

**LOUISIANA STATE BOARD OF
SOCIAL WORK EXAMINERS**

**IN THE MATTER OF
HEIDI JO WOOD
LICENSE NO. 6553**

**FINDINGS OF FACT, CONCLUSIONS
OF LAW AND SANCTIONS
NUMBER 2015-36**

This matter came before the Louisiana State Board of Social Work Examiners ("Board") on February 26, 2016, for a hearing on Administrative Complaint number 2015-36, filed with the Board by Madeline Carbonette, Assistant Attorney General, who presented the Complainant's case against the Respondent, Heidi Wood, a Licensed Clinical Social Worker. Board members Judith Haspel, LCSW, Yolanda Burnom, LCSW, John Shalett, LCSW, Carla Moore, LMSW, and Paulette Walker, M.ED., Public Member, served on the hearing panel. George M. Papale served the hearing panel as the Board's Independent Legal Counsel.

COMPLAINT HISTORY

Administrative Complaint 2015-36 alleged that Heidi Wood worked for Bethesda Rehabilitation Hospital from March 2014 to August 22, 2014, and that she left that employment without completing her documentation, including psychosocial assessments, daily notes, treatment plans and treatment plan updates. Ms. Wood was given adequate time, structure, and assistance to complete her responsibilities in a timely fashion.

THE HEARING

Ms. Wood represented herself at the hearing and was granted her request for the proceedings to be held in closed session. Ms. Carbonette presented evidence that Ms. Wood failed to complete documentation on client files, which violated Rules 111(G)(1), 111(G)(5), and La. R.S. 2717(A)(5), 2717(A)(7), and 2717(A)(11).

As her first witness, Ms. Carbonette called Heather Anders, a coworker of Ms. Wood at Bethesda, who had filed a complaint against Ms. Wood for not completing her documentation. Ms. Wood did not deny the allegations. The next witness was Sharon Duplechain, the Program Director and supervisor of Ms. Wood, who testified she made numerous attempts to accommodate Ms. Wood in completing the documentation. Ms. Wood, in her defense, stated that she did complete some of the work but agreed that there was much left to do. Exhibit B4 was introduced as notes Ms. Duplechain kept regarding the times she spoke with Ms. Wood about the problem. Exhibit B5, a note from Ms. Wood regarding the missing documentation and B6, additional notes written on the subject by Ms. Duplechain were admitted into evidence without objection. The next witness, Stephen Richardson, the Bethesda office manager, testified that he made numerous attempts to obtain documentation from Ms. Wood. Exhibit B7, text documentation between the provider and therapist attesting to the above and Exhibit B8, a note from Ms. Wood promising that she would finish the records, also were admitted into evidence without objection. Mayra McCray, MSW, RSW, who works at Bethesda, and who audited the files testified and Exhibits B9 and B10 detailing the actual documents alleged to be missing were introduced into evidence without objection.

When Ms. Wood presented her case, she did not deny the above allegations but stated that the work was very difficult, especially for her as she has ADHD. She introduced Exhibit R1, which is a letter from her doctor diagnosing her with ADHD. She requested that the board give her a timeline for completing the work, and assign her a life coach. She believes she can perform the duties of a social worker in her present employment.

Other exhibits introduced without objection were B1, notice of the Administrative Complaint 2015-36; B2, the original complaint; and B3, the Administrative Complaint.

FINDINGS OF FACT

1. Respondent, Heidi Wood ("Ms. Wood") is and at all times pertinent to the facts and matters alleged herein, a Licensed Clinical Social Worker ("LCSW"), registered by the Board to engage in the practice of social work in the State of Louisiana pursuant to the Social Work Practice Act, La. R.S. 37:2701 et seq., as evidenced by License No. 6553.
2. At the time of the facts and matters alleged herein, Ms. Wood was engaged in the practice of social work as a Licensed Clinical Social Worker through her employment with Bethesda Rehabilitation Hospital, as evidenced by testimony of Ms. Anders, Ms. Duplechain, Mr. Richardson, Ms. McCray, and the respondent herself, Heidi Wood.
3. Ms. Wood worked for Bethesda Rehabilitation Hospital from March 2014 to August 22, 2014, as evidenced by the testimony of Ms. Duplechain, Ms. Wood, and Exhibit B2.
4. Ms. Wood was responsible for completion of psychosocial assessments, daily notes, and treatment plans for her client files. Ms. Wood, despite numerous requests from her employer, failed to complete the necessary documentation on her client files, as evidenced by testimony of Ms. Duplechain, Ms. Anders, Mr. Richardson, Ms. McCray, Ms. Wood, and Exhibits B4, B5, B6, B7, B8, B9, and B10.
5. On August 22, 2014, Ms. Wood resigned from her employment at Bethesda Rehabilitation Hospital, as evidenced by testimony of Ms. Duplechain and Ms. Wood.
6. Despite numerous requests from her former employer, Ms. Wood still has not completed the necessary documents on her client files, as evidenced by testimony from Ms. Duplechain, Mr. Richards, Ms. McCray, Ms. Wood, and Exhibits B9 and B10.

7. Ms. Wood was diagnosed with ADHD by her psychiatrist, Dr. Robert V. Blanche, as evidenced by Exhibit R1.

CONCLUSIONS OF LAW

Based on the evidence presented, and in accord with the above-stated findings of Fact, the Board concludes that Ms. Wood is in violation of Rules 111 (G)(1), 111(G)(5), which is cause for disciplinary action pursuant to La. R.S. 37: 2717(A)(5), and La. R.S.37:2717(A)(7) and La. R.S 37:2717 (A)(11)

SANCTIONS

The Board determined that the following disciplinary actions be taken and, accordingly, IT IS ORDERED:

1. Ms. Wood's license shall be on probation for a period of 18 months from the date of this Order during which time Ms. Wood's practice is subject to monitoring by the Board.
2. Ms. Wood shall take and pass the open book exam on the Louisiana Social Work Practice Act and the Rules, Standards and Procedures within 90 days from the date of this Order.
3. Ms. Wood shall complete half of all necessary documentation on the files of her clients at Bethesda Rehabilitation Hospital, as were shown as incomplete or missing in Exhibits B9 and B10, within four weeks and the other half within eight weeks from the date of this Order. Ms. Wood shall also provide written documentation to the Board from an authorized representative of Bethesda Rehabilitation Hospital certifying that she complied with this order.
4. Within 30 days of the issuance of this Order, Ms. Wood shall obtain the professional services of a therapist with whom Ms. Wood does not have a personal or professional relationship and who specializes in ADHD. Ms. Wood shall submit a letter and a resume from the potential therapist to the Board for pre-approval that attests to any

current or previous personal or professional relationship. The approved therapist shall submit to the Board quarterly reports for 12 months. The reports must specify the extent to which, if any, ADHD impairs Ms. Wood's ability to function as a social worker.

5. Ms. Wood shall pay all administrative and legal costs incurred in these proceedings in the amount of \$3,390.65 within 12 months from the date of this Order. Payments shall be made at least quarterly.

6. Ms. Wood shall complete three (3) hours of continuing education on the subject of documentation, three (3) hours of continuing education on the subject of time management, and three (3) hours of continuing education on the subject of stress management within 12 months from the date of this Order. These hours are in addition to the 20 hours of continuing education required to renew her license.

04/08/2016
Date

Judith Haspel, LCSW
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Chairperson