



Virginia Department of
Health Professions
Board of Social Work

FINAL-APPROVED
Virginia Board of Social Work
Quarterly Board Meeting Minutes
Friday, June 16, 2023, at 10:00 a.m.
9960 Mayland Drive, Henrico, VA 23233
Board Room 3

- PRESIDING OFFICER:** Canek Aguirre, Citizen Member, Board Chairperson

- BOARD MEMBERS PRESENT:** Eboni Bugg, MSW, LCSW
Elke Cox, MSW, LCSW
Gloria Manns, MSW, LCSW
Denise Purgold, MSW, LCSW
Sherwood Randolph, MSW, LCSW
Teresa Reynolds, MSW, LCSW

- BOARD MEMBERS ABSENT:** Angelia Allen, Citizen Member
Jamie Clancey, MSW, LCSW, Board Vice-Chairperson

- BOARD STAFF PRESENT:** Latasha Austin, Licensing & Operations Manager
Jaime Hoyle, JD, Executive Director
Jennifer Lang, Deputy Executive Director- Discipline
Charlotte Lenart, Deputy Executive Director- Licensing
Gabriella Smith, Administrative Assistant
Sharniece Vaughan, Licensing Specialist

- DHP STAFF PRESENT:** Erin Barrett, JD, Director of Legislative and Regulatory Affairs, Department of Health Professions
James Jenkins, Agency Deputy Director, Department of Health Professions

- BOARD COUNSEL PRESENT:** none

- PRESENTATION SPEAKERS:** Stacy Hardy-Chandler, PhD, JD, LCSW, CEO, ASWB *(virtually- via webex)*
Lavina Harless, LCSW, Senior Director of Examination Services, ASWB *(virtually- via webex)*

- PUBLIC ATTENDEES:** Emma Ford, Virginia Health Care Foundation
Alana Jefferson, Child Development Center
Denise Konrad, Virginia Health Care Foundation
Debra Riggs, National Association of Social Workers (NASW)- Virginia Chapter

- CALL TO ORDER:** Mr. Aguirre called the Board Meeting to order at 10:00 a.m.

- ROLL CALL/ESTABLISHMENT OF A QUORUM:** An introduction was done of all Board members and staff. Seven members of the Board were present at roll call; therefore, a quorum was established.

- MISSION STATEMENT:** Mr. Aguirre read the mission statement of the Department of Health Professions, which was also the mission statement of the Board.

- ADOPTION OF AGENDA:** The agenda was adopted as presented.

- PUBLIC COMMENT:** No public comment was provided.

APPROVAL OF MINUTES:

The Board reviewed the minutes from the last meeting held on December 9, 2022.

Motion: Ms. Reynolds made a motion, which Mr. Randolph properly seconded to approve the minutes from the December 9, 2022 meeting as presented.

AGENCY REPORT:

Mr. Jenkins reported that the agency continues to move smoothly and thanked the board members for their service.

Mr. Jenkins reported that planning for 2024 legislative session has started, and that behavioral health and workforce continues to remain the focus. In addition, Governor Youngkin has signed 24 bills into law with several focused on behavioral health.

Mr. Jenkins also informed the Board about Governor Youngkin's Right Help Right Now initiative to reform the current behavioral health system in Virginia and support individuals in crisis. The goal of Right Help Right Now is to support Virginian before, during and after a behavioral health crisis occurs. The Right Help Right Now plan aims to ensure that there will be same-day care delivered through mobile crisis units and crisis centers in order to reduce overcrowding at emergency departments. By doing so, there will be less strain on law enforcement who can instead better serve the communities where they are needed. This will also serve to reduce the criminalization of mental health in Virginia. The Right Help Right Now plan includes specialized resources for individuals with substance use disorders or who have high risks of overdosing.

BOARD CHAIR REPORT:

Mr. Aguirre provided the Board with a recap of the ASWB Education Conference he attended in April in New Orleans. Mr. Aguirre indicated that ASWB presented a very thorough presentation regarding the exam and recommends that other Board members attend future meetings.

PRESENTATION:

The Association of Social Work Boards (ASWB) presented a virtual PowerPoint presentation discussing the exam pass rate date published August of 2022. The presentation included information on ASWB's initiative as it collaborates with the entire social work community and develops exams for the future of social work. **(See attachment 1)**

The Board took a break at 11:14am. The meeting reconvened at 11:24am.

LEGISLATION & REGULATORY REPORT:

- **Chart of Regulatory Actions**
Ms. Barrett reviewed with the Board the current Social Work Regulatory Actions that are underway as of June 1, 2023. A copy of all the current regulatory actions was included in the agenda packet.
- **Provide definition of "generalist social work"**
The Board reviewed and discussed the proposed regulations approved by the Board in December 2022. The information was not included in the agenda packet, so a copy of the proposed regulations was provided to everyone at the meeting. **(See attachment 2)**

After discussion, the Board concluded that additional time was needed to come up with a proper definition. They concluded that it should be discussed at the next Regulatory Committee meeting.

- **Consideration of exempt regulatory changes to 18VAC140-20-50**
The Board reviewed and discussed HB2231 and changes to 18VAC140-20-50 to remove the notification requirement to the Board when an applicant changes or adds a supervisor previously approved by the Board. A copy of the recommended changes was included in the agenda packet.

Motion: Ms. Manns made a motion, which Ms. Cox properly seconded, to amend 18VAC140-20-50 as presented by exempt action effective July 1, 2023. The motion passed unanimously.

- **Consideration of exempt regulatory changes to 18VAC140-20-171**
The Board reviewed and discussed HB 1622 and changes to 18VAC140-20-171 to allow agency subordinates to hear credentials cases. A copy of the recommended changes was included in the agenda packet.

Motion: Ms. Reynolds made a motion, which Ms. Purgold properly seconded, to amend 18VAC140-20-171 as presented by exempt action effective July 1, 2023. The motion passed unanimously.

EXECUTIVE DIRECTOR'S REPORT:

Ms. Hoyle reported on the finances for the Board of Social Work. A copy of the financial report given was included in the agenda packet. Ms. Hoyle reported that the Agency has a new Budget Director and that a more detail report will be available for the next fiscal year and going forward.

Ms. Hoyle informed the Board that Agency board member training is scheduled for October 13, 2023. She added that Ms. Clancey and Ms. Allen's terms on the Board expire this year and that no information has been received as of date regarding re-appointment,

Ms. Hoyle thanked staff for the hard work they do every day and how they have continued to handle the increase in applications.

Ms. Hoyle provided more information about the Board about Governor Youngkin's Right Help Right Now initiative to reform the current behavioral health system in Virginia and support individuals in crisis. The goal of Right Help Right Now is to support Virginian before, during and after a behavioral health crisis occurs. Ms. Hoyle indicated that she is co-lead with Mr. Jenkins on this program.

DISCIPLINE REPORT:

Ms. Lang reported on the disciplinary statistics for the Board of Social Work from November 12, 2022, through May 31, 2023. A copy of the report was included in the agenda packet. Ms. Lang referred board members to the discipline report and public board Orders in the agenda packet. She advised that, moving forward, copies of public Orders will be provided for reference. Although Confidential Consent Agreements cannot be released to the public, they are counted in the total violations shown in the discipline report.

Ms. Lang reported on current staffing and noted that Ms. Lang and Christy Evans are the only full-time discipline staff for the three behavioral science boards (Boards of Counseling, Psychology, and Social Work). Additionally, the boards recently hired a part-time CE Audit Specialist, and the Board of Social Work hired a part-time licensed Discipline Reviewer. Between the three boards, discipline staff received 616 cases in 2022 and 291 cases to date in 2023. Of the total cases, the Board of Social Work received 108 cases in 2022 and 61 to date in 2023.

Ms. Lang thanked Ms. Reynolds for serving as the Agency Subordinate for the board.

LICENSING REPORT:

Ms. Lenart reported on the satisfaction survey results for the Board of Social Work for the 2023 second and third quarters and the licensure statistics for the Board from January 2023- May 2023. A copy of the report given was included in the agenda packet. She referred Board members the licensing report in the agenda packet indicating that there are currently over 14,000 licensee and supervisees in social work with almost 10,00 being LCSWs. She added that the Board currently has over 800 supervisors listed on the supervisor registry and that the Board is receiving 250-300 new applications a month for persons applying for licensure or registration.

Ms. Lenart reported that staff continue to provide excellent customer service as demonstrated by the satisfaction survey from the last two quarters of 92%. She added that staff are currently reviewing applications within 10-14 days of the application being complete. She noted that there are currently two full-time and two part-time social work staff. Additionally, the Board has been approved to being advertising for one additional full-time staff person.

Ms. Lenart reported that the Board's website has been updated and has a new look. She also reported that the Board continues to utilize BOT technology and that the Board of Social work was one of the first Boards to utilize the uploading documents feature during the online application process. She added that these processes have been very successful, and that staff are looking to expand on these technologies. Staff have also requested that the Board be next in line for changes to the license that licensees use. The new licenses will have a QR code so that clients are able to quickly look up the licensee's information.

Ms. Lenart added a reminder that licensees are required to renew their licenses on or before June 30th of this year.

COMMITTEE REPORTS:

- **Regulatory Committee**
No report
- **Board of Health Professions**
No report
- **Ad Hoc Committee**
Mr. Randolph and Ms. Bugg indicated that they have been in dialogue discussing what can be done to address the issues with the ASWB exam and that there first step is to identify the Board role to ensure competency and fairness. Mr. Aguirre indicated that he would like the Committee to do some outreach to schools. Ms. Hoyle added as a reminder, that if more than two board members meet the public would have to be notified that there is a meeting.
- **Nominations Committee**
Ms. Manns and Mr. Randolph presented the following slate of candidates; their recommendation is that Mr. Aguirre be re-elected as Chair and that Ms. Bugg be elected as Vice-Chair. The Board will vote on these recommendations at its next meeting. Additional candidates can still come from the floor at the next meeting.

UNFINISHED BUSINESS:

Social Work Licensure Compact

Ms. Hoyle gave an update on the status of the Social Work Licensure Compact. She indicated that the Compact has been passed in one state already. She indicated that there is no current bill from the Department of Health Professions

regarding the Compact but anticipates that it will be introduced by an outside entity during the next legislative session.

Motion: Ms. Bugg made a motion, which Ms. Reynolds properly seconded, that the Board be in support of the Compact. The motion passed unanimously.

NEW BUSINESS:

The Use of Naloxone

Ms. Hoyle discussed with the Board a request received from the Veteran’s Health Administration (VHA) National Social Work Program who was seeking information from the Virginia Board on the ability of social workers licensed in Virginia to carry and administer Narcan/Naloxone.

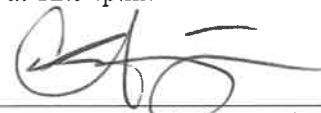
The guidance from the Board was that social workers licensed in Virginia can carry and administer Narcan/Naloxone, only if the social worker has completed education and training in order to do so.

NEXT MEETING DATES:

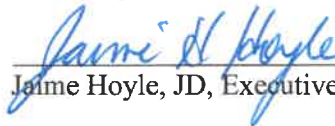
Mr. Aguirre announced that the next Board meeting is scheduled for Friday, August 18, 2023. Ms. Austin provided Board members with a list of potential meeting dates for 2024. Ms. Austin indicated she would send out a Doodle Poll after the meeting to assess everyone’s availability before finalizing meeting dates for 2024.

ADJOURNMENT:

Mr. Aguirre adjourned the meeting at 12:54p.m.



Canek Aguirre, Citizen Member, Chair



Jaime Hoyle, JD, Executive Director



UPDATE
licensing
Exam initiatives



The Association of Social Work Boards

Mission

Provide support and services to the social work regulatory community to advance safe, competent, and ethical practices to strengthen public protection.

Accountability

“The Public”

64 Regulatory State and
Province Boards

Board of Directors

ASWB

EVERYONE!



When we last met (12/9/2022)

We shared an overview of:

1. **accurate** information about the exam development process including anti-bias measures, and
2. ASWB's upstream, solution-focused approach to **collaborating** across the profession on addressing disparate outcomes.

Licensure requirements



Today's Focus

UPDATES on regulatory initiatives

- Competence measures
- Member board engagement

Licensure requirements



Social Work as a Profession

A Profession is a type of job that requires special training or skill, especially one that needs a high level of applied competence of **practice standards**.

A Professional is one engaged in and qualified for a particular profession with compensation commensurate with their specialized training, education and practice competence.

Professional Regulation protects the public by verifying minimum competency, investigating complaints, and upholding professional compliance with state laws and regulations.

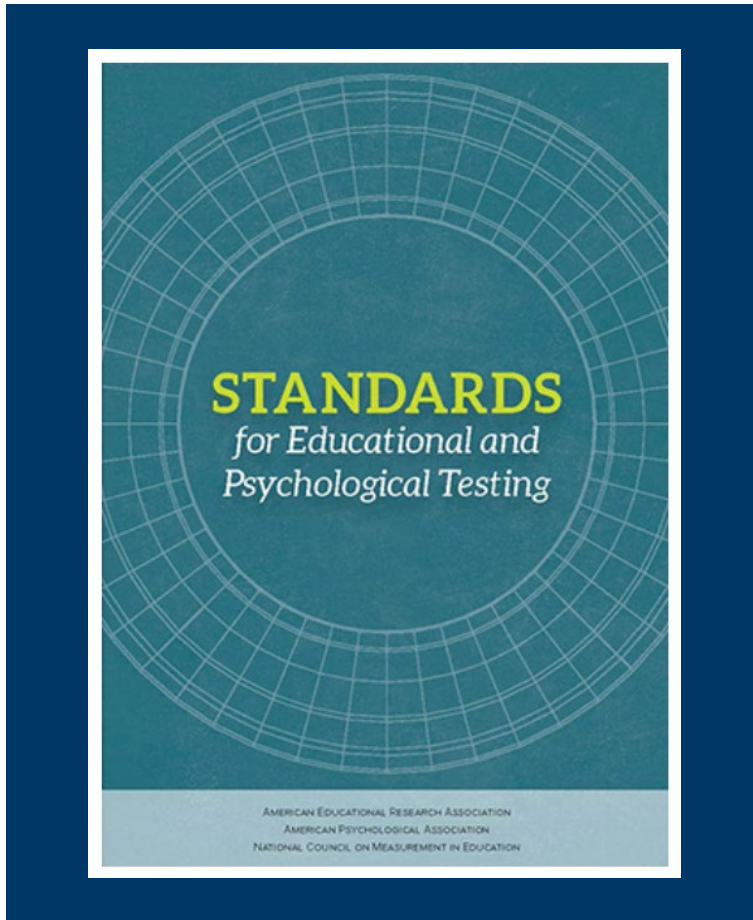
Why measure competency using an exam?

Essential to the regulatory duty to “verify minimum competency”

Objective component of licensing decisions

Continuously vetted threshold of entry-to-practice level competence

The Standards



Developed jointly and published collaboratively since 1966 by:

- [American Educational Research Association](#) (AERA)
- [American Psychological Association](#) (APA)
- [National Council on Measurement in Education](#) (NCME)

this represents the gold standard in guidance on testing in the United States and in many other countries.

[The Standards for Educational and Psychological Testing \(apa.org\)](https://www.apa.org/standards)

The ASWB exam is

DEFENSIBLE

The exams meet testing industry standards and can be defended if challenged.

RELIABLE

Under similar circumstances, scores are consistent over time.

VALID

The exam measures what was intended, as defined by the **practice analysis**.

Professional Legitimacy

Exam Levels

Category	Requirements	Purpose
Associate		For use in jurisdictions that issue licenses to applicants who do not possess a social work degree
Bachelors	Bachelor's degree in social work	Basic generalist practice of baccalaureate social work
Masters	Master's degree in social work	Practice of master's social work including the application of specialized knowledge and advanced practice skills
Advanced Generalist	Master's degree in social work; two years (or commensurate experience as defined by the jurisdiction) of experience in nonclinical settings	Practice of advanced generalist social work that occurs in nonclinical settings and may include macro-level practice
Clinical	Master's degree in social work; two years (or commensurate experience as defined by the jurisdiction) of experience in clinical settings	Practice of clinical social work requiring the application of specialized clinical knowledge and advanced clinical skills

How are the exams developed?

Personnel

 Staff: 20 (4 exam development, 16 exam administration)

 Vendors: 4

 Item development consultants: 7

 Volunteers: 65

 Item writers: 90

Total people involved in the program:

almost 200



ASWB Examination Committee 2023

Bachelors exam



Jessica Chatman (IL)



Nikki Barfield (FL)



Nelly Chow (AB)



Christine
Escobar-Sawicki (IL)



Cole Hooley (UT)



Julia López (MO)



Benjamin Rosenberg
(NY)

Masters exam



Stephanie
Washington (TX)



Adolpha Bassett (NC)



Rikki Davlin (ID)



Chaundra Randle (MI)



Jodi Schollardt (AB)



Susanna Sung (MD)



Alejandro Zamora
(ID)

Clinical exam



Marcy Shaarda (CA)



Dianna Cooper-
Bolinsky (IN)



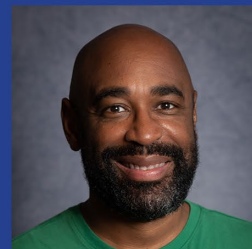
Lauren Henríquez-
Bentiné (NY)



Jean Leong (AB)



Paul Perales (WI)

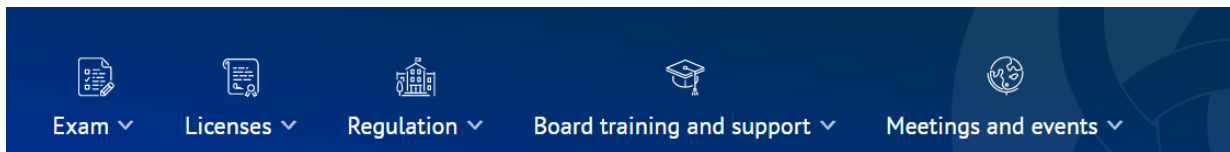


Kirk Royster (NJ)



Senetra Wallace (NC)

Want a closer look at who is involved?



Homepage > Exam > Measuring social work competence > Examination Program Yearbook



Examination Program Yearbook

The success of the Association of Social Work Boards social work licensing examination program depends on the hard work of a diverse group of volunteers, consultants, and contracted item writers committed to public protection. Together, these social workers ensure that the ASWB examinations remain fair, valid, and reliable.



2022 item writers

The gallery below includes information for all item writers contracted to write for the social work licensing exams in 2022.



About the exam

170 items (questions) · 150 scored, 20 pretest

Four-option multiple choice (three-option questions launched January 2023) · Four-hour time limit

Universal passing score

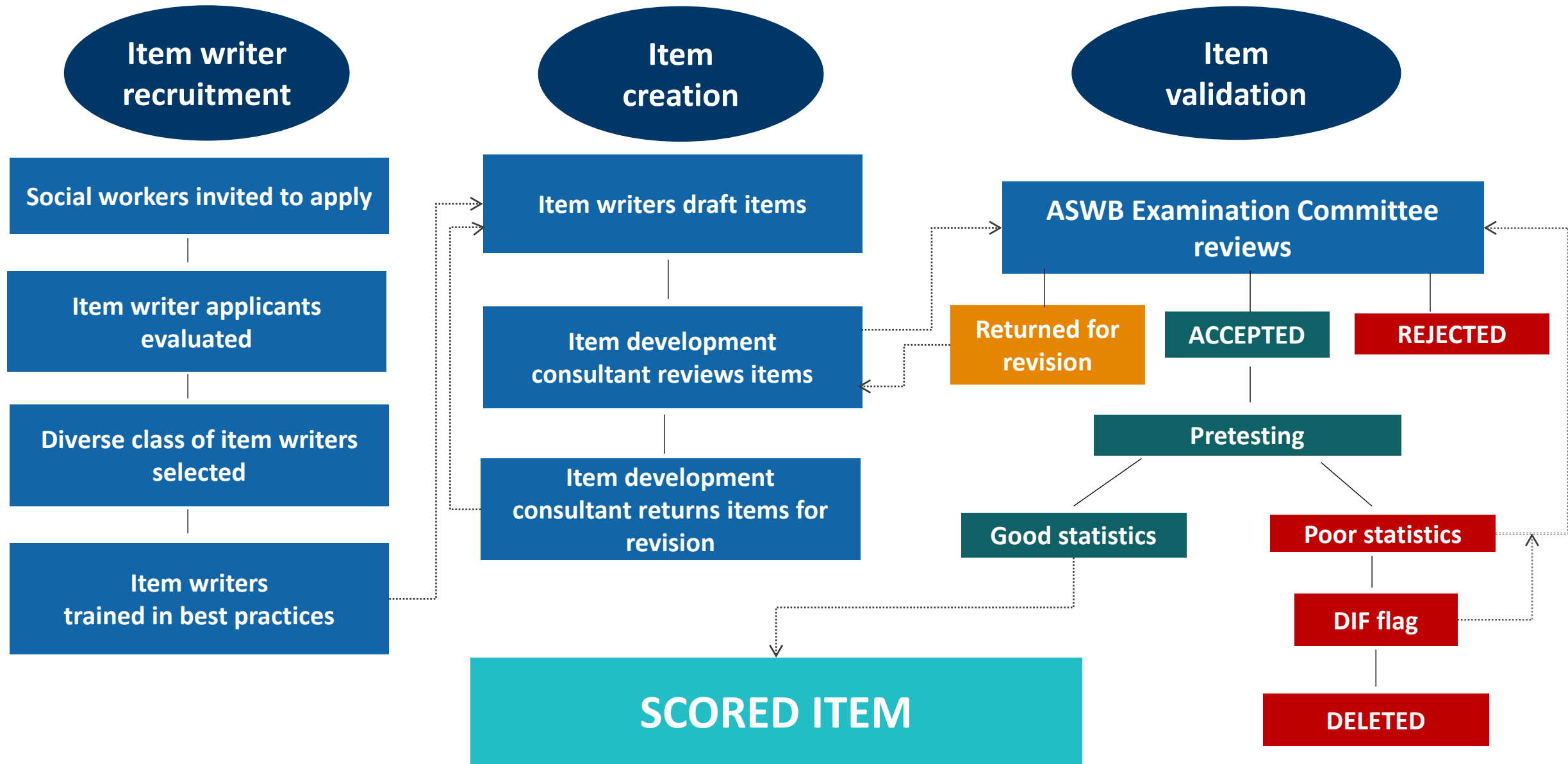
Items randomly administered

Multiple forms online · Rotated quarterly

Computer-delivered at 300+ Pearson VUE centers in the United States and Canada

Standardized administration under equal conditions

ASWB's examination item development process



ASWB meets and exceeds
testing industry standards
for creating high-stakes
licensing exams

Psychometric measurement
(*See Webinar Video)

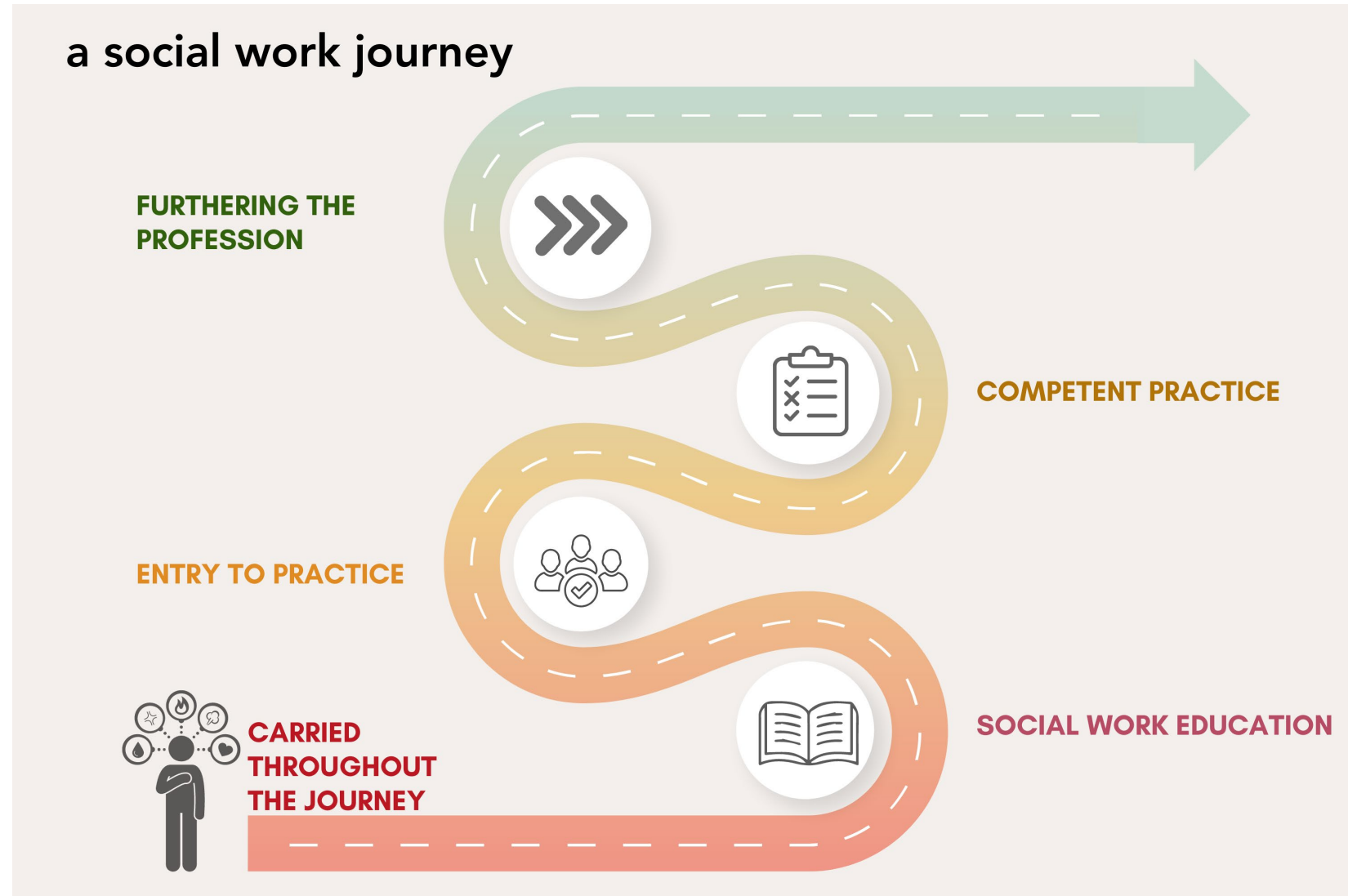
+

**Social work subject
matter expertise**



“What’s the matter?
It’s the same distance!”

A PROFESSION-WIDE MATTER

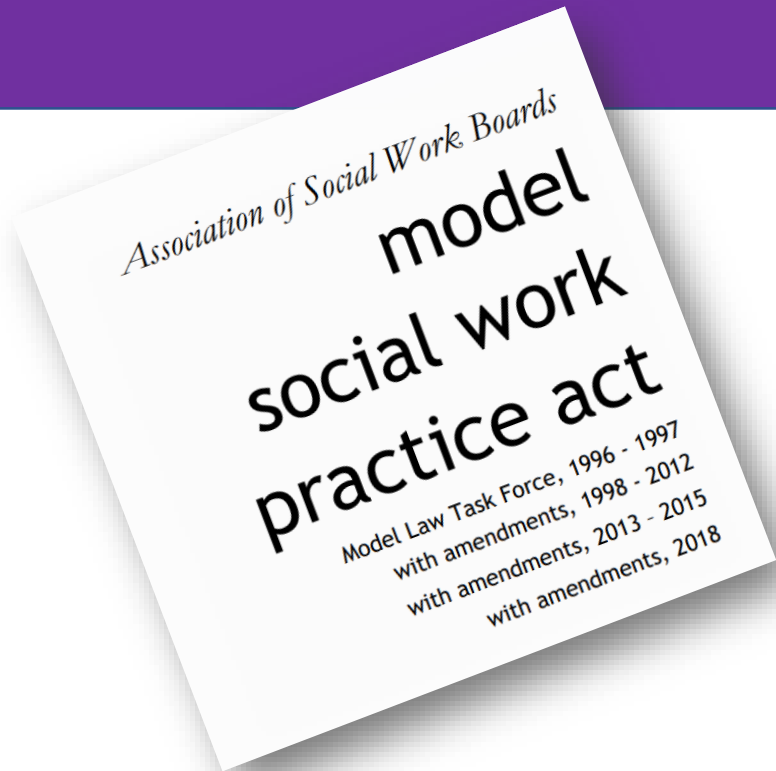


A profession-wide
matter:

An Example...



Licensure/Registration Requirements



Education

+

Exam
(entry-level)

+

Experience
(if required)

+

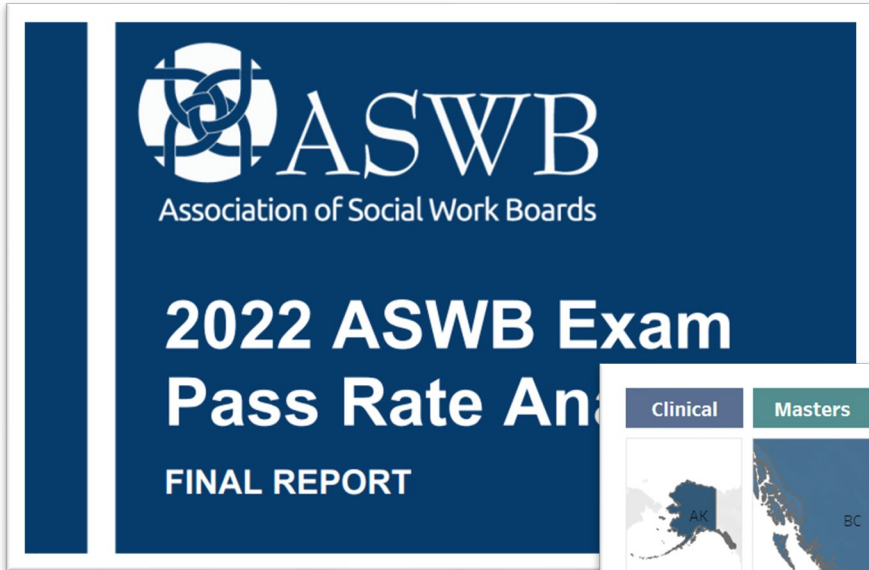
Moral Character

=

Public protection and accountability through licensure

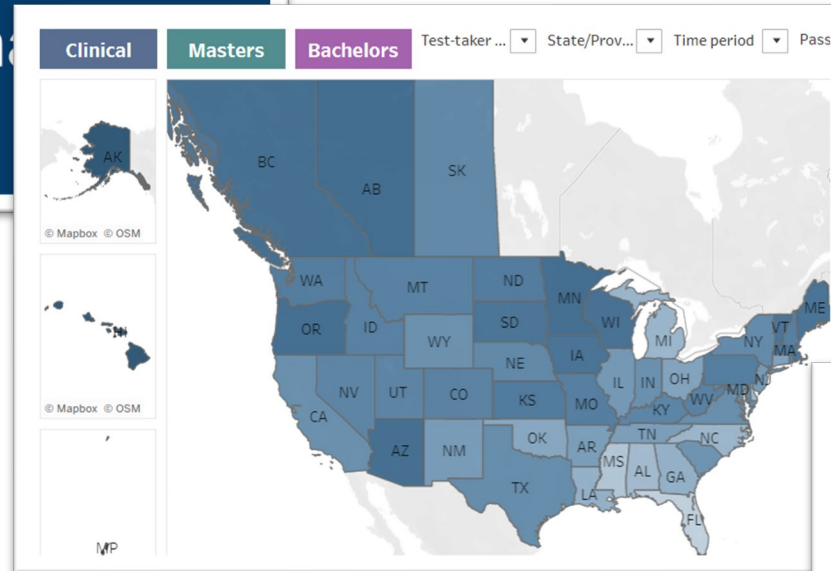


1




Analysis Report

2



Interactive Map

3



**ASWB social work licensing exam report
for social work schools and programs**

School: University of California at Los Angeles
Date: August 2022

The following tables show the performance of test-takers who reported graduation from this school on the ASWB social work licensing exams taken in 2021. Some data for the current exam blueprint, which went online at the beginning of 2018, are also included. For comparison, ASWB has supplied data on test-takers approved to take the exam in the state or province where this school is located and all test-takers in the United States and Canada.

Social Work School Reports

Collaborating across the profession



- Baccalaureate Program Directors
- Canadian Association of Social Workers
- Canadian Association of Social Work Education
- Canadian Council of Social Work Regulators
- Clinical Social Work Association
- Council on Social Work Education
- Latino Social Workers Organization
- National Association of Black Social Workers
- National Association of Deans and Directors
- National Association of Social Workers
- Thunderbird Circle-ISWEN
- U.S. Department of Veterans Affairs
- Association of Social Work Boards

Established 2022

SOCIAL WORK Census





2017 Analysis of the Practice of Social Work

FINAL REPORT

© 2017, Association of Social Work Boards, All rights reserved.

SOCIAL WORK
Census



**Data release
to schools**



**ASWB Exam
Guidebook**

**Free exam
resources for
educators**



**Educator Guide to the
Social Work Exams**

with group review
practice questions

**Educator
training**



Expanded - August 2022

Topics:

1. Exam Development 12/7/2022

Helping students be prepared to show competence on the social work licensing exams

1. Psychometrics 2/22/2023

The art and science of exam development: Exploring best practices for building reliable, valid, and fair exams

1. Exam Administration 6/28/2023

The testing experience: How ASWB's examination practices support access and equity

* Video recordings are available





1. Formats conducted

- In-person
- Virtual
- Self-paced

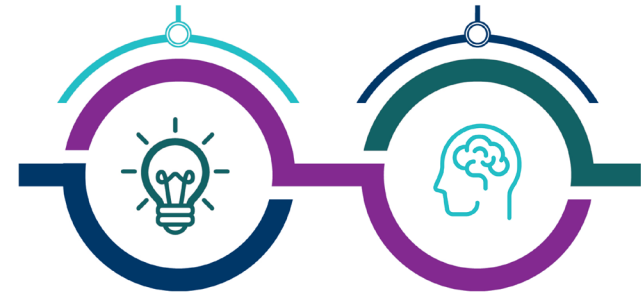
2. Concluded **5/2023**

3. Qualitative findings est. to be published **9/2023**

- **Enhancing the candidate experience**
- **Exploring:**
 - **format options**
 - **Remote proctoring**

***Criterion: Reliable and valid**

reenvisioning
COMPETENCE ASSESSMENT





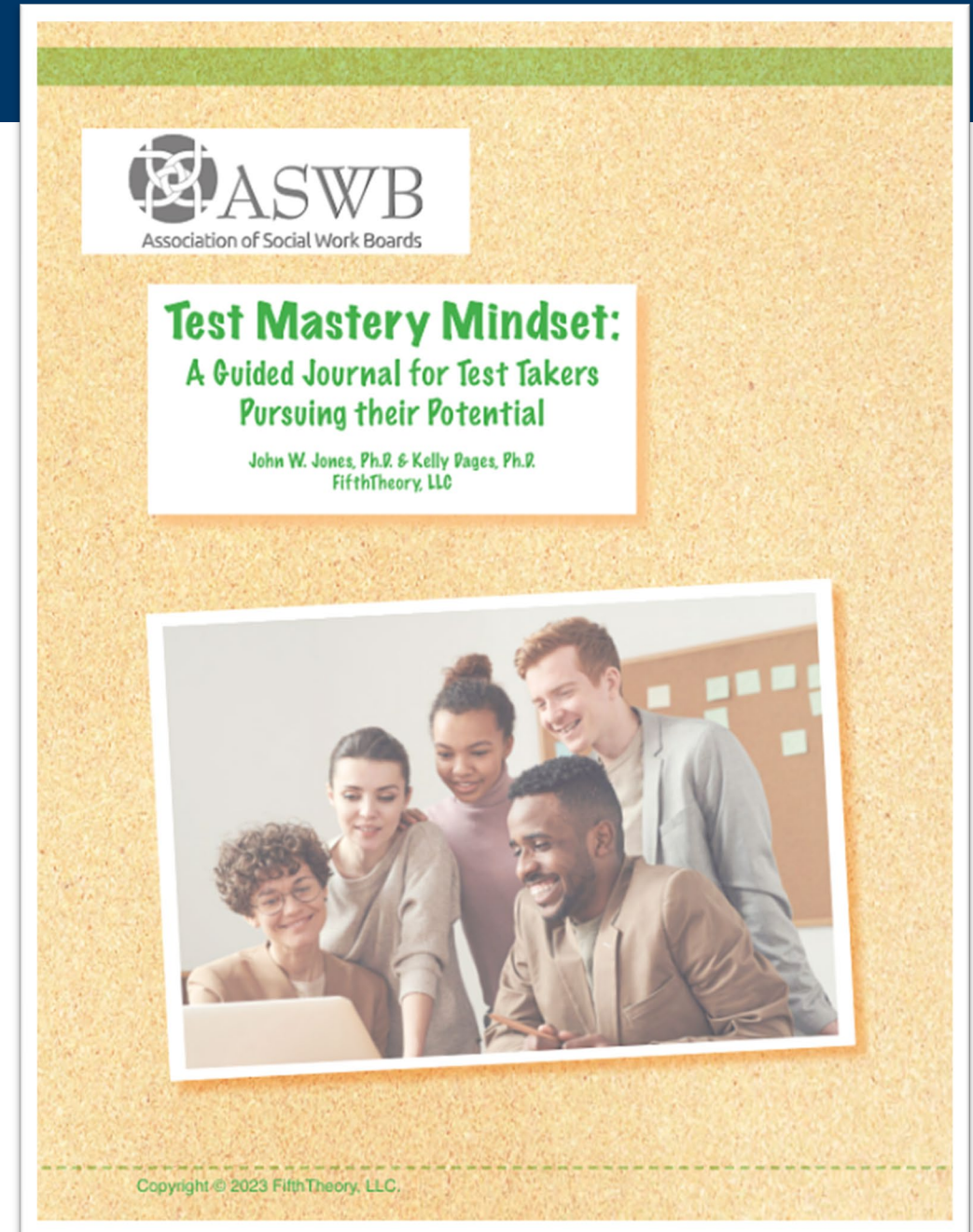
- **RFP for regulatory research**
 - **Closing 6/2023**
 - **Committee review 8/2023**
 - **Award(s) to follow**
- **Census & practice analysis**
- **Independent, 3rd party projects**

Test mastery mindset support



The **Test Mastery Inclusion** program is:

- **Free** to unsuccessful test-takers
- Delivered by an **independent, minority-owned** firm
- Designed to improve **equity and opportunity**
- Composed of a self-assessment tool followed by an **individualized report and resources**
- Being **piloted** by ASWB



Yes! It's *VERY* personal...



ASWB Chief Executive Officer



Dr. Roxroy Reid,
President, ASWB Board of Directors



More Mythbusting



The ‘Workforce’ Argument:

What other professions are considering:

- **Retention** (what good is it to have new SWs come in the workforce if they cannot be retained where they are needed?)
 - Mitigating burnout
 - Workplace culture & infrastructure investments
 - Pay at “professional” wage levels
- **Recruitment**
 - Signing bonuses
 - Tuition relief
- **Allied professional investments**
 - Example: Peer Partners (former recipients of services who are hired for their lived experience as provider team members)

Taking Action:

Examples of what others are doing

- Oregon – Department of Human Services has allocated funding covering for candidate exam Fees.
- Multi-state services agency – reallocated funds to strengthen clinical supervision program starting with bilingual/bicultural LCSW candidates
- Howard University – hosting Community Conversations and paying exam fees for graduates

What YOU can do!

- Encourage social workers to participate in ASWB initiatives
- Question the sound bites and so-called “facts” presented in the absence of evidence or depth
- Support future research aimed at answering the questions raised by the 2022 descriptive data (baseline)
- We invite your engagement in designing the future of social work licensure!

Thank you!

Agenda Item: Provide definition of “generalist social work”

Included in your agenda packet is:

- Copy of proposed regulations approved by the Board in December.

Staff Note: OAG has provided guidance that the Board needs to determine “generalist social work” to use in these amended regulations.

Action Needed:

- Motion to amend proposed regulations with a definition of generalist social work as determined by the Board.

Project 7250 - Proposed

Board of Social Work

Amendments resulting from 2022 periodic review

Chapter 20

Regulations Governing the Practice of Social Work

18VAC140-20-10. Definitions.

A. The following words and terms when used in this chapter shall have the meanings ascribed to them in § 54.1-3700 of the Code of Virginia:

Baccalaureate social worker

Board

Casework

Casework management and supportive services

Clinical social worker

Master's social worker

Practice of social work

Social worker

B. The following words and terms when used in this chapter shall have the following meanings unless the context clearly indicates otherwise:

"Accredited school of social work" means a school of social work accredited by the Council on Social Work Education.

"Active practice" means post-licensure practice at the level of licensure for which an applicant is seeking licensure in Virginia and shall include at least 360 hours of practice in a 12-month period.

"Ancillary services" means activities such as ~~case management~~, recordkeeping, referral, and coordination of services, intervention into situations on a client's behalf with the objectives of meeting the client's needs, and participation in required staff meetings.

"Clinical course of study" means graduate course work that includes specialized advanced courses in human behavior and the social environment, social justice and policy, psychopathology, and diversity issues; research; clinical practice with individuals, families, and groups; and a clinical practicum that focuses on diagnostic, prevention, and treatment services.

"Clinical social work services" include the application of social work principles and methods in performing assessments and diagnoses based on a recognized manual of mental and emotional disorders or recognized system of problem definition, preventive and early intervention services, and treatment services, including psychosocial interventions, psychotherapy, and counseling for mental disorders, substance abuse, marriage and family dysfunction, and problems caused by social and psychological stress or health impairment.

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

"Exempt practice" is that which meets the conditions of exemption from the requirements of licensure as defined in § 54.1-3701 of the Code of Virginia.

"Face-to-face " means the physical presence of the individuals involved in the supervisory relationship during either individual or group supervision or in the delivery of clinical social work services by a supervisee and may include the use of technology that provides real-time, interactive contact among the individuals involved.

"LBSW" means a licensed baccalaureate social worker.

"LCSW" means a licensed clinical social worker.

"LMSW" means a licensed master's social worker.

~~"Nonexempt practice" means that which does not meet the conditions of exemption from the requirements of licensure as defined in § 54.1-3701 of the Code of Virginia.~~

"NPDB" means the U.S. Department of Health and Human Services National Practitioner Data Bank.

"Supervisee" means an individual who has submitted a supervisory contract and has received board approval to provide clinical services in social work under supervision.

"Supervision" means a professional relationship between a supervisor and supervisee in which the supervisor directs, monitors and evaluates the supervisee's social work practice while promoting development of the supervisee's knowledge, skills and abilities to provide social work services in an ethical and competent manner.

"Supervisory contract" means an agreement that outlines the expectations and responsibilities of the supervisor and supervisee in accordance with regulations of the board.

18VAC140-20-30. Fees.

A. The board has established fees for the following:

1. Registration of supervision	\$50
2. Addition to or change in registration of supervision	\$25
3. Application processing	
a. Licensed clinical social worker <u>LCSW</u>	\$165
b. LBSW	\$100
c. LMSW	\$115
4. Annual license renewal	

a. Registered social worker	\$25
b. Associate social worker	\$25
c. LBSW	\$55
d. LMSW	\$65
e. Licensed clinical social worker <u>LCSW</u>	\$90
5. Penalty for late renewal	
a. Registered social worker	\$10
b. Associate social worker	\$10
c. LBSW	\$20
d. LMSW	\$20
e. Licensed clinical social worker <u>LCSW</u>	\$30
6. Verification of license to another jurisdiction	\$25
7. Additional or replacement licenses	\$15
8. Additional or replacement wall certificates	\$25
9. Handling fee for returned check or dishonored credit or debit card	\$50
10. Reinstatement following disciplinary action	\$500

B. Fees shall be paid by check or money order made payable to the Treasurer of Virginia and forwarded to the board. All fees are nonrefundable.

C. Examination fees shall be paid directly to the examination service according to its requirements.

18VAC140-20-37. Licensure; general.

~~LBSWs and LMSWs may practice in exempt practice settings under appropriate supervision. In accordance with § 54.1-3700 of the Code of Virginia, an LBSW shall engage in the practice of social work under the supervision of a master's social worker. Only licensed clinical social workers may practice at the autonomous level.~~

A. In accordance with § 54.1-3700 of the Code of Virginia, an LBSW shall engage in the practice of social work under the supervision of an LMSW or LCSW.

B. LBSWs and LMSWs may practice in exempt practice settings under appropriate supervision.

C. LBSWs and LMSWs may practice **generalist social work**.

D. Only LCSWs may practice at the autonomous level.

18VAC140-20-40. Requirements for licensure by examination as a ~~licensed clinical social worker~~ an LCSW.

Every applicant for examination for licensure as a ~~licensed clinical social worker~~ an LCSW shall:

1. Meet the education requirements prescribed in 18VAC140-20-49 and experience requirements prescribed in 18VAC140-20-50.
2. Submit a completed application to the board office within two years of completion of supervised experience to include:
 - a. Documentation, on the appropriate forms, of the successful completion of the supervised experience requirements of 18VAC140-20-50 along with documentation of the supervisor's out-of-state license where applicable. Applicants whose former supervisor is deceased, or whose whereabouts is unknown, shall submit to the board a notarized affidavit from the present chief executive officer of the agency, corporation or partnership in which the applicant was supervised. The affidavit shall specify dates of employment, job responsibilities, supervisor's name and last known address, and the total number of hours spent by the applicant with the supervisor in face-to-face supervision;
 - b. The application fee prescribed in 18VAC140-20-30;

- c. Official transcript or documentation submitted from the appropriate institutions of higher education that verifies successful completion of educational requirements set forth in 18VAC140-20-49;
 - d. Documentation of any other health or mental health licensure or certification, if applicable; and
 - e. A current report from the ~~U.S. Department of Health and Human Services National Practitioner Data Bank (NPDB)~~.
3. Provide evidence of passage of the examination prescribed in 18VAC140-20-70.

18VAC140-20-45. Requirements for licensure by endorsement.

- A. Every applicant for licensure by endorsement shall submit in one package:
- 1. A completed application and the application fee prescribed in 18VAC140-20-30.
 - 2. Documentation of active social work licensure in good standing obtained by standards required for licensure in another jurisdiction as verified by the out-of-state licensing agency. Licensure in the other jurisdiction shall be of a comparable type as the licensure that the applicant is seeking in Virginia.
 - 3. Verification of a passing score on a board-approved national exam at the level for which the applicant is seeking licensure in Virginia. The board may accept evidence that a national examination was not required for licensure by the other jurisdiction at the time the applicant was initially licensed.
 - 4. Documentation of any other health or mental health licensure or certification, if applicable.
 - 5. A current report from the ~~U.S. Department of Health and Human Services National Practitioner Data Bank (NPDB)~~.

6. Certification that the applicant is not the respondent in any pending or unresolved board action in another jurisdiction or in a malpractice claim.

B. If an applicant for licensure by endorsement has not passed a board-approved national examination at the level for which the applicant is seeking licensure in Virginia, the board may approve the applicant to sit for such examination.

18VAC140-20-49. Educational requirements for a ~~licensed clinical social worker~~ an LCSW.

A. The applicant for licensure as a clinical social worker shall document successful completion of one of the following: (i) a master's degree in social work with a clinical course of study from a program accredited by the Council on Social Work Education, (ii) a master's degree in social work with a nonclinical concentration from a program accredited by the Council on Social Work Education together with successful completion of the educational requirements for a clinical course of study through a graduate program accredited by the Council on Social Work Education, or (iii) a program of education and training in social work at an educational institution outside the United States recognized by the Council on Social Work Education.

B. The requirement for a clinical practicum in a clinical course of study shall be a minimum of 600 hours, which shall be integrated with clinical course of study coursework and supervised by a person who is a ~~licensed clinical social worker~~ an LCSW or who holds a master's or doctor's degree in social work and has a minimum of three years of experience in clinical social work services after earning the graduate degree. An applicant who has otherwise met the requirements for a clinical course of study but who did not have a minimum of 600 hours in a supervised field placement/practicum in clinical social work services may meet the requirement by obtaining an equivalent number of hours of supervised practice in clinical social work services in addition to the experience required in 18VAC140-20-50.

18VAC140-20-50. Experience requirements for a licensed clinical social worker an LCSW.

A. Supervised experience. Supervised post-master's degree experience without prior written board approval will not be accepted toward licensure, except supervision obtained in another United States jurisdiction may be accepted if it met the requirements of that jurisdiction. Prior to registration for supervised experience, a person shall satisfactorily complete the educational requirements of 18VAC140-20-49.

1. Registration. An individual who proposes to obtain supervised post-master's degree experience in Virginia shall, prior to the onset of such supervision, or whenever there is an addition or change of a supervisor:

- a. Register on a form provided by the board;
- b. Submit a copy of a supervisory contract completed by the supervisor and the supervisee;
- c. Submit an official transcript documenting a graduate degree and clinical practicum as specified in 18VAC140-20-49; and
- d. Pay the registration of supervision fee set forth in 18VAC140-20-30.

2. Hours. The applicant shall have completed a minimum of 3,000 hours of supervised post-master's degree experience in the delivery of clinical social work services and in ancillary services that support such delivery. A minimum of one hour and a maximum of four hours of face-to-face supervision shall be provided per 40 hours of work experience for a total of at least 100 hours. No more than 50 of the 100 hours may be obtained in group supervision, nor shall there be more than six persons being supervised in a group unless approved in advance by the board. The board may consider alternatives to face-to-face supervision if the applicant can demonstrate an undue burden due to hardship, disability or geography.

- a. Supervised experience shall be acquired in no less than two nor more than four consecutive years.
 - b. Supervisees shall obtain throughout their hours of supervision a minimum of 1,380 hours of supervised experience in face-to-face client contact in the delivery of clinical social work services. The remaining hours may be spent in ancillary services supporting the delivery of clinical social work services.
3. An individual who does not complete the supervision requirement after four consecutive years of supervised experience may request an extension of up to 12 months. The request for an extension shall include evidence that demonstrates extenuating circumstances that prevented completion of the supervised experience within four consecutive years.

B. Requirements for supervisors of candidates for LCSW.

1. The supervisor shall hold an active, unrestricted license as a ~~licensed clinical social worker~~ an LCSW in the jurisdiction in which the clinical services are being rendered with at least two years of post-licensure clinical social work experience. The board may consider supervisors with commensurate qualifications if the applicant can demonstrate an undue burden due to geography or disability or if supervision was obtained in another United States jurisdiction.
2. The supervisor shall have received professional training in supervision, consisting of a three credit-hour graduate course in supervision or at least 14 hours of continuing education offered by a provider approved under 18VAC140-20-105. The graduate course or hours of continuing education in supervision shall be obtained by a supervisor within five years immediately preceding registration of supervision.
3. The supervisor shall not provide supervision for a family member or provide supervision for anyone with whom he has a dual relationship.

4. The board may consider supervisors from jurisdictions outside of Virginia who provided clinical social work supervision if they have commensurate qualifications but were either (i) not licensed because their jurisdiction did not require licensure or (ii) were not designated as clinical social workers because the jurisdiction did not require such designation.

C. Responsibilities of supervisors of candidates for LCSW. The supervisor shall:

1. Be responsible for the social work activities of the supervisee as set forth in this subsection once the supervisory arrangement is accepted;

2. Review and approve the diagnostic assessment and treatment plan of a representative sample of the clients assigned to the applicant during the course of supervision. The sample should be representative of the variables of gender, age, diagnosis, length of treatment and treatment method within the client population seen by the applicant. It is the applicant's responsibility to assure the representativeness of the sample that is presented to the supervisor;

3. Provide supervision only for those social work activities for which the supervisor has determined the applicant is competent to provide to clients;

4. Provide supervision only for those activities for which the supervisor is qualified by education, training and experience;

5. Evaluate the supervisee's knowledge and document minimal competencies in the areas of an identified theory base, application of a differential diagnosis, establishing and monitoring a treatment plan, development and appropriate use of the professional relationship, assessing the client for risk of imminent danger, understanding the requirements of law for reporting any harm or risk of harm to self or others, and implementing a professional and ethical relationship with clients;

6. Be available to the applicant on a regularly scheduled basis for supervision;
7. Maintain documentation, for five years post-supervision, of which clients were the subject of supervision; ~~and~~
8. Ensure that the board is notified of any change in supervision or if supervision has ended or been terminated by the supervisor; and
9. Clarify the billing fee for supervision.

D. Responsibilities of supervisees.

1. Supervisees may not directly bill for services rendered or in any way represent themselves as independent, autonomous practitioners, or ~~licensed clinical social workers~~ LCSWs.
2. During the supervised experience, supervisees shall use their names and the initials of their degree, and the title "Supervisee in Social Work" in all written communications.
3. Clients shall be informed in writing of the supervisee's status and the supervisor's name, professional address, and phone number.
4. Supervisees shall not supervise the provision of clinical social work services provided by another person.
5. While providing clinical social work services, a supervisee shall remain under board approved supervision until licensed in Virginia as ~~a licensed clinical social worker~~ an LCSW.

18VAC140-20-51. Requirements for licensure by examination as an LBSW or LMSW.

A. In order to be approved to sit for the board-approved examination as an LBSW or an LMSW, an applicant shall:

1. Meet the education requirements prescribed in 18VAC140-20-60.

2. Submit a completed application to the board office to include:

- a. The application fee prescribed in 18VAC140-20-30; and
- b. Official transcripts submitted from the appropriate institutions of higher education.

B. In order to be licensed by examination as an LBSW or an LMSW, an applicant shall:

1. Meet the requirements prescribed in 18VAC140-20-60; and
2. Submit, in addition to the application requirements of subsection A of this section, the following:
 - a. Verification of a passing score on the board-approved national examination;
 - b. Documentation of any other health or mental health licensure or certification, if applicable; and
 - c. A current report from the ~~U.S. Department of Health and Human Services National Practitioner Data Bank (NPDB).~~

18VAC140-20-70. Examination requirement.

A. An applicant for licensure by the board as an LBSW, an LMSW, or ~~clinical social worker~~ an LCSW shall pass a written examination prescribed by the board.

- ~~1. The examination prescribed for licensure as a clinical social worker shall be the licensing examination of the Association of Social Work Boards at the clinical level.~~
2. The examination prescribed for licensure as an LBSW shall be the licensing examination of the Association of Social Work Boards at the bachelor's level.
- ~~3.~~ 2. The examination prescribed for licensure as an LMSW shall be the licensing examination of the Association of Social Work Boards at the master's level.

3. The examination prescribed for licensure as an LCSW shall be the licensing examination of the Association of Social Work Boards at the clinical level.

B. An applicant approved by the board to sit for an examination shall take that examination within two years of the date of the initial board approval. If the applicant has not passed the examination by the end of the two-year period here prescribed, the applicant shall reapply according to the requirements of the regulations in effect at that time in order to be approved for another two years in which to pass the examination.

C. If an LCSW applicant ~~for clinical social work licensure~~ has not passed the examination within the second two-year approval period, the applicant shall be required to register for supervision and complete one additional year as a supervisee before approval for another two-year period in which to re-take the examination may be granted.

18VAC140-20-100. Licensure renewal.

A. ~~Beginning with the 2017 renewal, licensees~~ Licensees shall renew their licenses on or before June 30 of each year and pay the renewal fee prescribed by the board.

B. Licensees who wish to maintain an active license shall pay the appropriate fee and document on the renewal form compliance with the continued competency requirements prescribed in 18VAC140-20-105. Newly licensed individuals are not required to document continuing education on the first renewal date following initial licensure.

C. A licensee who wishes to place his license in inactive status may do so upon payment of a fee equal to one-half of the annual license renewal fee as indicated on the renewal form. No person shall practice social work or clinical social work in Virginia unless he holds a current active license. A licensee who has placed himself in inactive status may become active by fulfilling the reactivation requirements set forth in 18VAC140-20-110.

D. Each licensee shall furnish the board his current address of record. All notices required by law or by this chapter to be mailed by the board to any such licensee shall be validly given when mailed to the latest address of record given by the licensee. Any change in the address of record or the public address, if different from the address of record, shall be furnished to the board within 30 days of such change.

18VAC140-20-105. Continued competency requirements for renewal of an active license.

A. In order to renew an active license, LBSWs shall complete a minimum of 10 contact hours of continuing education prior to the renewal date for even years. A minimum of two of those hours shall pertain to ethics or the standards of practice for the behavioral health professions or to laws governing the practice of social work in the Commonwealth.

B. In order to renew an active license, LMSWs shall complete a minimum of 15 contact hours of continuing education prior to the renewal date for even years. A minimum of four of those hours shall pertain to ethics or the standards of practice for the behavioral health professions or to laws governing the practice of social work in the Commonwealth.

~~C. Licensed clinical social workers shall be required to have completed~~ In order to renew an active license, LCSWs shall complete a minimum of 30 contact hours of continuing education prior to the renewal date in even years. A minimum of six of those hours shall pertain to ethics or the standards of practice for the behavioral health professions or to laws governing the practice of social work in the Commonwealth. ~~LBSWs and LMSWs shall be required to have completed a minimum of 15 contact hours of continuing education prior to licensure renewal in even years.~~

~~D. Courses or activities~~ for all license types shall be directly related to the practice of social work or another behavioral health field. ~~A minimum of six of those hours for licensed clinical social workers and a minimum of three of those hours for licensed social workers must pertain to ethics or the standards of practice for the behavioral health professions or to laws governing the practice~~

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

~~1.E.~~ 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.

~~2.F.~~ The board may grant an exemption for all or part of the continuing education requirements due to circumstances beyond the control of the licensee such as temporary disability, mandatory military service, or officially declared disasters upon written request from the licensee prior to the renewal date.

~~B.G.~~ Hours may be obtained from a combination of board-approved activities in the following two categories:

1. Category I. Formally Organized Learning Activities. A minimum of seven hours for LBSWs, 10 hours for LMSWs, and 20 hours for licensed clinical social workers or 10 hours for licensed social workers LCSWs shall be documented in this category, which shall include one or more of the following:

- a. Regionally accredited university or college academic courses in a behavioral health discipline. A maximum of 15 hours will be accepted for each academic course.
- b. Continuing education programs offered by universities or colleges accredited by the Council on Social Work Education.

c. Workshops, seminars, conferences, or courses in the behavioral health field offered by federal, state or local social service agencies, public school systems, or licensed health facilities and licensed hospitals.

d. Workshops, seminars, conferences, or courses in the behavioral health field offered by an individual or organization that has been certified or approved by one of the following:

(1) The Child Welfare League of America and its state and local affiliates.

(2) The National Association of Social Workers and its state and local affiliates.

(3) The National Association of Black Social Workers and its state and local affiliates.

(4) The Family Service Association of America and its state and local affiliates.

(5) The Clinical Social Work Association and its state and local affiliates.

(6) The American Association for Psychoanalysis in Clinical Social Work and its state and local affiliates.

(7) The Virginia Association of Sex Offender Treatment Providers.

~~(6)~~ (8) The Association of Social Work Boards.

~~(7)~~ (9) Any state social work board.

2. Category II. Individual Professional Activities. A maximum of 10 of the required 30 hours for ~~licensed clinical social workers~~ LCSWs, or a maximum of five of the required 15 hours for ~~licensed social workers~~ LMSWs, and a maximum of three of the required 10 hours for LBSWs may be earned in this category, which shall include one or more of the following:

a. Participation in an Association of Social Work Boards item writing workshop.

~~(Activity~~ This activity will count for a maximum of two hours.)

- b. Publication of a professional social work-related book or initial preparation or presentation of a social work-related course. (~~Activity~~ This activity will count for a maximum of 10 hours.)
- c. Publication of a professional social work-related article or chapter of a book, or initial preparation or presentation of a social work-related in-service training, seminar, or workshop. (~~Activity~~ This activity will count for a maximum of five hours.)
- d. Provision of a continuing education program sponsored or approved by an organization listed under Category I. (~~Activity~~ This activity will count for a maximum of two hours and will only be accepted one time for any specific program.)
- e. Field instruction of graduate students in a Council on Social Work Education-accredited school. (~~Activity~~ This activity will count for a maximum of two hours.)
- f. Serving as an officer or committee member of one of the national professional social work associations listed under subdivision B G 1 d of this section or as a member of a state social work licensing board. (~~Activity~~ This activity will count for a maximum of two hours.)
- g. Attendance at formal staffings at federal, state, or local social service agencies, public school systems, or licensed health facilities and licensed hospitals. (~~Activity~~ This activity will count for a maximum of five hours.)
- h. Individual or group study including listening to audio tapes, viewing video tapes, or reading professional books or articles. (~~Activity~~ This activity will count for a maximum of five hours.)

18VAC140-20-110. Late renewal; reinstatement; reactivation.

A. An LBSW, LMSW, or ~~clinical social worker~~ LCSW whose license has expired may renew that license within one year after its expiration date by:

1. Providing evidence of having met all applicable continuing education requirements.
2. Paying the penalty for late renewal and the renewal fee as prescribed in 18VAC140-20-30.

B. An LBSW, LMSW, or ~~clinical social worker~~ LCSW who fails to renew the license after one year and who wishes to resume practice shall apply for reinstatement and pay the reinstatement fee, which shall consist of the application processing fee and the penalty fee for late renewal, as set forth in 18VAC140-20-30. An applicant for reinstatement shall also provide:

1. Documentation of having completed all applicable continued competency hours equal to the number of years the license has lapsed, not to exceed four years;
2. Documentation of any other health or mental health licensure or certification held in another United States jurisdiction, if applicable; and
3. A current report from the ~~U.S. Department of Health and Human Services National Practitioner Data Bank~~ NPDB.

C. An LBSW, LMSW, or ~~clinical social worker~~ LCSW wishing to reactivate an inactive license shall submit the difference between the renewal fee for active licensure and the fee for inactive licensure renewal and document completion of continued competency hours equal to the number of years the license has been inactive, not to exceed four years.

18VAC140-20-130. Renewal of registration for associate social workers and registered social workers.

The registration of every associate social worker and registered social worker with the former Virginia Board of Registration of Social Workers ~~under former § 54-775.4 of the Code of Virginia~~ shall expire on June 30 of each year.

1. Each registrant shall return the completed application before the expiration date, accompanied by the payment of the renewal fee prescribed by the board.
2. Failure to receive the renewal notice shall not relieve the registrant from the renewal requirement.

18VAC140-20-150. Professional conduct.

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 in person, by telephone, or electronically, these standards shall apply to the practice of social work.

B. Persons licensed as LBSWs, LMSWs, and ~~clinical social workers~~ LCSWs shall:

1. Be able to justify all services rendered to or on behalf of clients as necessary for diagnostic or therapeutic purposes.
2. Provide for continuation of care when services must be interrupted or terminated.
3. Practice only within the competency areas for which they are qualified by education and experience.
4. Report ~~to the board~~ any known or suspected violations of the laws and regulations governing the practice of social work to the board.
5. Neither accept nor give commissions, rebates, or other forms of remuneration for referral of clients for professional services.
6. Ensure that clients are aware of fees and billing arrangements before rendering services. Billing arrangements must clearly state the credentials of the person rendering services. Supervisees in social work may not bill clients directly for the supervisee's services.

7. Inform clients of potential risks and benefits of services and the limitations on confidentiality and ensure that clients have provided informed written consent to treatment.
8. Keep ~~confidential their~~ therapeutic relationships with clients confidential and disclose client records to others only with written consent of the client, with the following exceptions:
(i) when the client is a danger to self or others; or (ii) as required by law.
9. When advertising their services to the public, ensure that such advertising is neither fraudulent nor misleading.
10. As treatment requires and with the written consent of the client, collaborate with other health or mental health providers concurrently providing services to the client.
11. Refrain from undertaking any activity in which one's personal problems are likely to lead to inadequate or harmful services.
12. Recognize conflicts of interest and inform all parties of the nature and directions of loyalties and responsibilities involved.
13. ~~Not engage in conversion therapy with any person younger than 18 years of age.~~
14. Not engage in physical contact with a client when there is a likelihood of psychological harm to the client. Social workers who engage in physical contact are responsible for setting clear and culturally sensitive boundaries.
- ~~15.~~14. Not sexually harass clients. Sexual harassment includes sexual advances; sexual solicitation; requests for sexual favors; and other verbal, written, electronic, or physical contact of a sexual nature.
15. Not diagnose third parties.

C. ~~In regard to client records, persons~~ Persons licensed by the board shall comply with provisions of § 32.1-127.1:03 of the Code of Virginia ~~on~~ regarding the privacy of health records ~~privacy~~ and shall:

1. Maintain written or electronic clinical records for each client to include identifying information and assessment that substantiates diagnosis and treatment plans. Each record shall include: (i) a diagnosis and treatment plan; (ii) progress notes for each case activity; (iii) information received from all collaborative contacts and the treatment implications of that information; and (iv) the termination process and summary.
2. Maintain client records securely, inform all employees of the requirements of confidentiality, and provide for the destruction of records that are no longer useful in a manner that ensures client confidentiality.
3. Disclose or release records to others only with ~~clients'~~ a client's expressed written consent, the express written consent of a client's ~~or that of their~~ legally authorized representative, or as mandated by law.
4. Ensure confidentiality in the usage of client records and clinical materials by obtaining informed consent from clients or their legally authorized representative before (i) videotaping, (ii) audio recording, (iii) permitting third-party observation, or (iv) using identifiable client records and clinical materials in teaching, writing, or public presentations.
5. Maintain client records for a minimum of six years or as otherwise required by law from the date of termination of the therapeutic relationship with the following exceptions:
 - a. At minimum, records of a minor child shall be maintained for six years after attaining the age of majority or 10 years following termination, whichever comes later.
 - b. Records that are required by contractual obligation or federal law to be maintained for a longer period of time.

c. Records that have been transferred to another mental health professional or have been given to the client or the client's legally authorized representative.

D. In regard to ~~dual relationships~~ maintaining professional boundaries, persons licensed by the board shall:

1. Not engage in a dual relationship with a client or a supervisee that could impair professional judgment or increase the risk of exploitation or harm to the client or supervisee. (Examples of such a relationship include: familial relationships; social relationships; financial, or business relationships; bartering; inappropriate physical contact such as cradling or caressing; assuming the role of a parent without consent; or a close personal relationship with a client, former client, or supervisee.) Social workers 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 have any type of romantic relationship or sexual intimacies with a client or those included in collateral therapeutic services, and not provide services to those persons with whom they have had a romantic or sexual relationship. Social workers shall not engage in romantic relationship or sexual intimacies with a former client within a minimum of five years after terminating the professional relationship. Social workers who engage in such a relationship after five years following termination shall have the responsibility to examine and document thoroughly that such a relationship did not have an ~~exploitive~~ exploitative nature, based on factors such as duration of therapy, amount of time since therapy, termination circumstances, client's personal history and mental status, adverse impact on the client. A client's consent to, initiation of, or participation in sexual behavior or involvement with a social worker does not change the nature of the conduct nor lift the regulatory prohibition.

3. Not engage in any romantic or sexual relationship or establish a therapeutic relationship with a current supervisee or student. Social workers shall avoid any nonsexual dual relationship with a supervisee or student in which there is a risk of exploitation or potential harm to the supervisee or student, or the potential for interference with the supervisor's professional judgment.

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

5. 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 social worker in the social worker's professional capacity.

E. Upon learning of evidence that indicates a reasonable probability that another mental health provider is or may be guilty of a violation of standards of conduct as defined in statute or regulation, persons licensed by the board shall advise their clients of their right to report such misconduct to the Department of Health Professions in accordance with § 54.1-2400.4 of the Code of Virginia.

18VAC140-20-160. Grounds for disciplinary action or denial of issuance of a license or registration.

The board may refuse to admit an applicant to an examination; refuse to issue a license or registration to an applicant; or reprimand, impose a monetary penalty, place on probation, impose such terms as it may designate, suspend for a stated period of time or indefinitely, or revoke a license or registration for one or more of the following grounds:

1. Conviction of a felony or of a misdemeanor involving moral turpitude;
2. Procurement of license by fraud or misrepresentation;

3. Conducting one's practice in such a manner so as to make the practice a danger to the health and welfare of one's clients or to the public. In the event a question arises concerning the continued competence of a licensee, the board will consider evidence of continuing education;
4. Being unable to practice social work with reasonable skill and safety to clients by reason of illness, excessive use of alcohol, drugs, narcotics, chemicals or any other type of material or as a result of any mental or physical condition;
5. Conducting one's practice in a manner contrary to the standards of ~~ethics~~ care of social work or in violation of 18VAC140-20-150, standards of practice;
6. Performing functions outside the board-licensed area of competency;
7. Failure to comply with the continued competency requirements set forth in 18VAC140-20-105;
8. Violating or aiding and abetting another to violate any statute applicable to the practice of social work or any provision of this chapter; and
9. Failure to provide supervision in accordance with the provisions of 18VAC140-20-50 or 18VAC140-20-60.

18VAC140-20-170. Reinstatement following disciplinary action.

Any ~~In order to be eligible for reinstatement, any~~ person whose license has been suspended, revoked, or denied renewal by the board under the provisions of 18VAC140-20-160 shall, ~~in order to be eligible for reinstatement,~~ (i) submit a new application to the board for a license, (ii) pay the appropriate reinstatement fee, and (iii) submit any other credentials as prescribed by the board. After a hearing, the board may, at its discretion, grant the reinstatement.