it adopts or consents to participate in alternative dispute resolution proceedings. Nothing herein shall affect or limit the selection or propriety of venue in any action against a licensee for professional malpractice, misconduct, or any such similar matter.

3. The Commission shall be entitled to receive service of process in any proceeding regarding the enforcement or interpretation of the Compact and shall have standing to intervene in such a proceeding for all purposes. Failure to provide the Commission service of process shall render a judgment or order void as to the Commission, this Compact, or promulgated rules.

##### B. Default, technical assistance, and termination.

1. If the Commission determines that a member state has defaulted in the performance of its obligations or responsibilities under this Compact or the promulgated rules, the Commission shall provide written notice to the defaulting state. The notice of default shall describe the default, the proposed means of curing the default, and any other action that the Commission may take, and shall offer training and specific technical assistance regarding the default.

2. The Commission shall provide a copy of the notice of default to the other member states.

C. If a state in default fails to cure the default, the defaulting state may be terminated from the Compact upon an affirmative vote of a supermajority of the delegates of the member states, and all rights, privileges, and benefits conferred on that state by this Compact may be terminated on the effective date of termination. A cure of the default does not relieve the offending state of obligations or liabilities incurred during the period of default.

D. Termination of membership in the Compact shall be imposed only after all other means of securing compliance have been exhausted. Notice of intent to suspend or terminate shall be given by the Commission to the governor, the majority and minority leaders of the defaulting state's legislature, the defaulting state's state licensing authority, and each of the member states' state licensing authorities.

*E. A state that has been terminated is responsible for all assessments, obligations, and liabilities incurred through the effective date of termination, including obligations that extend beyond the effective date of termination.*

*F. Upon the termination of a state's membership from this Compact, that state shall immediately provide notice to all licensees within that state of such termination. The terminated state shall continue to recognize all licenses granted pursuant to this Compact for a minimum of six months after the date of such notice of termination.*

*G. The Commission shall not bear any costs related to a state that is found to be in default or that has been terminated from the Compact, unless agreed upon in writing between the Commission and the defaulting state.*

*H. The defaulting state may appeal the action of the Commission by petitioning the U.S. District Court for the District of Columbia or the federal district where the Commission has its principal offices. The prevailing party shall be awarded all costs of such litigation, including reasonable attorney fees.*

*I. Dispute resolution.*

*1. Upon request by a member state, the Commission shall attempt to resolve disputes related to the Compact that arise among member states and between member and nonmember states.*

*2. The Commission shall promulgate a rule providing for both mediation and binding dispute resolution for disputes as appropriate.*

*J. Enforcement.*

*1. By majority vote as provided by rule, the Commission may initiate legal action against a member state in default in the United States District Court for the District of Columbia or the federal district where the Commission has its principal offices to enforce compliance with the provisions of the Compact and its promulgated rules. The relief sought may include both injunctive relief and damages. In the event judicial enforcement is necessary, the prevailing party shall be awarded all costs of such litigation, including reasonable attorney fees. The remedies herein shall not be the exclusive remedies of the Commission. The Commission may pursue any other remedies available under federal or the defaulting member state's law.*

*2. A member state may initiate legal action against the Commission in the U.S. District Court for the District of Columbia or the federal district where the Commission has its principal offices to enforce compliance with the provisions of the Compact and its promulgated rules. The relief sought may include both injunctive relief and damages. In the event judicial enforcement is necessary, the prevailing party shall be awarded all costs of such litigation, including reasonable attorney fees.*

*3. No person other than a member state shall enforce this Compact against the Commission.*

#### *Section 11. Effective Date, Withdrawal, and Amendment.*

*A. The Compact shall come into effect on the date on which the Compact statute is enacted into law in the seventh member state.*

*1. On or after the effective date of the Compact indicated above, the Commission shall convene and review the enactment of each of the charter member states to determine if the statute enacted by each such charter member state is materially different than the model Compact statute.*

*a. A charter member state whose enactment is found to be materially different from the model Compact statute shall be entitled to the default process set forth in Section 10.*

*b. If any member state is later found to be in default, or is terminated or withdraws from the Compact, the Commission shall remain in existence and the Compact shall remain in effect even if the number of member states should be less than seven.*

*2. Member states enacting the Compact subsequent to the charter member states shall be subject to the process set forth in subdivision C 22 of Section 7 to determine if their enactments are materially different from the model Compact statute and whether they qualify for participation in the Compact.*

*3. All actions taken for the benefit of the Commission or in furtherance of the purposes of the administration of the Compact prior to the effective date of the Compact or the Commission coming into existence shall be considered to be actions of the Commission unless specifically repudiated by the Commission.*

*a. Any state that joins the Compact subsequent to the Commission's initial adoption of the rules and bylaws shall be subject to the rules and bylaws as they exist on the date on which the Compact becomes law in that state. Any rule that has been previously adopted by the Commission shall have the full force and effect of law on the day the Compact becomes law in that state.*

*b. Any member state may withdraw from this Compact by enacting a statute repealing the same.*

*B. A member state's withdrawal shall not take effect until 180 days after enactment of the repealing statute.*

*C. Withdrawal shall not affect the continuing requirement of the withdrawing state's state licensing authority to comply with the investigative and adverse action reporting requirements of this Compact prior to the effective date of withdrawal.*

*D. Upon the enactment of a statute withdrawing from this Compact, a state shall immediately provide notice of such withdrawal to all licensees within that state. Notwithstanding any subsequent statutory*

*enactment to the contrary, such withdrawing state shall continue to recognize all licenses granted pursuant to this Compact for a minimum of six months after the date of such notice of withdrawal.*

*1. Nothing contained in this Compact shall be construed to invalidate or prevent any licensure agreement or other cooperative arrangement between a member state and a nonmember state that does not conflict with the provisions of this Compact.*

*2. This Compact may be amended by the member states. No amendment to this Compact shall become effective and binding upon any member state until it is enacted into the laws of all member states.*

*Section 12. Construction and Severability.*

*A. This Compact and the Commission's rulemaking authority shall be liberally construed so as to effectuate the purposes and the implementation and administration of the Compact. Provisions of the Compact expressly authorizing or requiring the promulgation of rules shall not be construed to limit the Commission's rulemaking authority solely for those purposes.*

*B. The provisions of this Compact shall be severable and if any phrase, clause, sentence, or provision of this Compact is held by a court of competent jurisdiction to be contrary to the constitution of any member state, of a state seeking participation in the Compact, or of the United States, or the applicability thereof to any government, agency, person, or circumstance is held to be unconstitutional by a court of competent jurisdiction, the validity of the remainder of this Compact and the applicability thereof to any other government, agency, person, or circumstance shall not be affected thereby.*

*C. Notwithstanding subsection B, the Commission may deny a state's participation in the Compact or, in accordance with the requirements of subsection B of Section 10, terminate a member state's participation in the Compact if it determines that a constitutional requirement of a member state is a material departure from the Compact. Otherwise, if this Compact shall be held to be contrary to the constitution of any member state, the Compact shall remain in full force and effect as to the remaining member states and in full force and effect as to the member state affected as to all severable matters.*

*Section 13. Consistent Effect and Conflict with Other State Laws.*

*A. Nothing herein shall prevent or inhibit the enforcement of any other law of a member state that is not inconsistent with the Compact.*

*B. Any laws, statutes, regulations, or other legal requirements in a member state in conflict with the Compact are superseded to the extent of the conflict.*

*C. All permissible agreements between the Commission and the member states are binding in accordance with their terms.*

## Discipline Reports

**Aug 1, 2025 - Apr 10, 2026**

<b>NEW CASES REC'D FROM ENFORCEMENT</b> Aug 1, 2025 - Apr 10, 2026
118

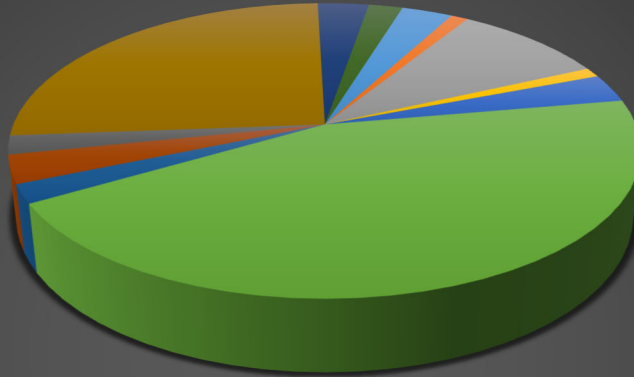
<b>TOTAL OPEN INVESTIGATIONS</b> (ENFORCEMENT)
20

<b>OPEN CASE STAGES</b> as of Apr 10, 2026	
Probable Cause Review	123
Scheduled for Informal Conferences	4
Scheduled for Formal Hearings	2
Other (pending CCA, PHCO, hold, etc.)	3
Cases with APD for processing (IFC, FH, Consent Order)	20
<b>TOTAL CASES AT BOARD LEVEL</b>	<b>152</b>

<b>CASES CLOSED</b> Aug 1, 2025 - Apr 10, 2026	
No violation	85
Undetermined	8
Violation (1) Mandatory suspension (3) Pre-Hearing Consent Orders	4
Application Appeal Approved	0
Application Appeal Denied	0
Application Appeal Withdrawn	0
<b>TOTAL CASES CLOSED</b>	<b>97</b>

<b>AVERAGE CASE PROCESSING TIMES</b> (counted on closed cases)	
Average time for case closures	<b>408 days</b>
Avg. time in Enforcement (investigations)	92 days
Avg. time in APD (IFC/FH preparation)	228 days
Avg. time in Board (includes hearings, reviews, etc).	305 days

## Closed Case Categories



■ Abuse/Abandonment/Neglect (3)

■ Action by another jurisdiction (1)  
 (1 violation - LCP)

■ Business Practice Issues (9)

■ CE Noncompliance (1)

■ Confidentiality Breach (3)

■ Diagnosis/Treatment (43)

■ Fraud, patient care (2)

■ Inability to Safely Practice (3)  
 (2 violations - LCP)

■ Inappropriate Relationship (2)  
 (1 violation - LCP)

■ No jurisdiction (25)  
 \* closed without investigation

■ Records Release (3)

■ Unlicensed Activity (2)

## Behavioral Science Unit (BSU)

### Boards of Counseling, Psychology, and Social Work

<b>CURRENT OPEN CASES PER BOARD</b>	
<b>as of Apr 10, 2026</b>	
Board of Counseling	352
Board of Psychology	<b>152</b>
Board of Social Work	200
<b>TOTAL CASES WITH BOARD STAFF</b>	<b>704</b>

#### *BSU Cases Received from Enforcement*

	<b>COUNSELING</b>	<b>PSYCHOLOGY</b>	<b>SOCIAL WORK</b>	<b>BSU TOTAL</b>
<b>2021</b>	344	132	94	<b>570</b>
<b>2022</b>	381	127	108	<b>616</b>
<b>2023</b>	440	124	160	<b>724</b>
<b>2024</b>	493	193	198	<b>884</b>
<b>2025</b>	486	152	207	<b>845</b>
<b>2026</b> <small>(as of 4/10/26)</small>	163	50	70	<b>283</b>

### Discipline Staff for BSU

Jennifer Lang, Deputy Executive Director  
 Christy Palmore, Discipline and Compliance Senior Case Specialist  
 Krystal Blanton, Discipline and Compliance Senior Case Specialist  
 Discipline Reviewer, Board of Counseling (part-time)  
 Discipline Reviewer, Board of Psychology (part-time)  
 Discipline Reviewer, Board of Social Work (part-time)

# **Recent Orders entered by the Board of Psychology**

\*For informational purposes only.  
Board action is not required.

**Hilary Linderman, LCP**

Entered September 17, 2025

**BEFORE THE VIRGINIA BOARD OF PSYCHOLOGY**

**IN RE: HILARY LEE LINDERMAN, L.C.P.**  
**License Number: 0810-006322**  
**Case Number: 239899**

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**CONSENT ORDER**

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**JURISDICTION AND PROCEDURAL HISTORY**

The Virginia Board of Psychology (“Board”) and Hilary Lee Linderman, L.C.P., as evidenced by their signatures hereto, in lieu of proceeding to an informal conference, enter into the following Consent Order affecting Dr. Linderman’s license to practice clinical psychology in the Commonwealth of Virginia.

**FINDINGS OF FACT AND CONCLUSIONS OF LAW**

1. Hilary Lee Linderman, L.C.P., was issued License Number 0810-006322 to practice clinical psychology on October 1, 2019, which is scheduled to expire on June 30, 2026.
2. Dr. Linderman violated 18 VAC 125-20-160(6) of the Regulations Governing the Practice of Psychology (“Regulations”) in that she unable to practice clinical psychology with reasonable skill and safety to clients by reason of illness or substance misuse, or as a result of a mental, emotional, or physical condition. Specifically:
  - a. See Confidential Exhibit.
  - b. See Confidential Exhibit.
  - c. See Confidential Exhibit.
  - d. See Confidential Exhibit.
  - e. According to records from the City of Salem, Virginia Police Department, on February 15, 2024, an officer of the City of Salem, Virginia Police Department responded to a call from an orthopedic practice about a confused female who went inside the practice, then went back out to the parking lot, and then was trying to open car doors. The officer found Dr. Linderman lying in a grassy area

**Hilary Lee Linderman, L.C.P.**

**CONSENT ORDER**

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near the parking lot. The officer saw that Dr. Linderman stumbled when she got up and that Dr. Linderman had glassy eyes. The officer smelled alcohol on Dr. Linderman, who told the officer that she drank about two glasses of wine. The officer saw that Dr. Linderman could not keep her balance and that she fell into some bushes. The officer arrested Dr. Linderman on a misdemeanor charge of public intoxication. According to information from the Virginia Judiciary Online Case Information System, the charge was waived after Dr. Linderman prepaid a fine and court costs.

f. See Confidential Exhibit.

g. See Confidential Exhibit.

h. See Confidential Exhibit.

i. According to treatment records from Carilion Roanoke Memorial Hospital, Roanoke, Virginia, on August 1, 2024, Dr. Linderman presented to the emergency department in an intoxicated state for evaluation of a right ankle injury after a fall while attempting to get into a car. Her injury was treated, and she was discharged the same day.

j. Dr. Linderman's diagnoses of alcohol use disorder, adjustment disorder, major depressive disorder, and anxiety disorder require ongoing treatment and monitoring.

3. Dr. Linderman violated 18 VAC 125-20-160(10) and (12) of the Regulations in that she made statements that were likely to deceive, defraud, or harm the public and failed to cooperate with an employee of the Department of Health Professions ("DHP") in the conduct of an investigation. Specifically:

a. During a telephone interview with the DHP senior investigator on July 9, 2024, Dr. Linderman stated that she was seeing Counselor A for counseling. However, during a telephone interview with the DHP senior investigator on July 9, 2024, Counselor A stated that he started seeing Dr. Linderman for counseling in January 2024 and last saw Dr. Linderman for counseling on March 21, 2024.

Hilary Lee Linderman, L.C.P.

CONSENT ORDER

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b. During a telephone interview with the DHP senior investigator on August 29, 2024, Dr. Linderman stated that she fractured her right ankle when she tripped over a cat going down her stairs on August 1, 2024, and that she had not been drinking alcohol before this incident. However, as stated in Finding of Fact 2(i) above, on August 1, 2024, Dr. Linderman presented to the emergency department in an intoxicated state for evaluation of a right ankle injury after a fall while attempting to get into a car. Dr. Linderman later stated in her interview with the DHP senior investigator on August 29, 2024, that “I may have had a couple of glasses of wine that day before I fell, I don’t remember.”

c. In a letter dated July 9, 2024, to Dr. Linderman, the DHP senior investigator asked Dr. Linderman to provide, among other information, the names and contact information of any current and previous psychiatrists, counselors, therapists, or other providers from whom Dr. Linderman sought treatment and a list of all current, prescribed medications. Dr. Linderman’s written response that she sent to the DHP senior investigator on July 29, 2024, failed to include the requested information.

4. Pursuant to Virginia Code § 54.1-2400.2(K), the Board considered whether to disclose or not disclose Dr. Linderman’s health records or health services.

### CONSENT

Hilary Lee Linderman, L.C.P., by affixing her signature to this Consent Order, agrees to the following:

1. I have been advised to seek advice of counsel prior to signing this document;
2. I am fully aware that without my consent, no legal action can be taken against me or my license except pursuant to the Virginia Administrative Process Act, Virginia Code § 2.2-4000 *et seq.*;
3. I acknowledge that I have the following rights, among others: the right to an informal fact-finding conference before the Board; and the right to representation by counsel;
4. I waive my right to an informal conference;

**Hilary Lee Linderman, L.C.P.**

**CONSENT ORDER**

Page 4 of 9

5. I admit to the Findings of Fact and Conclusions of Law contained herein and waive my right to contest such Findings of Fact and Conclusions of Law and any sanction imposed hereunder in any future judicial or administrative proceeding in which the Board is a party;

6. I consent to the entry of the following Order affecting my license to practice clinical psychology in the Commonwealth of Virginia.

### **ORDER**

Based on the foregoing Findings of Fact and Conclusions of Law, the Virginia Board of Psychology hereby ORDERS as follows:

1. The license of Hilary Lee Linderman, L.C.P., to practice clinical psychology is **SUSPENDED**.

2. The license will be recorded as suspended.

3. Should Dr. Linderman seek reinstatement of her license, an administrative proceeding shall be convened to consider such application. At such time, the burden shall be on Dr. Linderman to demonstrate that she is safe and competent to return to the practice of clinical psychology. Dr. Linderman shall be responsible for any fees that may be required for the reinstatement and/or renewal of the license prior to issuance of the license to resume practice.

4. The suspension shall be **STAYED** upon proof of Dr. Linderman's entry into a contract with the Virginia Health Practitioners' Monitoring Program ("HPMP") within 60 days of the date of entry of this Order.

5. Upon stay of the suspension, Dr. Linderman shall comply with all terms and conditions of the HPMP for the period specified by the HPMP.

6. Upon receipt of evidence of Dr. Linderman's participation in and successful completion of the terms specified by the HPMP, the Board, at its discretion, may waive Dr. Linderman's appearance

**Hilary Lee Linderman, L.C.P.**

**CONSENT ORDER**

Page 5 of 9

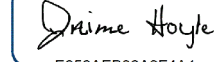
before the Board and conduct an administrative review of this matter, at which time she may be issued an unrestricted license.

7. Failure to comply with the terms and conditions of the stay of suspension shall result in the immediate rescission of the stay of suspension of the license of Dr. Linderman, and the license shall be recorded as suspended. After any rescission of the stay of suspension, Dr. Linderman may, within 33 days of the effective date of the rescission, request a formal administrative hearing before the Board.

Pursuant to Virginia Code §§ 2.2-4023 and 54.1-2400.2, the signed original of this Order shall remain in the custody of the Department of Health Professions as a public record, and shall be made available for public inspection and copying upon request.

FOR THE BOARD

DocuSigned by:



E858AEB08A9F4A4...

Jaime Hoyle, J.D.

Executive Director

Virginia Board of Psychology

ENTERED: 9/17/2025

SEEN AND AGREED TO:

Signed by:



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Hilary Lee Linderman, L.C.P.

Date Signed: 9/8/2025

**Hilary Linderman, LCP**

Entered October 27, 2025



## COMMONWEALTH of VIRGINIA

Arne W. Owens  
Director

Department of Health Professions  
Perimeter Center  
9960 Mayland Drive, Suite 300  
Henrico, VA 23233-1463

[www.dhp.virginia.gov](http://www.dhp.virginia.gov)  
TEL (804) 367-4400  
FAX (804) 527-4475

### **Virginia Board of Psychology**

(804) 381-6180 facsimile

(804) 367-4554 direct dial

[Jennifer.Lang@dhp.virginia.gov](mailto:Jennifer.Lang@dhp.virginia.gov)

October 27, 2025

Hilary Linderman, LCP

[REDACTED]  
Roanoke, Virginia 24019

**Re: License No. 0810006322  
Case No. 239899**

Dear Dr. Linderman:

The Board of Psychology ("Board") has received proof of your enrollment in the Health Practitioners' Monitoring Program ("HPMP"). In accordance with the Consent Order entered on September 17, 2025, the suspension of your license has now been STAYED.

The stay of suspension will remain in effect as long as you comply with your HPMP Contract. Should HPMP report your dismissal from the program, the stay will be rescinded. After any rescission of the stay of suspension, you will be able to request a formal hearing before the Board regarding your license.

Pursuant to Virginia Code § 54.1-2400.2, a signed copy of this letter shall remain in the custody of the Department of Health Professions as a public record and shall be made available for public inspection and copying upon request.

If you have any questions, please contact me at [Jennifer.Lang@dhp.virginia.gov](mailto:Jennifer.Lang@dhp.virginia.gov) or (804) 367-4554.

Sincerely,

Jennifer Lang  
Deputy Executive Director  
Virginia Board of Psychology

**Hilary Linderman, LCP**

Entered April 2, 2026



# COMMONWEALTH of VIRGINIA

David E. Brown, D.C.  
Director

## Department of Health Professions

Perimeter Center  
9960 Mayland Drive, Suite 300  
Henrico, Virginia 23233-1463

www.dhp.virginia.gov  
TEL (804) 367- 4400  
FAX (804) 527- 4475

April 2, 2026

Hilary Lee Linderman, L.C.P.

[REDACTED]  
Roanoke, VA 24019

**CERTIFIED MAIL**  
**9414 7266 9904 2179 7947 78**

**RE: License Number 0810006322  
RESCISSION OF STAYED SUSPENSION**

Dear Dr. Linderman:

The Board of Psychology (“Board”) received verification that you resigned from the Virginia Health Practitioners’ Monitoring Program.

In accordance with the Order of the Board entered, September 17, 2025, the stay of indefinite suspension has been summarily rescinded and your license to practice clinical psychology in the Commonwealth of Virginia is **INDEFINITELY SUSPENDED** effective this date.

If you wish to contest this action, you may request a formal hearing before the Board. A request for a formal hearing on this matter must be in writing, addressed to the attention of Jennifer Lang, Deputy Executive Director, and received by the Board within 33 days from the date of this letter. Upon receipt of your timely written request, a formal hearing will be scheduled. Please note that failing to request a formal hearing within 33 days will not prevent you from applying for reinstatement of your license at a later date.

Pursuant to Virginia Code § 54.-2400.2, this letter shall remain in the custody of the Department of Health Professions as a public record and shall be made available for public inspection and copying upon request.

You may contact the Board office at (804) 367-4697 if you have any questions regarding this matter.

Sincerely,

Jennifer Lang  
Deputy Executive Director  
Virginia Board of Psychology

cc: Laura Booberg, Health Practitioners’ Monitoring Program Manager  
Susan Brooks, Operations Manager, Administrative Proceedings Division  
Krystal Blanton, Compliance & Discipline Case Specialist

**Naomi Steinberg, LCP**

Entered November 21, 2025

**BEFORE THE VIRGINIA DEPARTMENT OF HEALTH PROFESSIONS**

**IN RE: NAOMI STEINBERG, L.C.P.**  
**License Number: 0810-008916**  
**Case Number: 253461**

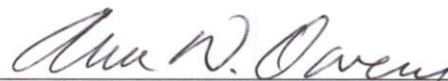
**ORDER OF MANDATORY SUSPENSION**

In accordance with Virginia Code § 54.1-2409, the Director of the Virginia Department of Health Professions received evidence that the Oregon Board of Psychology suspended the license of Naomi Steinberg, L.C.P., to practice psychology in the State of Oregon. A copy of the Order of Emergency Suspension is attached hereto as Commonwealth's Exhibit 1.

WHEREUPON, by the authority vested in the Director of the Department of Health Professions pursuant to Virginia Code § 54.1-2409, it is hereby ORDERED that the license of Naomi Steinberg, L.C.P., to practice clinical psychology in the Commonwealth of Virginia is hereby SUSPENDED.

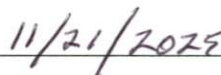
Upon entry of this Order, the license of Naomi Steinberg, L.C.P., will be recorded as suspended. Should Ms. Steinberg seek reinstatement of her license pursuant to Virginia Code § 54.1-2409, she shall be responsible for any fees that may be required for the reinstatement of the license prior to issuance of the license to resume practice.

Pursuant to Virginia Code § 2.2-4023 and § 54.1-2400.2, the signed original of this Order shall remain in the custody of the Department of Health Professions as a public record and shall be made available for public inspection or copying on request.



Arne W. Owens, Director  
Virginia Department of Health Professions

ENTERED:



**CERTIFICATION OF DUPLICATE RECORDS**

As Director of the Department of Health Professions, I hereby certify that the attached Order of Emergency Suspension entered September 12, 2025, regarding Naomi Steinberg, L.C.P., is a true copy of the records received from the Oregon Board of Psychology.

Arne W. Owens  
Arne W. Owens

11/21/2025  
Date

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BEFORE THE  
BOARD OF PSYCHOLOGY  
STATE OF OREGON

In the Matter of ) Board Case Nos. 2025-032 & 2025-049  
)  
)  
NAOMI STEINBERG, Ph.D. ) ORDER OF EMERGENCY SUSPENSION  
LICENSE NO. 1013 )  
)

1.

9 The Board of Psychology (Board) is the state agency responsible for licensing and  
10 disciplining psychologists, and for regulating the practice of psychology in the State of Oregon.  
11 Naomi Steinberg, Ph.D., (Licensee) is licensed by the Board to practice psychology in the State  
12 of Oregon. ORS 675.110.

13 2.

14 The Board has received credible information that has raised serious concerns about  
15 Licensee's ability to practice as a psychologist safely, ethically and competently. Therefore, the  
16 Board issues this Order of Emergency Suspension, suspending License No. 1013.

17 3.

18 FINDINGS OF FACT

19 The acts and conduct by Licensee that support this Order of Emergency Suspension are:

20 3.1 Licensee has been licensed by the Board since 1992.

21 3.2 Licensee's practice as a psychologist focuses on patients with trauma and  
22 diagnoses of Post-Traumatic Stress Disorder, a segment of the public who are at elevated risk for  
23 suicidal ideation, self-harm, and completed suicide.

24 3.3 Licensee's practice of psychology is informed by unproven assumptions about the  
25 professional discipline and standards of care, including the existence of mind-control and the  
26 ability of an outside person to "program" the mind of another.





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6.

**NOTICE OF HEARING RIGHT**

Licensee is entitled to a hearing as provided by the Administrative Procedures Act (ORS Chapter 183). Licensee may be represented by counsel at the hearing. If Licensee desires a hearing, Licensee must request a hearing in writing within ninety (90) days of the receipt of or mailing of this Order of Emergency Suspension to Licensee. ORS 183.430(2). Upon receipt of a timely request for a hearing, the Board will hold a post-suspension hearing as soon as practicable pursuant to OAH Rule 137-003-0560(3) and will notify Licensee of the time and place of the hearing. Hearing requests may be mailed to:

Oregon Board of Psychology  
3218 Pringle Road SE, Suite 120  
Salem, OR 97302-6312


If Licensee requests a hearing, Licensee will be given information on the procedures, right of representation, and other rights of parties relating to the conduct of the hearing as required under ORS 183.413(2) and 183.430(2) before commencement of the hearing. If Licensee fails to request a hearing, Licensee's right to a hearing shall be considered waived.

7.

**NOTICE TO ACTIVE DUTY SERVICEMEMBERS:** Active Duty Servicemembers have a right to stay these proceedings under the federal Servicemembers Civil Relief Act. For more information contact the Oregon State Bar at 800-452-8260, the Oregon Military Department at 503-584-3571 or the nearest United States Armed Forces Legal Assistance Office through <http://legalassistance.law.af.mil>. The Oregon Military Department does not have a toll-free telephone number.

IT IS SO ORDERED this 12<sup>th</sup> day of September 2025.

BOARD OF PSYCHOLOGY  
State of Oregon

  
David Greaves, Ph.D., Board Chair

**Daniele McNeill, LCP**

Entered March 30, 2026

**BEFORE THE VIRGINIA BOARD OF PSYCHOLOGY**

**IN RE: DANIELE PIERRETTE MCNEILL, L.C.P.**  
**License Number: 0810-002194**  
**Case Number: 205757**

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**CONSENT ORDER**

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**JURISDICTION AND PROCEDURAL HISTORY**

The Virginia Board of Psychology (“Board”) and Daniele Pierrette McNeill, L.C.P., as evidenced by their signatures hereto, in lieu of proceeding to an informal conference, enter into the following Consent Order affecting Dr. McNeill’s license to practice clinical psychology in the Commonwealth of Virginia.

**FINDINGS OF FACT AND CONCLUSIONS OF LAW**

1. Daniele Pierrette McNeill, L.C.P., was issued License Number 0810-002194 to practice clinical psychology on May 30, 1995. Said license is scheduled to expire on June 30, 2026.
2. Dr. McNeill violated 18 VAC 125-20-150(B)(6) and 18 VAC 125-20-160(4) and (8) of the Regulations Governing the Practice of Psychology, effective June 20, 2012, to June 22, 2021, in that she engaged in a dual business and financial relationship with Client A, a female client to whom Dr. McNeill had been providing individual therapy since April 20, 2007, for diagnoses of major depressive disorder, recurrent; post-traumatic stress disorder; generalized anxiety disorder; obsessive-compulsive disorder; suicidal thoughts; and suicidal attempt. Specifically, on December 23, 2016, Dr. McNeill hired Client A as a coding and billing specialist for her practice. In addition, in a written statement dated September 16, 2020, Dr. McNeill stated that as of that date, Client A was still an active client and an employee.
3. Dr. McNeill has reported that since employing Client A, Client A had a breakthrough in treatment and experienced no additional suicidal attempts. Dr. McNeill further stated that Client A’s position was a completely remote part-time position. Dr. McNeill denied that Client A experienced harm

**Daniele Pierrette McNeill, L.C.P.**

**CONSENT ORDER**

**Page 2 of 3**

due to the employment relationship, but she stated that she understands the concerns of the Board and has ended the employment relationship with Client A.

### **CONSENT**

Daniele Pierrette McNeill, L.C.P., by affixing her signature to this Consent Order, agrees to the following:

1. I have been advised to seek advice of counsel prior to signing this document and am represented by Dorinda Burton, Esq. and M. Todd Gerber, Esq.;

2. I am fully aware that without my consent, no legal action can be taken against me or my license except pursuant to the Virginia Administrative Process Act, Virginia Code § 2.2-4000 *et seq.*;

3. I acknowledge that I have the following rights, among others: the right to an informal fact-finding conference before the Board; and the right to representation by counsel;

4. I waive my right to an informal conference;

5. I neither admit nor deny the Findings of Fact and Conclusions of Law contained herein but waive my right to contest such Findings of Fact and Conclusions of Law and any sanction imposed hereunder in any future judicial or administrative proceeding in which the Board is a party;

6. I consent to the entry of the following Order affecting my license to practice clinical psychology in the Commonwealth of Virginia.

### **ORDER**

Based on the foregoing Findings of Fact and Conclusions of Law, the Virginia Board of Psychology hereby ORDERS as follows:

1. Within 6 months from the date of entry of this Order, Dr. McNeill shall provide written proof satisfactory to the Board of successful completion of Board-approved courses of at least 12 credit hours, including 6 hours on the subject of ethics and 6 hours on the subject of dual relationships. The

**Daniele Pierrette McNeill, L.C.P.**

**CONSENT ORDER**

**Page 3 of 3**

course(s) shall be approved in advance of registration by the Executive Director of the Board. Requests for approval must be received at least 15 business days prior to the course date. All continuing education hours/courses shall be completed either virtually or in person through face-to-face, interactive sessions (i.e., no home study, journal, or on-demand Internet courses). Continuing education obtained through compliance with this term shall not be used toward licensure renewal.

2. Dr. McNeill shall bear any costs associated with the terms and conditions of this Order.

3. Dr. McNeill shall comply with all laws and regulations governing the practice of clinical psychology in the Commonwealth of Virginia.

4. Any violation of the foregoing terms and conditions of this Order or any statute or regulation governing the practice of clinical psychology shall constitute grounds for further disciplinary action.

Pursuant to Virginia Code §§ 2.2-4023 and 54.1-2400.2, the signed original of this Order shall remain in the custody of the Department of Health Professions as a public record and shall be made available for public inspection and copying upon request.

FOR THE BOARD

Signed by:  
*Maria Stransky*  
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\_\_\_\_\_  
Maria Stransky, LPC, CSOTP, CSAC  
Executive Director  
Virginia Board of Psychology

ENTERED: 3/30/2026

SEEN AND AGREED TO:

Signed by:  
*Daniele McNeill, LCP*  
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\_\_\_\_\_  
Daniele Pierrette McNeill, L.C.P.

Date Signed: 3/26/2026

**Lori Dudley, LCP**

Entered April 1, 2026

**BEFORE THE VIRGINIA BOARD OF PSYCHOLOGY**

**IN RE:           LORI LEE DUDLEY, L.C.P.**  
**License Number:   0810-003042**  
**Case Number:       232825**

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**CONSENT ORDER**

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**JURISDICTION AND PROCEDURAL HISTORY**

The Virginia Board of Psychology (“Board”) and Lori Lee Dudley, L.C.P., as evidenced by their signatures hereto, in lieu of proceeding to an informal conference, enter into the following Consent Order affecting Dr. Dudley’s license to practice as a clinical psychologist in the Commonwealth of Virginia.

**FINDINGS OF FACT AND CONCLUSIONS OF LAW**

1.       Lori Lee Dudley, L.C.P., was issued License Number 0810-003042 to practice as a clinical psychologist on December 1, 2001, which is scheduled to expire on June 30, 2026.

2.       The Board alleges that Dr. Dudley violated 18 VAC 125-20-150(B)(8) and 18 VAC 125-20-160 (8) of the Regulations Governing the Practice of Psychology [effective March 5, 2020, now found at 18 VAC 125-20-150(E)(2) and 18 VAC 125-20-160 (14)] by entering into a dual relationship with Patient A’s father less than five (5) years after seeing Patient A, a 10-year-old minor, as a patient. Specifically:

    a.       During March - May 2019, Dr. Dudley had at least six treatment sessions with Patient A, who was referred to Dr. Dudley due to the patient’s disruptive behavior. According to treatment records, Patient A’s father was present at four of the treatment sessions with Patient A. Patient A was resistant and unreceptive to therapy, often being argumentative. Dr. Dudley believed that continuing treatment with her would not be beneficial to Patient A, a conclusion with which Patient A’s parents agreed. Dr. Dudley’s psychotherapy note dated May 7, 2019, indicated that, “We agreed that this is our last session, but if [Patient A] asked to come back, I would certainly see him again.”

**Lori Lee Dudley, Ph.D., L.C.P.**

**CONSENT ORDER**

**Page 2 of 2**

b. Sometime in May 2020, Dr. Dudley went on a blind date with Patient A's father, which was arranged by a mutual friend. After several months, a romantic relationship ensued. Patient A's father and Dr. Dudley became engaged to be married in May 2023 and married in 2025.

3. Dr. Dudley asserted that her relationship with Patient A's father was not exploitative and had not caused an adverse impact to Patient A.

### **CONSENT**

Lori Lee Dudley, L.C.P., by affixing her signature to this Consent Order, agrees to the following:

1. I have been advised to seek advice of counsel prior to signing this document and am represented by Nora T. Ciancio, Esq.

2. I am fully aware that without my consent, no legal action can be taken against me or my license except pursuant to the Virginia Administrative Process Act, Virginia Code § 2.2-4000 *et seq.*;

3. I acknowledge that I have the following rights, among others: the right to an informal fact-finding conference before the Board; the right to representation by counsel; and the right to cross-examine witnesses against me;

4. I waive my right to an informal conference;

5. I neither admit to nor deny the Findings of Fact and Conclusions of Law contained herein but waive my right to contest such Findings of Fact and Conclusions of Law and any sanction imposed hereunder in any future judicial or administrative proceeding in which the Board is a party;

6. I consent to the entry of the following Order affecting my license to practice as a clinical psychologist in the Commonwealth of Virginia.

### **ORDER**

Based on the foregoing Findings of Fact and Conclusions of Law, the Virginia Board of Psychology hereby ORDERS that Lori Lee Dudley, L.C.P., is REPRIMANDED.

**Lori Lee Dudley, Ph.D., L.C.P.**

**CONSENT ORDER**

**Page 3 of 2**

Pursuant to Virginia Code §§ 2.2-4023 and 54.1-2400.2, the signed original of this Order shall remain in the custody of the Department of Health Professions as a public record, and shall be made available for public inspection and copying upon request.

FOR THE BOARD

Signed by:

*Maria Stransky, Executive Director*

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\_\_\_\_\_  
Maria Stransky, L.P.C., C.S.O.I.P., C.S.A.C.

Executive Director

Virginia Board of Psychology

ENTERED: 4/1/2026

SEEN AND AGREED TO:

Signed by:

*Lori Lee Dudley, LCP*

F452C4CCE186405...

\_\_\_\_\_  
Lori Lee Dudley, L.C.P.

Date Signed: 3/31/2026

**Marc Cottrell, LCP**

Entered April 11, 2026

**BEFORE THE VIRGINIA BOARD OF PSYCHOLOGY**

**IN RE:           MARC STEPHEN COTTRELL, L.C.P.**  
**License Number:   0810-004961**  
**Case Number:       236032**

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**CONSENT ORDER**

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**JURISDICTION AND PROCEDURAL HISTORY**

The Virginia Board of Psychology (“Board”) and Marc Stephen Cottrell, L.C.P., (“Dr. Cottrell”) as evidenced by their signatures hereto, in lieu of proceeding to an informal conference, enter into the following Consent Order affecting Dr. Cottrell’s license to practice as a clinical psychologist in the Commonwealth of Virginia.

**FINDINGS OF FACT AND CONCLUSIONS OF LAW**

1.       Marc Stephen Cottrell, L.C.P., was issued License Number 0810-004961 to practice as a clinical psychologist in the Commonwealth of Virginia on March 6, 2014, which is scheduled to expire on June 30, 2026.
  
2.       Dr. Cottrell violated 18 VAC 125-20-150(B)(6) and (7) and 18 VAC 125-20-160(3), (4) and (14) of the Regulations Governing the Practice of Psychology in that, by his own admission, from approximately April 30, 2022 to March 14, 2023, he failed to maintain appropriate professional boundaries and engaged in excessive and inappropriate text messaging with Patient A, to whom he provided treatment for post-traumatic stress disorder (“PTSD”) and abandonment issues arising from prior abuse. Many of these text messages were misleading, demanding, insulting, confusing and overall harmful to Patient A. Specifically:
  - a.       Over the course of Patient A’s treatment, Dr. Cottrell and Patient A generated over 1,335 pages of text messages, often texting seven days a week, for many hours at a time. At one point

**Marc Stephen Cottrell, L.C.P.**

**CONSENT ORDER**

Page 2 of 11

during her treatment, Dr. Cottrell set the expectation that Patient A text him at 7pm every evening, which Patient A believed was part of her treatment plan.

b. Dr. Cottrell told Patient A he would treat her without charge because “if you see someone pro bono, they can’t sue you.” Further, throughout the treatment period, Dr. Cottrell informed Patient A that a patient’s filing of a Board complaint would be a reason why he would terminate treatment with a patient. For example, in a text sent to Patient A on August 23, 2022, Dr. Cottrell stated, “I’m not going to dump you/You don’t scare me...You aren’t suicidal/Behaviorally dysregulated/Not threatening to the call the license board.” Patient A believed Dr. Cottrell made these references to Board reporting in an attempt to intimidate and control her, and she equated termination of therapy with abandonment.

c. On May 8, 2022, Dr. Cottrell texted Patient A:

I had to refer a former patient out/Came back to me after a couple years/Explained how he plans to suicide in a couple years to activate the life insurance policy/And before their soon to be born baby is old enough to really remember Him/He had a lot of stuff going on which explains his fixation/on how ending his life is somehow helpful/However I was so offended and angry [sic] had to let him go/Because I couldn’t be effective with him even if I wanted to.

Because of this statement, Patient A reported in her complaint to the Board that, as she became increasingly suicidal in early 2023, she was reluctant to tell Dr. Cottrell about her suicidal thoughts for fear that he would abandon her and refer her to another treatment provider.

d. On July 14, 2022, Patient A texted that she was struggling with self-harm thoughts and that she did not like talking about things in her head. Dr. Cottrell replied, “You are unique like a snowflake/One in a billion/And/You are an asshole just like the rest of us.” Patient A reported that she had not previously considered herself to be an “asshole” and that Dr. Cottrell’s comment caused her to have negative thoughts about herself.

**Marc Stephen Cottrell, L.C.P.**

**CONSENT ORDER**

Page 3 of 11

e. On September 21, 2022, Patient A texted to Dr. Cottrell that she was struggling,

stating:

I'm sorry, I don't understand something. I don't understand if we're meeting on Wednesdays or not. I know I'm not on your schedule bc I didn't get a reminder, which feeds the feeling 'he's too busy, I don't matter, not worth his time, etc' stuff. Sometimes you ask about a time but sometimes you don't. I don't understand how to know what's going on, but have been scared to ask bc I don't want you to be upset with me, I'm sorry.

Dr. Cottrell replied:

I actually do it on purpose/I want you to be able to count on something based on the past/Even if it isn't explicit in future plans/We always meet on Wednesdays/Sometimes there are reminders/But we always meet on Wednesdays...

f. On multiple occasions, Dr. Cottrell told Patient A that her parents were horrible people. On October 3, 2022, while Dr. Cottrell was on vacation in Key West, Florida for 4 weeks, Dr. Cottrell texted Patient A and told her to block Patient A's father from texting her. Patient A texted that she had done what Dr. Cottrell told her to do, but that she was crying. Dr. Cottrell replied, "You will feel better/There is no danger in blocking him/ Besides/He [sic] just get a different phone and text you again/He will keep coming back/Like herpes." Patient A replied to Dr. Cottrell, "But you'll be here?" and Dr. Cottrell replied, "Yes."

g. Later in the evening of October 3, 2022, Patient A continued to text Dr. Cottrell about how horrible she felt and that she had "been stuck doing self-harm almost daily for more than a week." Dr. Cottrell replied, "If hurting yourself will help you feel better It's Ok to do it. If it helps you tonight I won't discourage you...So this is an improvement/So if you need to do it I won't try to discourage it." Patient A then texted, "I'm expecting you to shout at me", to which Dr. Cottrell replied, "You will be

**Marc Stephen Cottrell, L.C.P.**

**CONSENT ORDER**

Page 4 of 11

waiting a long long time.” Patient A texted, “You won’t give up on me?” Dr. Cottrell replied, “Nope” and Patient A ended that evening’s text exchange with, “This is weird.”

h. Throughout the treatment period, Dr. Cottrell shared with Patient A many details about his own personal life, which made Patient A uncomfortable. As a result, Patient A began to avoid bringing up subjects in therapy that might prompt Dr. Cottrell to speak about his personal life.

i. Dr. Cottrell acknowledged in his written statement to the Board dated March 14, 2024, that, during the period he provided treatment to Patient A, he was experiencing countertransference and codependency with Patient A due to the stresses of the COVID-19 pandemic. Dr. Cottrell also stated that he had proactively implemented several measures to strengthen his professional practice. These included limiting electronic patient communication to administrative matters, maintaining defined session lengths, and seeking consultation on complex cases. Dr. Cottrell also completed continuing education courses in professional boundaries. He reflected deeply on the dynamics of this case and remains committed to ensuring compliance with applicable practice standards in the future.

3. Dr. Cottrell violated 18 VAC 125-20-150(B)(6), (7) and (10), and 18 VAC 125-20-160(3), (4) and (14) of the Regulations Governing the Practice of Psychology when he failed to arrange for another professional to provide continuing treatment for Patient A while he was on vacation. On September 27, 2022, Dr. Cottrell told Patient A he was going on vacation to Key West, Florida, but made no arrangements for Patient A’s future weekly appointments and did not tell Patient A how long he would be unavailable or that he would be on vacation for four (4) weeks. Although Dr. Cottrell conducted virtual sessions with Patient A at his convenience during this time, his handling of the matter caused Patient A’s fear of abandonment to escalate to a crisis point, which was further exacerbated by the following text exchanges during this period:

**Marc Stephen Cottrell, L.C.P.**

**CONSENT ORDER**

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a. On October 6, 2022, at the start of a virtual session, after Patient A texted Dr. Cottrell that she was in crisis, Dr. Cottrell stated “you don’t look like you’re in crisis.”

b. Patient A described in her complaint to the Board that Dr. Cottrell was pacing during another virtual session “to get [his] steps in.” While his back was to Patient A, Dr. Cottrell “very sternly and loudly” said, “Don’t ask why, just do as I say!”

### **CONSENT**

Marc Stephen Cottrell, L.C.P., by affixing his signature to this Consent Order, agrees to the following:

1. I have been advised to seek advice of counsel prior to signing this document and am represented by Anisa P. Kelley, Esq.:

2. I am fully aware that without my consent, no legal action can be taken against me or my license except pursuant to the Virginia Administrative Process Act, Virginia Code § 2.2-4000 *et seq.*;

3. I acknowledge that I have the following rights, among others: the right to an informal fact-finding conference before the Board; the right to representation by counsel; and the right to cross-examine witnesses against me;

4. I waive my right to an informal conference;

5. I neither admit nor deny the Findings of Fact and Conclusions of Law contained herein but waive my right to contest such Findings of Fact and Conclusions of Law and any sanction imposed hereunder in any future judicial or administrative proceeding in which the Board is a party;

6. I consent to the entry of the following Order affecting my license to practice as a Clinical Psychologist in the Commonwealth of Virginia.

**Marc Stephen Cottrell, L.C.P.**

**CONSENT ORDER**

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## **ORDER**

Based on the foregoing Findings of Fact and Conclusions of Law, the Virginia Board of Psychology hereby ORDERS that Marc Stephen Cottrell, L.C.P., is placed on INDEFINITE PROBATION for a period of not less than twelve (12) months of active clinical practice subject to the following terms and conditions:

1. The period of probation shall begin on the date that this Order is entered and shall continue INDEFINITELY. Dr. Cottrell may request that the Board terminate his probation after not less than twelve (12) months from the date this Order is entered. Upon receipt of evidence that Dr. Cottrell has complied with the terms and conditions of this Order for no less than twelve (12) months of active clinical practice, the Executive Director of the Board is authorized to terminate the probation imposed on Dr. Cottrell's license. In the alternative, the Executive Director may refer the matter to a Special Conference Committee of the Board for further administrative proceedings.

2. All reports required by this Order shall be submitted in writing to the Board office with the first report being received no later than fifteen (15) days following the date that this Order is entered. Subsequent reports must be received quarterly by the last day of the months of March, June, September, and December until the period of probation ends. Dr. Cottrell is fully responsible for ensuring that all required reports are properly submitted and received by the Board in a timely manner.

3. Within twelve (12) months of the date of entry of this Order, Dr. Cottrell shall successfully complete, and submit certification, or other evidence satisfactory to the Board, of completion of three hours of Board-approved psychology continuing education credits on the topic of boundaries, and three CE hours on the subject of transference/counter-transference. These CE hours shall be completed through face-to-face, interactive sessions (i.e., no home study, journal, or Internet courses). All CE shall be

**Marc Stephen Cottrell, L.C.P.**

**CONSENT ORDER**

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approved in advance of registration by the Executive Director of the Board. These hours shall not be counted toward the CE hours required for the renewal of Dr. Cottrell's license.

4. Within forty (40) days of entry of this Order, Dr. Cottrell shall enter into individual supervision of his practice with a Board-approved supervisor, under the following terms:

a. Said supervisor shall be a licensee of the jurisdiction where Dr. Cottrell is practicing and shall hold a current, active, and unrestricted license to practice clinical psychology in said jurisdiction. Said supervisor shall submit his/her resume, qualifications and credentials to the Board for approval, and shall act as a duly constituted agent of the Board. Dr. Cottrell shall meet with the supervisor within fifteen (15) days of the date of approval for the purpose of beginning supervision. Dr. Cottrell will ensure that the Board-approved supervisor receives a copy of this Consent Order prior to supervision commencing. Prior to any change of supervision, Dr. Cottrell must obtain Board approval.

b. Dr. Cottrell and his supervisor shall meet in person at least one hour every two weeks of clinical practice during the period of probation, in a supervisory session for the purpose of engaging in continuous audit and monitoring of Dr. Cottrell's practice. Upon the request of his supervisor, Dr. Cottrell shall provide his supervisor with a list of his clients and with individual client records for review.

c. Dr. Cottrell's supervisor shall submit a detailed review of the supervisory activities, which shall include details of Dr. Cottrell's clinical judgment, in addition to any supervisory recommendations to the Board. These reviews shall be sent to the Board office quarterly as stated in Term No. 2 of this Order. Should Dr. Cottrell or his practice supervisor request modification of the terms of this Order, said request shall be proffered in writing to the Board.

**Marc Stephen Cottrell, L.C.P.**

**CONSENT ORDER**

Page 8 of 11

d. Dr. Cottrell shall bear all reasonable expenses of his supervisor including a per hour charge for the supervision, report writing and information gathering of the supervisor at his/her hourly fee.

e. Should Dr. Cottrell and/or his supervisor terminate supervision, within ten (10) days of the termination of supervision, Dr. Cottrell shall notify the Board of the termination, the date(s) of the termination and the last supervisory session, and the reason for the termination of the supervisory relationship. In addition, within thirty (30) days of the date of termination of supervision, Dr. Cottrell shall submit the name and curriculum vitae of a new supervisor for approval by the Board. If Dr. Cottrell fails to submit the name and curriculum vitae of a new supervisor to the Board within thirty (30) days of termination of supervision, Dr. Cottrell shall discontinue clinical practice until such time as he is able to submit the name and curriculum vitae of a new supervisor and obtain approval of the new supervisor from the Board. Supervision with any new supervisor shall be subject to the terms and conditions of this Consent Order.

5. Dr. Cottrell shall sign all required authorization forms within thirty (30) days of the date of entry of this Order or, where applicable, within ten (10) days of the Board's approval of a practice supervisor, allowing for unrestricted communication between and among the Board and Dr. Cottrell's practice supervisor.

6. Dr. Cottrell shall terminate supervision of any students, interns, residents, and/or supervisees whom he currently supervises within Virginia within fifteen (15) days from the date this Order is entered and shall not supervise any applicant for licensure and/or mental health practitioner within Virginia during the probation period.

7. Dr. Cottrell shall submit "Self-Reports" quarterly as stated in Term No. 2 of this Order. These reports shall include a current address, telephone number, and verification of any and all current

**Marc Stephen Cottrell, L.C.P.**

**CONSENT ORDER**

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practice employment, as well as any changes in practice employment status. Self-Reports must be submitted whether Dr. Cottrell has current practice employment or not.

8. Dr. Cottrell shall notify the Board within ten (10) days, in writing, of any changes in the location of his practice; additional practice locations; change in employment, including termination, suspension, separation, or other interruption in practice (including the name and address of any new employer and the date of employment); change in address, telephone number, or e-mail address; and/or criminal charges or convictions.

9. Dr. Cottrell shall bear any costs associated with the terms and conditions of this Order.

10. Dr. Cottrell shall comply with all laws and regulations governing the practice of clinical psychology in the Commonwealth of Virginia.

11. Any violation of the foregoing terms and conditions of this Order or any statute or regulation governing the practice of clinical psychology shall constitute grounds for further disciplinary action.

12. Failure to comply with all terms and conditions of this Order within five (5) years of the date of entry of the Order may be reason for revoking or suspending the license of Marc Stephen Cottrell, L.C.P., and an administrative proceeding shall be held to determine whether to impose such action.

Pursuant to Virginia Code §§ 2.2-4023 and 54.1-2400.2, the signed original of this Order shall remain in the custody of the Department of Health Professions as a public record, and shall be made available for public inspection and copying upon request.

**Marc Stephen Cottrell, L.C.P.**

**CONSENT ORDER**

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FOR THE BOARD

Signed by:

*Maria Stransky*

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\_\_\_\_\_  
Maria Stransky, L.P.C., C.S.O.T.P, C.S.A.C.

Executive Director

Virginia Board of Psychology

ENTERED: 4/11/2026  
\_\_\_\_\_

SEEN AND AGREED TO:

Signed by:

*Marc Cottrell*

B16694CA50B94E6...

\_\_\_\_\_  
Marc Stephen Cottrell, L.C.P.

Date signed: 4/10/2026  
\_\_\_\_\_

## PSYCHOLOGY LICENSING REPORT

<b>Satisfaction Survey Results</b>	
<b>2026 1<sup>st</sup> Quarter (July 1, 2025 – September 30, 2025)</b>	<b>100%</b>
<b>2026 2<sup>nd</sup> Quarter (October 1, 2025 – December 31, 2025)</b>	<b>100%</b>
<b>2026 3<sup>rd</sup> Quarter (January 1, 2026 – March 31, 2026)</b>	<b>96.4%</b>

### Totals as of March 31, 2026\*

<b>Current Active Licenses</b>	
Clinical Psychologists	5,279
Resident in Training	140
Applied Psychologist	26
School Psychologists	113
Resident in School Psychology	30
School Psychologist-Limited	167
Sex Offender Treatment Provider	452
Sex Offender Treatment Provider Trainee	89
<b>Total</b>	<b>6,296</b>

### APPLICATIONS RECEIVED

Applications Received	October 2025*	November 2025*	December 2025*	January 2026*	February 2026*	March 2026*
Clinical Psychologists	55	44	39	35	45	39
Residents in Training	16	10	7	8	6	9
Psychological Practitioners	0	11	2	6	4	2
Applied Psychologists	1	3	0	2	0	0
School Psychologists	4	4	2	2	4	0
Residents in School Psychology	0	1	3	2	2	2
School Psychologist-Limited	2	4	2	0	1	0
Sex Offender Treatment Providers	0	0	1	0	0	2
Sex Offender Treatment Provider Trainees	4	8	2	4	2	6
<b>Total</b>	<b>82</b>	<b>85</b>	<b>58</b>	<b>57</b>	<b>64</b>	<b>60</b>

### LICENSES ISSUED

Licensed Issued	October 2025	November 2025	December 2025	January 2026	February 2026	March 2026
Clinical Psychologists	54	33	45	25	35	32
Residents in Training	20	7	7	6	5	7
Psychological Practitioners	0	0	0	0	0	0
Applied Psychologists	0	0	0	0	0	0
School Psychologists	2	0	1	0	1	1
Residents in School Psychology	0	0	3	2	1	1
School Psychologist-Limited	3	2	2	1	1	0
Sex Offender Treatment Providers	2	0	1	0	0	3
Sex Offender Treatment Provider Trainees	4	7	0	5	1	6
<b>Total</b>	<b>85</b>	<b>49</b>	<b>59</b>	<b>39</b>	<b>44</b>	<b>50</b>

\*Unofficial numbers (for informational purposes only)

## **Additional Information:**

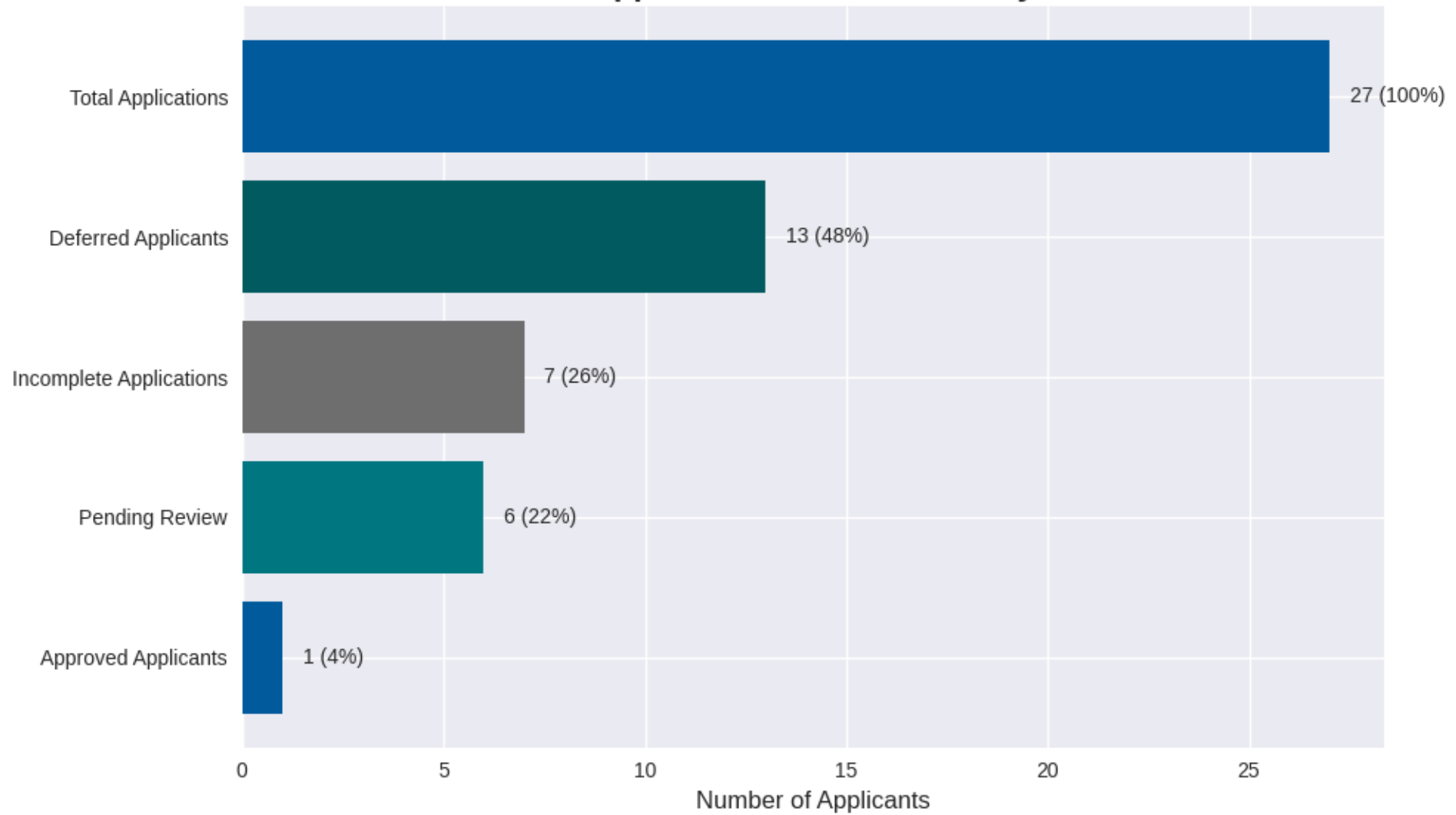
- **Board of Psychology Staffing Information:**

- The Board currently has one full-time position to answer phone calls, emails and to process applications across all license types.
  - Licensing Staff:
    - Meagan Ohlsson – Senior Licensing Specialist (Full-Time)

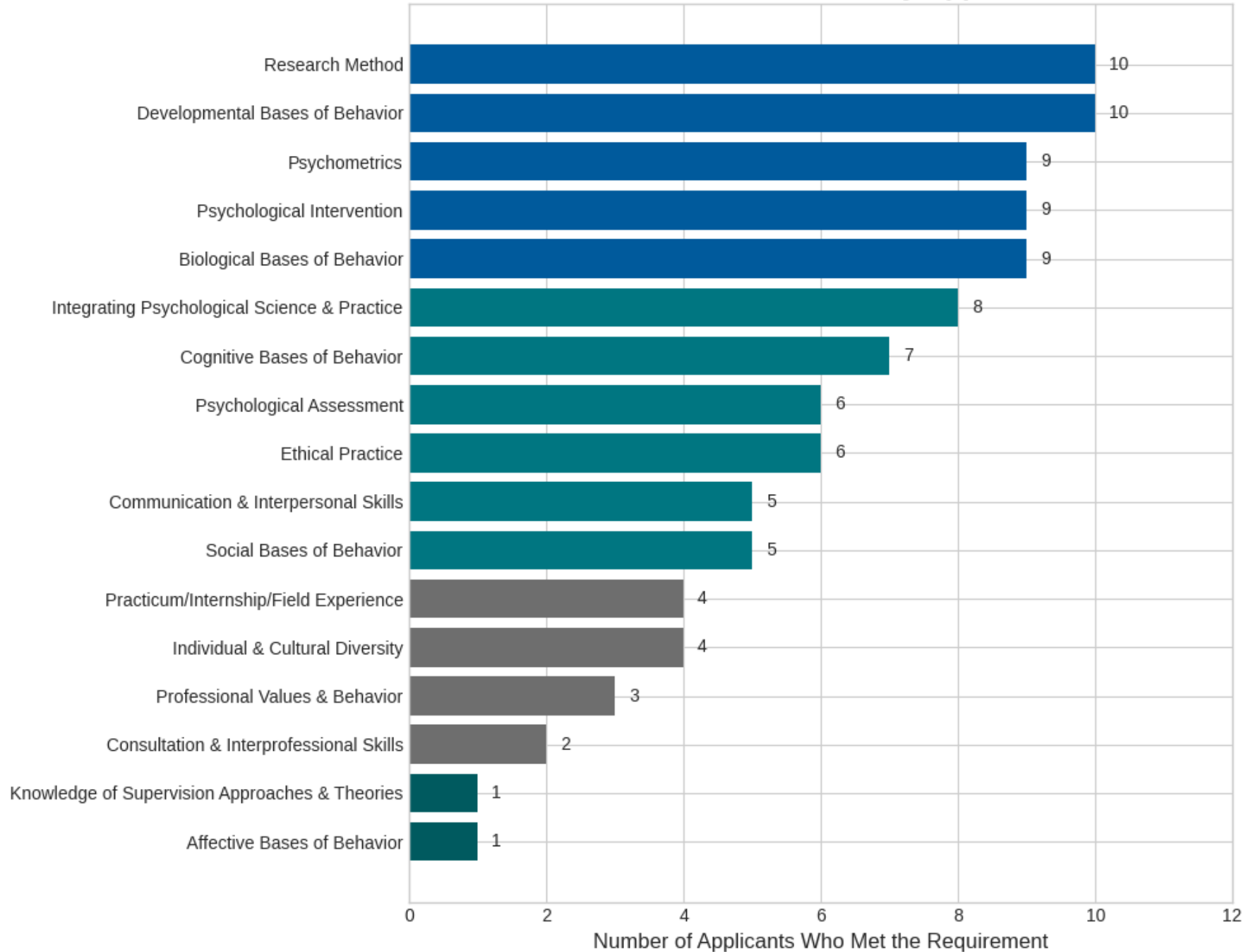
- **Renewals**

- All licenses and certifications expire annually on June 30.
- Renewal notices are emailed to licensees in mid-May, using the email address on file with the Board.

## Application Status Summary



## Coursework Areas Met by Applicants



## **Board of Psychology Education for Psychological Practitioner Applicants**

Pursuant to Virginia Code § 54.1-3606.3 and 18VAC125-57, an applicant for licensure as a psychological practitioner must have received a master's degree in clinical, counseling, or school psychology from a program accredited by the American Psychological Association ("APA"), from a program equivalent to those accredited by the APA as determined by the Board, or from a program accredited by another national accrediting body approved by the Board.

As of the effective date of this Guidance Document, the Board has not approved a national accrediting body for master's degree programs in clinical, counseling, or school psychology other than the APA.

Educational programs that meet the following guidelines are deemed equivalent to those accredited by the APA for master's degree programs in clinical, counseling, or school psychology.

1. The program offers a training which prepares individuals for practice as a psychological practitioner as defined in Virginia Code § 54.1-3600.
2. The program is within an institution of higher education accredited by an accrediting agency recognized by the U.S. Department of Education or publicly recognized by the Association of Universities and Colleges of Canada as a member in good standing.
3. Graduates of programs that are not within the United States or Canada may provide documentation from a credential evaluation service that provides information that allows the board to determine if the program is comparable to those recognized by the U.S. Department of Education or the Association of Universities and Colleges of Canada.
4. The program is an integrated, organized sequence of study with an identifiable program of study and psychology faculty and a psychologist directly responsible for the program and educates an identifiable body of students who are matriculated in that program for a degree. The faculty of the program provides professional role models and engages in actions that promotes students' acquisition of knowledge, skills, and competencies consistent with the program's training goals.
5. The program encompasses at least two academic years of full-time graduate study or the equivalent thereof.
6. The program requires that all students have acquired a general knowledge in the discipline of psychology prior to graduation in the knowledge areas listed below.

- a. Affective bases of behavior (e.g., the psychology of affect, emotion and mood including topics such as the neuroscience of emotion or emotional regulation);
  - b. Biological bases of behavior (e.g., physiological psychology, comparative psychology, neuropsychology, sensation and perception, health psychology, pharmacology, neuroanatomy);
  - c. Cognitive bases of behavior (e.g., learning theory, cognition, memory, decision making);
  - d. Developmental bases of behavior (e.g., the psychology of development across the life span with a focus on two or more distinct developmental periods); and
  - e. Social bases of behavior (e.g., social psychology, group processes, organizational and systems theory, discrimination multicultural issues).
7. The program requires the following knowledge areas are mastered at the graduate level prior to graduation.
- a. Research Methodology (e.g., research design, quantitative and qualitative methods, data analysis, sampling procedures sufficient to allow consumption and application of psychological research); and
  - b. Psychometrics (e.g., techniques of psychological measurement, issues of reliability and validity of psychological measures).
8. The program's clinical training requires the following master's level practice competencies:
- a. Integrating psychological science and practice;
  - b. Ethical practice;
  - c. Individual and cultural diversity;
  - d. Professional values and behavior;
  - e. Communication and interpersonal skills;
  - f. Psychological assessment;
  - g. Psychological intervention;
  - h. Knowledge of supervision approaches and theories; and

- i. Consultation and interprofessional skills.
9. The program requires students to complete supervised experiences providing direct psychological practice services to a diverse population of clients as part of an organized sequence of training and under the supervision of a trained and credentialed professional that has direct responsibility for the clients receiving the student's services. The program ensures these supervised experiences allow for students to demonstrate practice competencies described in this guidance document.

*Commonwealth of Virginia*



**REGULATIONS**  
**GOVERNING THE PRACTICE OF**  
**PSYCHOLOGY**

**VIRGINIA BOARD OF PSYCHOLOGY**

**Title of Regulations: 18 VAC 125-20-10 et seq.**

**Statutory Authority: § 54.1-2400 and Chapter 36 of Title 54.1  
of the *Code of Virginia***

**Revised Date: November 1, 2025**

9960 Mayland Drive, Suite 300  
Henrico, VA 23233-1463

Phone: (804) 367-4697  
FAX: (804) 527-4435  
psy@dhp.virginia.gov

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## **Part I**

### **General Provisions**

#### **18VAC125-20-10. Definitions.**

The following words and terms, in addition to the words and terms defined in §§ 54.1-3600 and 54.1-3606.2 of the Code of Virginia, when used in this chapter shall have the following meanings, unless the context clearly indicates otherwise:

"APA" means the American Psychological Association.

"APPIC" means the Association of Psychology Postdoctoral and Internship Centers.

"ASPPB" means the Association of State and Provincial Psychology Boards.

"Board" means the Virginia Board of Psychology.

"CAEP" means Council for the Accreditation of Educator Preparation.

"Compact" means the Psychology Interjurisdictional Compact.

"Conversion therapy" means any practice or treatment as defined in § 54.1-2409.5 A of the Code of Virginia.

"CPA" means Canadian Psychological Association.

"E.Passport" means a certificate issued by ASPPB that authorizes telepsychology services in a compact state.

"Face-to-face" means in person.

"Internship" means an ongoing, supervised, and organized practical experience obtained in an integrated training program identified as a psychology internship. Other supervised experience or on-the-job training does not constitute an internship.

"IPC" means an interjurisdictional practice certificate issued by ASPPB that grants temporary authority to practice in a compact state.

"NASP" means the National Association of School Psychologists.

"Practicum" means the pre-internship clinical experience that is part of a graduate educational program.

"Practicum student" means an individual who is enrolled in a professional psychology program and is receiving pre-internship training and seeing clients.

"Professional psychology program" means an integrated program of doctoral study in clinical or counseling psychology or a master's degree or higher program in school psychology designed to train professional psychologists to deliver services in psychology.

"Regional accrediting agency" means one of the six regional accrediting agencies recognized by the U.S. Secretary of Education established to accredit senior institutions of higher education.

"Residency" means a post-internship, post-terminal degree, supervised experience approved by the board.

"Resident" means an individual who has received a doctoral degree in a clinical or counseling psychology program or a master's degree or higher in school psychology and is completing a board-approved residency.

"School psychologist-limited" means a person licensed pursuant to § 54.1-3606 of the Code of Virginia to provide school psychology services solely in public school divisions.

"Supervision" means the ongoing process performed by a supervisor who monitors the performance of the person supervised and provides regular, documented individual consultation, guidance, and instruction with respect to the skills and competencies of the person supervised.

"Supervisor" means an individual who assumes responsibility for the education and training activities of a person under supervision and for the care of such person's clients and who provides supervision consistent with the training and experience of both the supervisor and the person under supervision and with the type of services being provided.

**18VAC125-20-20. (Repealed.)**

**18VAC125-20-30. Fees required by the board.**

A. The board has established fees for the following:

	Applied psychologists, Clinical psychologists, School psychologists	School psychologists- limited	Psychological practitioners
1. Registration of residency (per residency request)	\$50	--	--
2. Add or change supervisor	\$25	--	--
3. Application processing and initial licensure	\$200	\$85	\$200
4. Annual renewal of active license	\$140	\$70	\$140

5. Annual renewal of inactive license	\$70	\$35	\$70
6. Late renewal	\$50	\$25	\$25
7. Verification of license to another jurisdiction	\$25	\$25	\$25
8. Duplicate license	\$5	\$5	\$5
9. Additional or replacement wall certificate	\$15	\$15	\$15
10. Handling fee for returned check or dishonored credit card or debit card	\$50	\$50	\$50
11. Reinstatement of a lapsed license	\$270	\$125	\$270
12. Reinstatement following revocation or suspension	\$500	\$500	\$500
13. Autonomous practice for psychological practitioners	--	--	\$150

B. Fees shall be made payable to the Treasurer of Virginia and forwarded to the board. All fees are nonrefundable.

C. Between January 1, 2025, and December 31, 2026, the cost for application processing and initial licensure of psychological practitioners shall be \$100.

**18VAC125-20-35. Change of name or address.**

Licensees or registrants shall notify the board in writing within 60 days of:

1. Any legal name change; or
2. Any change of address of record or of the licensee's or registrant's public address if different from the address of record.

**Part II  
Requirements for Licensure**

**18VAC125-20-40. General requirements for licensure.**

Individuals licensed in one licensure category who wish to practice in another licensure category shall submit an application for the additional licensure category in which the licensee seeks to practice.

**18VAC125-20-41. Requirements for licensure by examination.**

A. Every applicant for licensure by examination shall:

1. Meet the education requirements prescribed in [18VAC125-20-54](#), [18VAC125-20-55](#), [18VAC125-20-56](#), or [18VAC125-20-57](#) and the experience requirement prescribed in [18VAC125-20-65](#) as applicable for the particular license sought; and

2. Submit the following:

- a. A completed application on forms provided by the board;
- b. A completed residency agreement or documentation of having fulfilled the experience requirements of [18VAC125-20-65](#), if applicable;
- c. The application processing fee prescribed by the board;
- d. Official transcripts documenting the graduate work completed and the degree awarded; transcripts previously submitted for registration of supervision do not have to be resubmitted unless additional coursework was subsequently obtained. Applicants who are graduates of institutions that are not regionally accredited shall submit documentation from an accrediting agency acceptable to the board that the applicant's education meets the requirements set forth in [18VAC125-20-54](#), [18VAC125-20-55](#), [18VAC125-20-56](#), or [18VAC125-20-57](#);
- e. A current report from the National Practitioner Data Bank; and
- f. Verification of any other health or mental health professional license, certificate, or registration ever held in Virginia or another jurisdiction. The applicant shall not have surrendered a license, certificate, or registration while under investigation and shall have no unresolved action against a license, certificate, or registration.

B. In addition to fulfillment of the education and experience requirements, each applicant for licensure by examination as a clinical, school, or applied psychologist must achieve a passing score on all parts of the Examination for Professional Practice of Psychology required at the time the applicant took the examination.

C. Every applicant for licensure as a psychological practitioner shall achieve a passing score as determined by the board for master's degree level psychological practice on the academic portion of the Examination for Professional Practice of Psychology. Every licensed psychological practitioner applying for autonomous practice shall achieve a passing score as determined by the board for master's degree level psychological practice on the clinical portion of the Examination for Professional Practice of Psychology.

#### **18VAC125-20-42. Prerequisites for licensure by endorsement.**

Every applicant for licensure by endorsement for applied psychology, clinical psychology, or school psychology shall submit:

1. A completed application;
2. The application processing fee prescribed by the board;

3. An attestation of having read and agreed to comply with the current Standards of Practice and laws governing the practice of psychology in Virginia;
4. Verification of all other health and mental health professional licenses, certificates, or registrations ever held in Virginia or any jurisdiction of the United States or Canada. In order to qualify for endorsement, the applicant shall not have surrendered a license, certificate, or registration while under investigation and shall have no unresolved action against a license, certificate, or registration;
5. A current report from the National Practitioner Data Bank; and
6. Further documentation of one of the following:
  - a. A current credential issued by the National Register of Health Service Psychologists;
  - b. Current diplomate status in good standing with the American Board of Professional Psychology in a category comparable to the one in which licensure is sought;
  - c. A Certificate of Professional Qualification in Psychology (CPQ) issued by the Association of State and Provincial Psychology Boards;
  - d. Five years of active licensure in a category comparable to the one in which licensure is sought with at least 24 months of active practice within the last 60 months immediately preceding licensure application; or
  - e. If less than five years of active licensure or less than 24 months of active practice within the last 60 months, documentation of current psychologist licensure in good standing obtained by standards substantially equivalent to the education, experience, and examination requirements set forth in this chapter for the category in which licensure is sought as verified by a certified copy of the original application submitted directly from the out-of-state licensing agency or a copy of the regulations in effect at the time of initial licensure and the following: (i) verification of a passing score on all parts of the Examination for Professional Practice of Psychology that were required at the time of original licensure and (ii) official transcripts documenting the graduate work completed and the degree awarded in the category in which licensure is sought.

**18VAC125-20-43. Requirements for licensure as a school psychologist-limited.**

- A. Every applicant for licensure as a school psychologist-limited shall submit to the board:
  1. A copy of a current license issued by the Board of Education showing an endorsement in psychology.
  2. An official transcript showing completion of a master's degree in psychology.
  3. A completed Employment Verification Form of current employment by a school system under the Virginia Department of Education.

4. The application fee.

B. At the time of licensure renewal, school psychologists-limited shall be required to submit an updated Employment Verification Form if there has been a change in school district in which the licensee is currently employed.

**18VAC125-20-50. (Repealed.)**

**18VAC125-20-51. (Repealed.)**

**18VAC125-20-54. Education requirements for clinical psychologists.**

A. Beginning June 23, 2028, an applicant shall hold a doctorate in clinical, counseling, or school psychology from a professional psychology program in a regionally accredited university that was accredited at the time the applicant graduated from the program by the APA, CPA, or an accrediting body acceptable to the board. Graduates of programs that are not within the United States or Canada shall provide documentation from an acceptable credential evaluation service that provides information verifying that the program is substantially equivalent to an APA-accredited program.

B. Prior to June 23, 2028, an applicant shall either hold a doctorate from an accredited program, as specified in subsection A of this section, or shall hold a doctorate from a professional psychology program that documents that the program offers education and training that prepares individuals for the practice of clinical psychology as defined in § 54.1-3600 of the Code of Virginia and meets the following criteria:

1. The program is within an institution of higher education accredited by an accrediting agency recognized by the U.S. Department of Education or publicly recognized by the Association of Universities and Colleges of Canada as a member in good standing. Graduates of programs that are not within the United States or Canada must provide documentation from an acceptable credential evaluation service that provides information that allows the board to determine if the program meets the requirements set forth in this chapter.
2. The program shall be recognizable as an organized entity within the institution.
3. The program shall be an integrated, organized sequence of study with an identifiable psychology faculty and a psychologist directly responsible for the program and shall have an identifiable body of students who are matriculated in that program for a degree. The faculty shall be accessible to students and provide them with guidance and supervision. The faculty shall provide appropriate professional role models and engage in actions that promote the student's acquisition of knowledge, skills, and competencies consistent with the program's training goals.

4. The program shall encompass a minimum of three academic years of full-time graduate study or the equivalent thereof.

5. The program shall include a general core curriculum containing a minimum of three or more graduate semester hours or five or more graduate quarter hours in each of the following substantive content areas:

a. Biological bases of behavior (e.g., physiological psychology, comparative psychology, neuropsychology, sensation and perception, health psychology, pharmacology, neuroanatomy).

b. Cognitive-affective bases of behavior (e.g., learning theory, cognition, motivation, emotion).

c. Social bases of behavior (e.g., social psychology, group processes, organizational and systems theory, community and preventive psychology, multicultural issues).

d. Psychological measurement.

e. Research methodology.

f. Techniques of data analysis.

g. Professional standards and ethics.

6. The program shall include a minimum of at least three or more graduate semester credit hours or five or more graduate quarter hours in each of the following clinical psychology content areas:

a. Individual differences in behavior (e.g., personality theory, cultural difference and diversity).

b. Human development (e.g., child, adolescent, geriatric psychology).

c. Dysfunctional behavior, abnormal behavior, or psychopathology.

d. Theories and methods of intellectual assessment and diagnosis.

e. Theories and methods of personality assessment and diagnosis including its practical application.

f. Effective interventions and evaluating the efficacy of interventions.

C. Applicants shall submit documentation of having successfully completed practicum experiences involving assessment, diagnosis, and psychological interventions. The practicum experiences shall include a minimum of nine graduate semester hours or 15 or more graduate quarter hours or equivalent in appropriate settings to ensure a wide range of supervised training and educational experiences.

D. An applicant shall graduate from an educational program in clinical, counseling, or school psychology that includes an appropriate emphasis on and experience in the diagnosis and treatment of persons with moderate to severe mental disorders.

E. Candidates for clinical psychologist licensure shall have successfully completed an internship in a program that is either accredited by APA or CPA, or is a member of APPIC, or the Association of State and Provincial Psychology Boards/National Register of Health Service Psychologists, or one that meets equivalent standards. If the internship was obtained in an educational program outside of the United States or Canada, a credentialing service approved by the board shall verify equivalency to an internship in an APA-accredited program.

F. An applicant for a clinical license may fulfill the residency requirement of 1,500 hours, or some part thereof, as required for licensure in 18VAC125-20-65, in the doctoral practicum supervised experience, which occurs prior to the internship, and that meets the following standards:

1. The supervised professional experience shall be part of an organized sequence of training within the applicant's doctoral program that meets the criteria specified in this section.
2. The supervised experience shall include face-to-face direct client services, service-related activities, and supporting activities.
  - a. "Face-to-face direct client services" means treatment or intervention, assessment, and interviewing of clients.
  - b. "Service-related activities" means scoring, reporting or treatment note writing, and consultation related to face-to-face direct services.
  - c. "Supporting activities" means time spent under supervision of face-to-face direct services and service-related activities provided onsite or in the trainee's academic department, as well as didactic experiences, such as laboratories or seminars, directly related to such services or activities.
3. In order for pre-doctoral practicum hours to fulfill all or part of the residency requirement, the following shall apply:
  - a. Not less than one-quarter of the hours shall be spent in providing face-to-face direct client services;
  - b. Not less than one-half of the hours shall be in a combination of face-to-face direct service hours and hours spent in service-related activities; and
  - c. The remainder of the hours may be spent in a combination of face-to-face direct services, service-related activities, and supporting activities.

4. A minimum of one hour of individual face-to-face supervision shall be provided for every eight hours of supervised professional experience spent in direct client contact and service-related activities.
5. Two hours of group supervision with up to five practicum students may be substituted for one hour of individual supervision. In no case shall the hours of individual supervision be less than one-half of the total hours of supervision.
6. The hours of pre-doctoral supervised experience reported by an applicant shall be certified by the program's director of clinical training on a form provided by the board.
7. If the supervised experience hours completed in a series of practicum experiences do not total 1,500 hours or if a candidate is deficient in any of the categories of hours, a candidate shall fulfill the remainder of the hours by meeting requirements specified in 18VAC125-20-65.

**18VAC125-20-55. Education requirements for applied psychologists.**

A. The applicant shall hold a doctorate from a professional psychology program from a regionally accredited university that meets the following criteria:

1. The program is within an institution of higher education accredited by an accrediting agency recognized by the U.S. Department of Education or publicly recognized by the Association of Universities and Colleges of Canada as a member in good standing. Graduates of programs that are not within the United States or Canada must provide documentation from a credential evaluation service acceptable to the board that demonstrates that the program meets the requirements set forth in this chapter.
2. The program shall be recognizable as an organized entity within the institution.
3. The program shall be an integrated, organized sequence of study with an identifiable psychology faculty and a psychologist directly responsible for the program and shall have an identifiable body of students who are matriculated in that program for a degree. The faculty shall be accessible to students and provide them with guidance and supervision. The faculty shall provide appropriate professional role models and engage in actions that promote the student's acquisition of knowledge, skills, and competencies consistent with the program's training goals.
4. The program shall encompass a minimum of three academic years of full-time graduate study or the equivalent thereof.
5. The program shall include a general core curriculum containing a minimum of three or more graduate semester hours or five or more graduate quarter hours in each of the following substantive content areas:

- a. Biological bases of behavior (e.g., physiological psychology, comparative psychology, neuropsychology, sensation and perception, health psychology, pharmacology, neuroanatomy).
- b. Cognitive-affective bases of behavior (e.g., learning theory, cognition, motivation, emotion).
- c. Social bases of behavior (e.g., social psychology, group processes, organizational and systems theory, community and preventive psychology, multicultural issues).
- d. Psychological measurement.
- e. Research methodology.
- f. Techniques of data analysis.
- g. Professional standards and ethics.

B. Demonstration of competence in applied psychology shall be met by including a minimum of at least 18 semester hours or 30 quarter hours in a concentrated program of study in an identified area of psychology, for example, developmental, social, cognitive, motivation, applied behavioral analysis, industrial/organizational, human factors, personnel selection and evaluation, program planning and evaluation, teaching, research or consultation.

**18VAC125-20-56. Education requirements for school psychologists.**

A. The applicant shall hold at least a master's degree in school psychology, with a minimum of at least 60 semester credit hours or 90 quarter hours, from a college or university accredited by a regional accrediting agency, which was accredited by the APA or CAEP or was approved by NASP, or shall meet the requirements of subsection B of this section.

B. If the applicant does not hold a master's degree in school psychology from a program accredited by the APA or CAEP or approved by NASP, the applicant shall have a master's degree from a psychology program that offers education and training to prepare individuals for the practice of school psychology as defined in § 54.1-3600 of the Code of Virginia and that meets the following criteria:

1. The program is within an institution of higher education accredited by an accrediting agency recognized by the U.S. Department of Education or publicly recognized by the Association of Universities and Colleges of Canada as a member in good standing. Graduates of programs that are not within the United States or Canada must provide documentation from a credential evaluation service acceptable to the board that demonstrates that the program meets the requirements set forth in this chapter.
2. The program shall be recognizable as an organized entity within the institution.

3. The program shall be an integrated, organized sequence of study with an identifiable psychology faculty and a psychologist directly responsible for the program and shall have an identifiable body of students who are matriculated in that program for a degree. The faculty shall be accessible to students and provide them with guidance and supervision. The faculty shall provide appropriate professional role models and engage in actions that promote the student's acquisition of knowledge, skills, and competencies consistent with the program's training goals.

4. The program shall encompass a minimum of two academic years of full-time graduate study or the equivalent thereof.

5. The program shall include a general core curriculum containing a minimum of three or more graduate semester hours or five or more graduate quarter hours in each of the following substantive content areas:

a. Psychological foundations (e.g., biological bases of behavior, human learning, social and cultural bases of behavior, child and adolescent development, individual differences).

b. Educational foundations (e.g., instructional design, organization and operation of schools).

c. Interventions/problem-solving (e.g., assessment, direct interventions, both individual and group, indirect interventions).

d. Statistics and research methodologies (e.g., research and evaluation methods, statistics, measurement).

e. Professional school psychology (e.g., history and foundations of school psychology, legal and ethical issues, professional issues and standards, alternative models for the delivery of school psychological services, emergent technologies, roles and functions of the school psychologist).

6. The program shall be committed to practicum experiences that shall include:

a. Orientation to the educational process;

b. Assessment for intervention;

c. Direct intervention, including counseling and behavior management; and

d. Indirect intervention, including consultation.

C. Candidates for school psychologist licensure shall have successfully completed an internship in a program accredited by APA or CAEP, or approved by NASP, or is a member of APPIC or one that meets equivalent standards.

**18VAC125-20-57. Education requirements for psychological practitioners.**

Each applicant for licensure as a psychological practitioner shall provide evidence of receipt of a master's degree in psychology or counseling psychology from a program accredited by the American Psychological Association, from a program equivalent to those accredited by the American Psychological Association as determined by the board, or from a program accredited by another national accrediting body approved by the board.

**18VAC125-20-58. Supervision and autonomous practice of psychological practitioners.**

A. Unless an autonomous practice designation has been granted by the board, every psychological practitioner shall practice under the supervision of a clinical psychologist with at least two years of clinical experience post-licensure as a doctoral level clinical psychologist. No psychological practitioner shall represent that the practitioner can practice autonomously unless an autonomous practice designation has been granted by the board.

B. Unless an autonomous practice designation has been granted by the board, each psychological practitioner shall communicate to patients and the public in writing that the psychological practitioner cannot practice autonomously and provide the name and contact information of the supervising clinical psychologist.

C. A psychological practitioner with a current, unrestricted license may qualify for an autonomous designation upon:

1. Achievement of a passing score as determined by the board of the clinical portion of the Examination for Professional Practice of Psychology; and
2. Completion of one year of full-time, post-licensure practice under the supervision of a clinical psychologist. One year of full-time, post-licensure practice, for purposes of this section, is at least 2,000 hours. Such hours must be completed within three years immediately preceding application to the board for autonomous practice authorization.

D. Qualification for authorization for autonomous practice shall be determined upon:

1. Submission of a fee as specified in 18VAC125-20-30;
2. Evidence of a passing score for master's degree level psychological practice on the clinical portion of the Examination for Professional Practice of Psychology; and
3. Evidence of one year of full-time, post-licensure supervised practice. The evidence of supervised practice shall consist of an attestation that meets the following criteria:
  - a. The attestation shall be signed by the licensed clinical psychologist that served as a supervisor for the required supervised practice in subsection A of this section;
  - b. The attestation shall specify that the psychological practitioner is competent to practice in all areas of practice contained on a form provided by the board; and

c. The attestation shall state that, in the opinion of the licensed clinical psychologist, the psychological practitioner demonstrated sufficient competency to practice autonomously.

**18VAC125-20-59. Supervisors of psychological practitioners.**

A. Supervisors shall be licensed as a clinical psychologist in Virginia.

B. Supervision of post-licensure practice by a clinical psychologist shall include:

1. The periodic review of patient charts or electronic patient records by the supervising clinical psychologist;
2. Appropriate and regular input by the clinical psychologist on cases, patient emergencies, and referrals;
3. Appropriate professional development; and
4. Management of areas of deficiency if needed or indicated during supervision.

C. The supervisor shall be responsible for ensuring that the psychological practitioner only practices within the scope of the psychological practitioner's education and training.

D. Prior to practice, a psychological practitioner that has not received an autonomous practice designation must enter into a supervisory agreement with a qualified supervisor.

E. Both the psychological practitioner and the supervisor shall maintain a copy of all supervisory agreements for three years from the date that supervision ends.

**18VAC125-20-60. (Repealed.)**

**18VAC125-20-65. Residency.**

A. Candidates for clinical or school psychologist licensure shall have successfully completed a residency consisting of a minimum of 1,500 hours of supervised experience in the delivery of clinical or school psychology services acceptable to the board.

1. For clinical psychology candidates, the hours of supervised practicum experiences in a doctoral program may be counted toward the residency hours, as specified in [18VAC125-20-54](#). Hours acquired during the required internship shall not be counted toward the 1,500 residency hours. If the supervised experience hours completed in a practicum do not total 1,500 hours or if a candidate is deficient in any of the categories of hours, a candidate may fulfill the remainder of the hours by meeting requirements specified in subsection B of this section.

2. School psychologist candidates shall complete all the residency requirements after receipt of a final school psychology degree.

B. Residency requirements.

1. Candidates for clinical or school psychologist licensure shall have successfully completed a residency consisting of a minimum of 1,500 hours in a period of not less than 12 months and not to exceed three years of supervised experience in the delivery of clinical or school psychology services acceptable to the board, or the applicant may request approval to extend a residency if there were extenuating circumstances that precluded completion within three years.

2. Supervised experience obtained in Virginia without prior written board approval will not be accepted toward licensure. Candidates shall not begin the residency until after completion of the required degree as set forth in [18VAC125-20-54](#) or [18VAC125-20-56](#).

3. In order to have the residency accepted for licensure, an individual who proposes to obtain supervised post-degree experience in Virginia shall register with the board prior to the onset of such supervision by submission of:

- a. A supervisory contract along with the application package;
- b. The registration of supervision fee set forth in [18VAC125-20-30](#); and
- c. An official transcript documenting completion of educational requirements as set forth in [18VAC125-20-54](#) or [18VAC125-20-56](#) as applicable.

4. If board approval was required for supervised experience obtained in another United States jurisdiction or Canada in which residency hours were obtained, a candidate shall provide evidence of board approval from such jurisdiction.

5. There shall be a minimum of two hours of individual supervision per 40 hours of supervised experience. Group supervision of up to five residents may be substituted for one of the two hours on the basis that two hours of group supervision equals one hour of individual supervision, but in no case shall the resident receive less than one hour of individual supervision per 40 hours.

6. Supervision shall be provided by a psychologist who holds a current, unrestricted license in the jurisdiction in which supervision is being provided and who is licensed to practice in the licensure category in which the resident is seeking licensure; however, a resident seeking licensure as a school psychologist may be supervised by a clinical psychologist.

7. The supervisor shall neither provide supervision for activities beyond the supervisor's demonstrable areas of competence nor for activities for which the applicant has not had appropriate education and training. "Demonstrable areas of competence" means those therapeutic and assessment methods and techniques for the populations served and for which one can document adequate graduate training, workshops, or appropriate supervised experience.

8. The supervising psychologist shall maintain records of supervision performed and shall regularly review and co-sign case notes written by the supervised resident during the residency period. At the end of the residency training period, the supervisor shall submit to the board a written evaluation of the applicant's performance.

9. The board may consider special requests in the event that the regulations create an undue burden in regard to geography or disability that limits the resident's access to qualified supervisors.

C. Residents shall not refer to or identify themselves as clinical psychologists or school psychologists, independently solicit clients, bill directly for services, or in any way represent themselves as licensed psychologists. This does not preclude supervisors or employing institutions from billing for the services of an appropriately identified resident. During the residency period, residents shall use their names, the initials of their degree, and the title "Resident in Psychology" in the licensure category in which licensure is sought.

**18VAC125-20-70. (Repealed.)**

### **Part III Examinations**

**18VAC125-20-80. General examination requirements.**

A. A candidate shall achieve a passing score on the final required step for the licensure type applied for of the national examination within two years immediately preceding licensure. A candidate may request an extension of the two-year limitation for extenuating circumstances. If the candidate has not taken the examination by the end of the two-year period, the applicant shall reapply according to the requirements of the regulations in effect at that time.

B. A candidate for autonomous practice as a licensed psychological practitioner shall achieve a passing score on the clinical portion of the national examination within two years immediately preceding the application for autonomous practice. A candidate may request an extension of the two-year limitation for extenuating circumstances.

C. The board shall establish passing scores on all steps of the examination.

**18VAC125-20-90. (Repealed.)**

### **Part IV Licensure [Repealed]**

**18VAC125-20-110. (Repealed.)**

### **Part V Licensure Renewal; Reinstatement**

**18VAC125-20-120. Annual renewal of licensure.**

A. Licensees shall renew licenses on or before June 30 of each year and shall:

1. Pay the renewal fee prescribed by the board; and

2. Verify compliance with continuing education requirements prescribed in 18VAC125-20-121 on the renewal form. A practitioner shall be exempt from the continuing competency requirements for the first renewal following the date of initial licensure by examination in Virginia.

B. A licensee who wishes to place his license in inactive status may do so upon payment of the fee prescribed in 18VAC125-20-30. No person shall practice psychology in Virginia without a current active license. An inactive licensee may activate a license by fulfilling the reactivation requirements set forth in 18VAC125-20-130.

C. Failure of a licensee to receive a renewal notice and application forms from the board shall not excuse the licensee from the renewal requirement.

D. A licensed psychological practitioner actively practicing without a designation for autonomous practice shall attest that the licensee is actively supervised.

**18VAC125-20-121. Continuing education course requirements for renewal of an active license.**

A. Licensees shall complete a minimum of 14 hours of board-approved continuing education courses each year for annual licensure renewal. A minimum of 1.5 of these hours shall be in courses that emphasize the ethics, laws, and regulations governing the profession of psychology, including the standards of practice set out in 18VAC125-20-150. A licensee who completes continuing education hours in excess of the 14 hours may carry up to seven hours of continuing education credit forward to meet the requirements for the next annual renewal cycle.

B. For the purpose of this section, "course" means an organized program of study, classroom experience, or similar educational experience that is directly related to the practice of psychology and is provided by a board-approved provider that meets the criteria specified in 18VAC125-20-122.

1. At least six of the required hours shall be earned in face-to-face or real-time interactive educational experiences. Real-time interactive shall include a course in which the learner has the opportunity to interact with the presenter during the time of the presentation.

2. The board may approve up to four hours per renewal cycle for each of the following specific educational experiences:

a. Preparation for and presentation of a continuing education program, seminar, workshop, or academic course offered by an approved provider and directly related to the practice of psychology. Hours may only be credited one time, regardless of the number of times the presentation is given, and may not be credited toward the face-to-face requirement.

b. Publication of an article or book in a recognized publication directly related to the practice of psychology. Hours may only be credited one time, regardless of the number of times the writing is published, and may not be credited toward the face-to-face requirement.

c. Serving at least six months as editor or associate editor of a national or international, professional, peer-reviewed journal directly related to the practice of psychology.

3. Ten hours will be accepted for one or more three-credit-hour academic courses completed at a regionally accredited institution of higher education that are directly related to the practice of psychology.

4. The board may approve up to two hours per renewal cycle for membership on a state licensing board in psychology.

C. Courses must be directly related to the scope of practice in the category of licensure held. Continuing education courses for clinical psychologists shall emphasize, but not be limited to, the diagnosis, treatment, and care of patients with moderate and severe mental disorders.

D. The board may grant an extension for good cause of up to one year for the completion of continuing education requirements upon written request from the licensee prior to the renewal date. Such extension shall not relieve the licensee of the continuing education requirement.

E. The board may grant an exemption for all or part of the continuing education requirements for one renewal cycle due to circumstances determined by the board to be beyond the control of the licensee.

F. Up to two of the 14 continuing education hours required for renewal may be satisfied through delivery of psychological services, without compensation, to low-income individuals receiving mental health services through a local health department or a free clinic organized in whole or primarily for the delivery of those health services as verified by the department or clinic. Three hours of volunteer service is required for one hour of continuing education credit.

**18VAC125-20-122. Continuing education providers.**

A. The following organizations, associations, or institutions are approved by the board to provide continuing education:

1. Any psychological association recognized by the profession or providers approved by such an association.

2. Any association or organization of mental health, health, or psychoeducational providers recognized by the profession or providers approved by such an association or organization.

3. Any regionally accredited institution of higher learning.

4. Any governmental agency or facility that offers mental health, health, or psychoeducational services.
5. Any licensed hospital or facility that offers mental health, health, or psychoeducational services.
6. Any association or organization that has been approved as a continuing education provider by a psychology board in another state or jurisdiction.

B. Continuing education providers approved under subsection A of this section shall:

1. Maintain documentation of the course titles and objectives and of licensee attendance and completion of courses for a period of four years.
2. Monitor attendance at classroom or similar face-to-face educational experiences.
3. Provide a certificate of completion for licensees who successfully complete a course. The certificate shall indicate the number of continuing education hours for the course and shall indicate hours that may be designated as ethics, laws, or regulations governing the profession, if any.

**18VAC125-20-123. Documenting compliance with continuing education requirements.**

- A. All licensees in active status shall maintain original documentation for a period of four years.
- B. After the end of each renewal period, the board may conduct a random audit of licensees to verify compliance with the requirement for that renewal period.
- C. Upon request, a licensee shall provide documentation as follows:
  1. Official transcripts showing credit hours earned from an accredited institution; or
  2. Certificates of completion from approved providers.
- D. Compliance with continuing education requirements, including the maintenance of records and the relevance of the courses to the category of licensure, is the responsibility of the licensee. The board may request additional information if such compliance is not clear from the transcripts or certificates.
- E. Continuing education hours required by disciplinary order shall not be used to satisfy renewal requirements.

**18VAC125-20-130. Late renewal; reinstatement; reactivation.**

- A. A person whose license has expired may renew it within one year after its expiration date by paying the late fee prescribed in 18VAC125-20-30 and the license renewal fee for the year the

license was not renewed and by completing the continuing education requirements specified in 18VAC125-20-121 for that year.

B. A person whose license has not been renewed for one year or more and who wishes to resume practice shall:

1. Present evidence to the board of having met all applicable continuing education requirements equal to the number of years the license has been expired, not to exceed four years;
2. Pay the reinstatement fee as prescribed in 18VAC125-20-30; and
3. Submit verification of any professional certification or licensure obtained in any other jurisdiction subsequent to the initial application for licensure.

C. A psychologist wishing to reactivate an inactive license shall submit the renewal fee for active licensure minus any fee already paid for inactive licensure renewal and document completion of continued education hours equal to the number of years the license has been inactive, not to exceed four years.

**18VAC125-20-140. (Repealed.)**

## **Part VI**

### **Standards of Practice; Unprofessional Conduct; Disciplinary Actions; Reinstatement**

**18VAC125-20-150. Standards of practice.**

A. The protection of the public health, safety, and welfare and the best interest of the public shall be the primary guide in determining the appropriate professional conduct of all persons whose activities are regulated by the board. Regardless of the delivery method, whether face-to-face or by use of technology, practice standards shall apply to the practice of psychology.

B. Persons regulated by the board and persons practicing in Virginia with an E.Passport or an IPC shall:

1. Provide and supervise only those services and use only those techniques for which they are qualified by education, training, and appropriate experience;
2. Delegate to persons under their supervision only those responsibilities such persons can be expected to perform competently by education, training, and experience;
3. Maintain current competency in the areas of practices through continuing education, consultation, or other procedures consistent with current standards of scientific and professional knowledge;

4. Accurately represent their areas of competence, education, training, experience, professional affiliations, credentials, and published findings to ensure that such statements are neither fraudulent nor misleading;

5. Neither accept nor give commissions, rebates, or other forms of remuneration for referral of clients for professional services. Make appropriate consultations and referrals consistent with the law and based on the interest of patients or clients;

6. Refrain from undertaking any activity in which their personal problems are likely to lead to inadequate or harmful services;

7. Avoid harming, exploiting, misusing influence, or misleading patients or clients, research participants, students, and others for whom they provide professional services and minimize harm when it is foreseeable and unavoidable;

8. Not engage in, direct, or facilitate torture, which is defined as any act by which severe pain or suffering, whether physical or mental, is intentionally inflicted on a person, or in any other cruel, inhuman, or degrading behavior that causes harm;

9. Withdraw from, avoid, adjust, or clarify conflicting roles with due regard for the best interest of the affected party and maximal compliance with these standards;

10. Make arrangements for another professional to deal with emergency needs of clients during periods of foreseeable absences from professional availability and provide for continuity of care when services must be terminated;

11. Conduct financial responsibilities to clients in an ethical and honest manner by:

a. Informing clients of fees for professional services and billing arrangements as soon as is feasible;

b. Informing clients prior to the use of collection agencies or legal measures to collect fees and provide opportunity for prompt payment;

c. Obtaining written consent for fees that deviate from the practitioner's usual and customary fees for services;

d. Participating in bartering only if it is not clinically contraindicated and is not exploitative; and

e. Not obtaining, attempting to obtain, or cooperating with others in obtaining payment for services by misrepresenting services provided, dates of service, or status of treatment;

12. Be able to justify all services rendered to clients as necessary for the practice of psychology;

13. Construct, maintain, administer, interpret, and report testing and diagnostic services in a manner and for purposes that are current and appropriate;

14. Design, conduct, and report research in accordance with recognized standards of scientific competence and research ethics. Practitioners shall adhere to requirements of § [32.1-162.18](#) of the Code of Virginia for obtaining informed consent from patients prior to involving them as participants in human research, with the exception of retrospective chart reviews;

15. Report to the board known or suspected violations of the laws and regulations governing the practice of psychology;

16. Accurately inform a client or a client's legally authorized representative of the client's diagnoses, prognosis, and intended treatment or plan of care. A psychologist shall present information about the risks and benefits of the recommended treatments in understandable terms and encourage participation in the decisions regarding the patient's care. When obtaining informed consent for a treatment for which generally recognized techniques and procedures have not been established, a psychologist shall inform clients of the developing nature of the treatment, the potential risks involved, alternative treatments that may be available, and the voluntary nature of participation;

17. Clearly document at the outset of service delivery what party the psychologist considers to be the client and what, if any, responsibilities the psychologist has to all related parties;

18. Determine whether a client is receiving services from another mental health service provider, and if so, document efforts to coordinate care;

19. Document the reasons for and steps taken if it becomes necessary to terminate a therapeutic relationship (e.g., when it becomes clear that the client is not benefiting from the relationship or when the psychologist feels endangered). Document assistance provided in making arrangements for the continuation of treatment for clients, if necessary, following termination of a therapeutic relationship; and

20. Not engage in conversion therapy with any person younger than 18 years of age.

C. In regard to confidentiality, persons regulated by the board shall:

1. Keep confidential their professional relationships with patients or clients and disclose client information to others only with written consent, except as required or permitted by law. Psychologists shall inform clients of legal limits to confidentiality;

2. Protect the confidentiality in the usage of client information and clinical materials by obtaining informed consent from the client or the client's legally authorized representative before (i) videotaping, (ii) audio recording, (iii) permitting third party observation, or (iv) using clinical information in teaching, writing, or public presentations; and

3. Not willfully or negligently breach the confidentiality between a practitioner and a client. A disclosure that is required or permitted by applicable law or beyond the control of the practitioner shall not be considered negligent or willful.

D. In regard to client records, persons regulated by the board shall:

1. Maintain timely, accurate, legible, and complete written or electronic records for each client. For a psychologist practicing in an institutional setting, the recordkeeping shall follow the policies of the institution or public facility. For a psychologist practicing in a noninstitutional setting, the record shall include:

- a. The name of the client and other identifying information;
- b. The presenting problem, purpose, or diagnosis;
- c. Documentation of the fee arrangement;
- d. The date and clinical summary of each service provided;
- e. Any test results, including raw data, or other evaluative results obtained;
- f. Notation and results of formal consults with other providers; and
- g. Any releases by the client;

2. Maintain client records securely, inform all employees of the requirements of confidentiality and dispose of written, electronic, and other records in such a manner as to ensure confidentiality; and

3. Maintain client records for a minimum of five years or as otherwise required by law from the last date of service, with the following exceptions:

- a. At minimum, records of a minor child shall be maintained for five years after attaining 18 years of age;
- b. Records that are required by contractual obligation or federal law to be maintained for a longer period of time; or
- c. Records that have been transferred pursuant to § [54.1-2405](#) of the Code of Virginia pertaining to closure, sale, or change of location of one's practice.

E. In regard to dual relationships, persons regulated by the board shall:

1. Not engage in a dual relationship with a person under supervision that could impair professional judgment or increase the risk of exploitation or harm. Psychologists shall take appropriate professional precautions when a dual relationship cannot be avoided, such as informed consent, consultation, supervision, and documentation to ensure that judgment is not impaired and no exploitation occurs;

2. Not engage in sexual intimacies or a romantic relationship with a student, supervisee, resident, intern, therapy patient, client, or those included in collateral therapeutic services (such as a parent, spouse, or significant other of the client) while providing professional services. For at least five years after cessation or termination of professional services, not engage in sexual intimacies or

a romantic relationship with a therapy patient, client, or those included in collateral therapeutic services. Consent to, initiation of, or participation in sexual behavior or romantic involvement with a psychologist does not change the exploitative nature of the conduct nor lift the prohibition. Because sexual or romantic relationships are potentially exploitative, psychologists shall bear the burden of demonstrating that there has been no exploitation, based on factors such as duration of therapy, amount of time since therapy, termination circumstances, client's personal history and mental status, and adverse impact on the client;

3. Not engage in a personal relationship with a former client in which there is a risk of exploitation or potential harm or if the former client continues to relate to the psychologist in the psychologist's professional capacity; and

4. Recognize conflicts of interest and inform all parties of the nature and directions of loyalties and responsibilities involved.

**18VAC125-20-160. Grounds for disciplinary action or denial of licensure.**

The board may take disciplinary action or deny a license or registration for any of the following causes:

1. Conviction of a felony, or a misdemeanor involving moral turpitude (i.e., relating to lying, cheating, or stealing);
2. Procuring or attempting to procure or maintaining a license or registration by fraud or misrepresentation;
3. Conducting practice in such a manner so as to make it a danger to the health and welfare of clients or to the public;
4. Engaging in intentional or negligent conduct that causes or is likely to cause injury to a client;
5. Performing functions outside areas of competency;
6. Demonstrating an inability to practice psychology with reasonable skill and safety to clients by reason of illness or substance misuse, or as a result of any mental, emotional, or physical condition;
7. Failing to comply with the continuing education requirements set forth in this chapter;
8. Violating or aiding and abetting another to violate any statute applicable to the practice of the profession, including § 32.1-127.1:03 of the Code of Virginia relating to health records;
9. Knowingly allowing persons under supervision to jeopardize client safety or provide care to clients outside of such person's scope of practice or area of responsibility;

10. Performing an act or making statements that are likely to deceive, defraud, or harm the public;
11. Having a disciplinary action taken against a health or mental health license, certification, registration, or application in Virginia or other jurisdiction or surrendering such a license, certification, or registration in lieu of disciplinary action;
12. Failing to cooperate with an employee of the Department of Health Professions in the conduct of an investigation;
13. Failing to report evidence of child abuse or neglect as required in § 63.2-1509 of the Code of Virginia, or abuse of aged and incapacitated adults as required in § 63.2-1606 of the Code of Virginia; or
14. Violating any provisions of this chapter, including practice standards set forth in 18VAC125-20-150.

**18VAC125-20-170. (Repealed).**

Repealed.