
Call to Order – Maria Stransky, LPC, CSAC, CSOTP, Committee Chairperson

- Welcome and Introductions
- Mission of the Committee/Evacuation Instructions.....Page 2

Approval of Agenda

Approval of Minutes

- Regulatory Committee Meeting – March 28, 2025*Page 4

Public Comment

The Committee 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.

Legislative and Regulatory Update

New Business

- Draft Guidance Document on Use of Artificial Intelligence*
- Discussion on requiring continuing education hours for supervisors
- Residents billing directly for services
- Discussion of Draft Supervision Survey*Page 7

Next Meeting

- Regulatory Committee Meeting – September 19, 2025

Meeting Adjournment

Requires a Committee Vote. 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 meeting and will be available to the public pursuant to Virginia Code Section 2.2-3707(F).*



MISSION STATEMENT

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

Please listen to the following instructions about exiting these premises in the event of an emergency.

In the event of a fire or other emergency requiring the evacuation of the building, alarms will sound. When the alarms sound, leave the room immediately. Follow any instructions given by the Security staff.

Board Room 1

Exit the room using one of the doors at the back of the room. **(Point)** Upon exiting the room, turn **RIGHT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Board Room 2

Exit the room using one of the doors at the back of the room. **(Point)** Upon exiting the room, turn **RIGHT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

You may also exit the room using the side door **(Point)**, turn **Right** out the door and make an immediate **Left**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Board Rooms 3 and 4

Exit the room using one of the doors at the back of the room. **(Point)** Upon exiting the room, turn **RIGHT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Training Room 1

Exit the room using one of the doors at the back of the room. **(Point)** Upon exiting the room, turn **LEFT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Training Room 2

Exit the room using one of the doors at the back of the room. **(Point)** Upon exiting the doors, turn **LEFT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

**DRAFT**

**Virginia Board of Counseling
Regulatory Committee Meeting Minutes
Friday, March 28, 2025, at 10:00 a.m.
9960 Mayland Drive, Henrico, VA 23233
Board Room 4**

- PRESIDING OFFICER:** Maria Stransky, LPC, CSAC, CSOTP, Committee Chairperson
- BOARD MEMBERS PRESENT:** Nakeisha Gordon, LPC
Luanne Griffin, LPC
Gerard Lawson, PhD, LPC, LSATP, NCC
Terry R. Tinsley, PhD, LPC, LMFT, CSOTP
Tiffinee Yancey, PhD, LPC
- BOARD STAFF PRESENT:** Latasha Austin, Licensing & Operations Manager
Krystal Blanton, Discipline & Compliance Case Specialist
Jaime Hoyle, JD, Executive Director
Jennifer Lang, Deputy Executive Director- Discipline
Charlotte Lenart, Deputy Executive Director – Licensing
Dalyce Logan, Senior Licensing Specialist
- DHP STAFF PRESENT:** Erin Barrett, JD, Director of Legislative and Regulatory Affairs, Department of Health Professions
Matthew Novak, Policy Analyst, Department of Health Professions
Arnie Owens, Agency Director, Department of Health Professions (*left meeting at 10:42am*)
- PUBLIC ATTENDEES:** Tania Hammock, Community Resident Inc.
- CALL TO ORDER:** Ms. Stransky called the Regulatory Committee Meeting to order at 10:00a.m.
- ROLL CALL/ESTABLISHMENT OF A QUORUM:** An introduction was done of all Committee members and staff. Six members of the Committee were present at roll call; therefore, a quorum was established.
- MISSION STATEMENT:** Ms. Stransky read the mission statement of the Department of Health Professions, which was also the mission statement of the Committee. Ms. Stransky also read the emergency egress instructions.
- ADOPTION OF AGENDA:** The meeting agenda was adopted as presented.
- APPROVAL OF MINUTES:** The Board reviewed the minutes from the last meeting held on October 18, 2024.
- Motion:** Dr. Yancey made a motion, which Ms. Gordon properly seconded, to approve the minutes from the October 18, 2024, as presented. The motion passed unanimously.
- PUBLIC COMMENT:** No public comment was provided.
- UNFINISHED BUSINESS:**
- **Discussion of the Use of Artificial Intelligence (AI)**
The Committee reviewed the American Association of State Counseling Boards (AASCB) AI Position and Guidance document and discussed the implications of using AI in counseling practice.

Dr. Lawson gave a brief synopsis of the document provided in the agenda packet, which emphasized that regardless of the tools used, licensees remain fully responsible for their use, data storage, informed consent, and staying within their scope of practice.

The document included educational content for the Board and stresses the importance of informed consent and caution its use in crisis situations.

Committee Comments:

- Board Members expressed concern over data privacy, misunderstanding by clients, and the potential misuse of AI, especially with vulnerable populations.
- Multiple members noted the need for due diligence, especially regarding tools claiming HIPAA compliance.

Next Steps:

- The Board agreed to have staff post links to the AASCB, ACA, and NBCC AI documents on the Board of Counseling website as a resource.
- Staff will draft a guidance document that includes a statement clarifying the Board's interpretation of AI usage as being covered under existing regulations, particularly those related to recordings, and will present it to the Committee for review.
- Staff will provide additional outreach by adding information to the news section of the website and sending out an email blast to licensees. In addition, staff will share this information with stakeholders.

NEW BUSINESS:

- **Discussion of Potential Amendments to Licensure by Endorsement**

The Committee reviewed proposed amendments to Regulation 18VAC115-20-45 regarding licensure by endorsement for professional counselors. Mr. Novak presented the draft revisions, and Ms. Lenart clarified that the changes are intended to streamline the process.

An extensive discussion followed about the Counseling Compact's requirements and limitations around mandating background checks. Ms. Barrett clarified that the Department of Health Professions (DHP) lacks the authority to impose background checks on currently licensed individuals, and such a requirement would necessitate a separate statutory amendment.

Motion: Dr. Lawson made a motion, which Dr. Yancey properly seconded, to recommend regulatory amendments to 18VAC115-20-45 via fast-track action as presented to the full Board. The motion passed unanimously.

- **Discussion of Potential Amendments to Residency and Supervisor Requirements**
The Committee discussed potential amendments to residency and supervisor requirements. Ms. Barrett distributed a fast-track action already in progress. (*See Attachment 1*)

The Committee discussed the need for increased training for supervisors. Committee members proposed requiring continuing education (CE) in supervision as part of license renewal. The idea of creating a supervisor credential was also discussed. Committee members also suggested hosting a "Supervisor Summit" to gather input from supervisors.

Board Staff proposed adding a requirement for supervisors to maintain records for three years.

It was suggested that continuing education (CE) in supervision could count toward the 20 required renewal hours if supervision training were to become a requirement during renewal.

Board Staff proposed requiring supervisors to attest to meeting requirements on their application, which Ms. Barrett indicated would necessitate a regulatory change.

The Committee discussed sending surveys to both supervisors and supervisees to gather feedback on needs and challenges.

Committee members also recommended adding clarifying language in 18VAC115-20-52(3)(a) by adding "per week."

Action Item: Committee members will submit potential survey questions to Ms. Lenart prior to the next committee meeting. Ms. Lenart will also contact Boost 200 for their survey responses to supervision. Ms. Lenart will compile all the potential survey questions and present the information at the next committee meeting.

NEXT MEETING DATES:

The next meeting is scheduled for Friday, June 13, 2025.

ADJOURNMENT:

Ms. Stransky adjourned the March 28, 2025, meeting at 11:48a.m.

Maria Stransky, LPC, CSAC, CSOTP, Committee Chairperson

Jaime Hoyle, JD, Executive Director

Survey Questions for Residents

Supervision Structure & Format

1. How often do you meet with your supervisor?
 - Weekly
 - Bi-weekly
 - Monthly
 - Other (please specify)
2. Are your supervision sessions conducted individually, in groups, or both?
3. Is the format and frequency of supervision adequate for your needs?
4. Do you feel your supervision sessions are structured and purposeful?
5. Are your hours being accurately tracked and verified?
6. What supervision formats were used during your residency? (Check all that apply)
 - Individual
 - Group
 - Live observation
 - Audio/Video review
 - Case consultation
7. How many client contact hours do you work per week (on average)?
8. Do you pay for your supervision? If so, how much per hour?
9. How did you find your supervisor?
10. Do you feel like you're getting quality supervision?

Supervisor Competence & Ethics

6. Do you believe your supervisor has adequate training to supervise?
7. Has your supervisor clearly explained their ethical responsibilities?
8. Do you feel your supervisor adheres to professional and ethical standards?
9. Have you ever felt that your supervisor lacked knowledge in a specific counseling area important to your growth?
10. I felt supported by my supervisor during my residency experience.
(1 – Strongly Disagree to 5 – Strongly Agree)
11. Do you have any concerns or significant challenges related to your supervision experience that you believe should be brought to the attention of the licensing board to ensure the quality and integrity of clinical training?

Communication & Support

10. Do you feel comfortable discussing mistakes, uncertainties, or challenges with your supervisor?
11. Does your supervisor create a safe, respectful, and supportive environment?
12. How responsive is your supervisor to questions or concerns between sessions?
13. 5. My supervisor provided constructive and timely feedback.
(1 – Strongly Disagree to 5 – Strongly Agree)
14. 6. My supervisor helped me feel more confident in my clinical work.
(1 – Strongly Disagree to 5 – Strongly Agree)

Feedback & Evaluation

13. How often do you receive feedback on your clinical work?
14. Is the feedback constructive, specific, and useful to your development?
15. Do you feel your supervisor gives you both positive and corrective feedback?
16. Have you gotten your quarterly evaluations in a timely manner?

Growth & Development

16. Are your personal goals as a counselor discussed and supported?
17. Do you feel you are growing professionally under your supervisor's guidance?
18. Is multicultural competence and sensitivity addressed in your supervision?
19. Rate your growth in the following areas as a result of supervision: (1 – No Growth to 5 – Significant Growth)
 - Clinical judgment
 - Ethical decision-making
 - Client rapport-building
 - Cultural responsiveness
 - Managing countertransference
20. What was most helpful in your supervision experience?
21. What areas do you wish had been more developed during your supervised residency?

Challenges & Concerns

19. Have you experienced any challenges with your supervisor's availability, conduct, or professionalism?
20. What do you feel is missing or insufficient in your current supervision experience?

Worksite

21. Do you work at a state agency, local government agency, hospital, mental health treatment facility, under a licensed providers private practice, or hold your own practice?

Survey Questions for Supervisors

Supervision Logistics & Structure

1. How many residents do you currently supervise?
2. How frequently do you provide supervision (weekly, biweekly, etc.)?
 - Weekly
 - Bi-weekly
 - Monthly
 - Other (please specify)
3. Do you provide individual, group, or both formats of supervision?
4. Do you use a written contract outlining expectations and goals?
5. How many residents have you supervised toward licensure?
6. How much do you charge per hour of supervision?

Training & Qualifications

5. How long have you been providing clinical supervision?
6. Have you completed formal training in clinical supervision?
7. Are you familiar with Virginia state's laws and regulations regarding supervision?
8. Do you feel adequately prepared to supervise across various clinical issues and populations?
9. Have you taken any additional supervision training since your initial 20 hours?

Ethics & Boundaries

8. How do you ensure ethical standards are maintained in your supervision practice?
9. Do you discuss boundary issues with your supervisees?
10. How do you manage dual relationships or conflicts of interest?

Feedback & Evaluation

11. How often do you provide formal evaluations of your supervisees?
12. Do you feel confident giving difficult feedback?
13. Do you track supervisee progress toward licensure readiness?
14. How well did your residents demonstrate growth in the following areas? (1 – Poor to 5 – Excellent)
 - Clinical skills
 - Case conceptualization
 - Professional boundaries
 - Use of supervision
 - Cultural competence

Communication & Relationship

14. Do you feel your supervisees are comfortable coming to you with concerns?
15. How do you address resistance or lack of engagement in supervision?
16. How confident are you in your ability to support residents' clinical growth?
(Scale: 1 – Not at all confident to 5 – Very confident)

Challenges & Needs

16. What are your biggest challenges in supervising new counselors?
17. What challenges, if any, did you experience in your role as a supervisor?
18. Have you encountered any unclear or conflicting expectations from your licensing board?
19. Do you feel that more training or resources for supervisors would benefit your practice?
20. What resources or training would enhance your ability to supervise more effectively?
21. Are there any recurring concerns, challenges, or systemic issues you've observed during the supervised residency experience that you believe would be important for the licensing board to address or be made aware of?

Multicultural & Clinical Issues

19. Do you intentionally address cultural identity, power dynamics, or bias in supervision?
 20. Are you comfortable supervising across different theoretical orientations and client populations?
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Shared Questions for Both Groups

- What do you think should change in the current supervision process?
 - What resources (training, tools, policies) would improve the quality of supervision?
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To Any Licensee

- Have you ever supervised a resident? If no, why not?
- If you are not currently supervising any residents, why not?