

May 4, 2023

To the Louisiana State Board of Social Work Examiners (LABSWE),

The National Association of Social Workers – Louisiana Chapter (NASW-LA) is writing in strong and united opposition to the recommended rules promulgation at the LABSWE Strategic Planning meeting on 4/29/2023. This proposed change would eliminate the option of virtual board-approved clinical supervisor (BACS) supervision after 8/31/2023 unless approved by LABSWE due to extenuating circumstances as currently defined in the Minimum Supervision Requirements, under Rules, Standards and Procedures.

The Louisiana Social Work Practice Act does not require in-person supervision. While the board has the authority through R.S. 37:2705 to “adopt standards for supervision to meet the requirements of R.S. 37:2708”, the wording in R.S. 37:2708 is broad and does not specifically indicate that clinical supervision must be in-person. In addition, the creation by the board of a separate committee or group to review and approve individual plans submitted due to extenuating circumstances may place an undue burden upon applicants, needlessly adding to when they can start their supervision hours. In R.S. 37:2703, clinical supervision is defined as

“...an interactional professional relationship between a licensed clinical social worker and a licensed master's social worker that provides evaluation and direction over the supervisee's practice of clinical social work and promotes continued development of the licensed master's social worker's knowledge, skills, and abilities to engage in the practice of clinical social work in an ethical and competent manner. Supervision for meeting the requirements of licensure, as a licensed clinical social worker (LCSW), must be provided by a licensed clinical social worker who is also a board-approved clinical supervisor (BACS).”

If a social worker already holds an LCSW-BACS license, then the professional has already shown, “good moral character and whose screening for criminal history pursuant to R.S. 37:2710 contains no disqualifying information.” In addition, the requirements for a BACS are as follows:

- Hold the LCSW license
- Verify at least 3 years of full-time social work experience at the LCSW level
- Appropriately conduct all supervisory duties in accordance with the Rules, Standards and Procedures
- Complete a board orientation workshop
- Participate in a board pre-approved workshop on the theory and techniques of supervision as well as procedures used in supervision toward licensure
- Two signed letters of reference to the board from other professionals

This extensive process to achieve the BACS designation indicates that the LABSWE has a high standard for clinical supervisors, and ultimately trust must be vested in the professional to determine the format for supervision that best suits both parties.

Furthermore, requiring in-person supervision with a modification to virtual only through extenuating circumstances will restore the barriers that previously existed for many social workers in Louisiana. LMSWs

have found that many agencies do not allow time during the workday for supervision when factoring travel time into the process, and so it becomes a burden on both the supervisee and supervisor. States in the Southern region such as Alabama, Florida, Mississippi, Texas, and Tennessee all have virtual supervision options that do not require their licensing board's approval.

The NASW Code of Ethics stresses the importance of acknowledging forms of oppression in society and increasing access to resources. Supervisees of color are more likely to have white supervisors than supervisors of color (see Hipolito-Delgado, Estrada, & Garcia, 2017; Pieterse, 2018), and limiting those options through an in-person requirement inhibits the ability of a supervisee to connect with a supervisor they identify with. Eliminating the option of virtual BACS supervision would decrease the geographic options for BACS supervisors in Louisiana, likely limiting the opportunity to factor diversity into the relationship [**Please refer to the attached map**]. This issue creates inaccessibility for social workers across the state, and NASW seeks to improve access for individuals with disabilities including those practicing in the Social Work profession.

NASW-LA supports our members and colleagues who have achieved BACS status and LMSWs in virtual supervision. NASW-LA believes in the need for more realistic virtual supervisory options appropriate to the advancements through technology and globalization.

NASW-LA formally requests a meeting with LABSWE to discuss rules options that would allow for more opportunities for flexibility in addition to the responsibility to be placed upon the LCSW-BACS and the supervisee when establishing the setting for supervision to minimize barriers. Attached is a map for your review to visualize areas in our state where a BACS is not available.

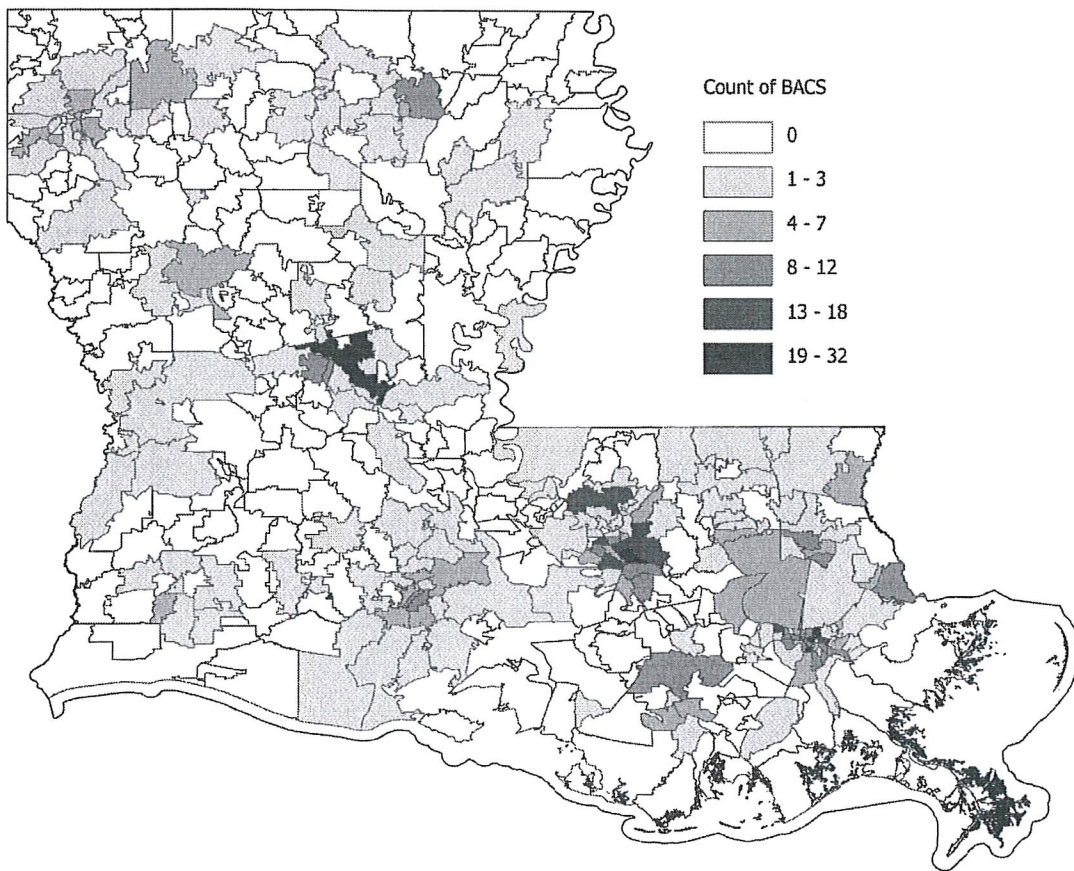
Sincerely,

The Board of the Louisiana Chapter of the National Association of Social Workers

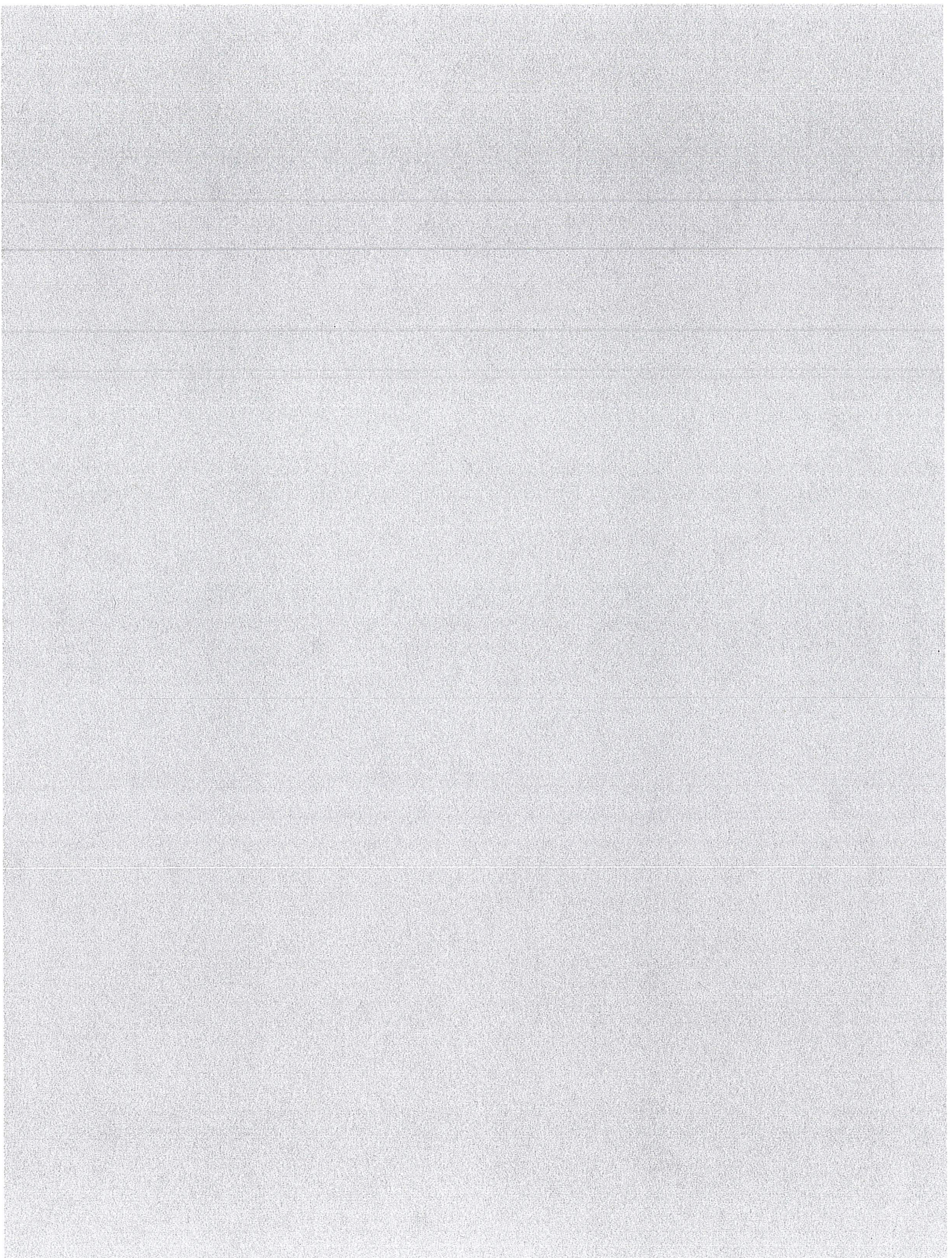
Any questions or comments can be shared with Will Francis, Executive Director of NASW-LA, at [wfrancis.naswla@socialworkers.org](mailto:wfrancis.naswla@socialworkers.org)

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Distribution of BACS Social Workers  
in Louisiana 2022









**Date:** May 20, 2023

**To:** Louisiana Board of Social Work Examiners

**From:** BACS Research Team Members

**RE:** Comparison of states that allow virtual supervision without board approval needed.

Virtual Supervision continues to be an important issue for Louisiana Social Workers.

This correspondence is being submitted for correspondence and agenda to the June 2, 2023 meeting.

Additionally, this list is submitted as a tool to any committee participating in interim decision making about approving individual virtual supervision requests(Supervision Committee) or other committee involved in any rule making or promulgating of new rules on this topic. The information here is further evidence of the volume of states now allowing virtual clinical supervision.

Below is a summary from a survey and comparison of states included in a review by Motivohealth. A link to the document is provided below:

[https://motivohealth.com/virtual-supervision-rules/?fbclid=IwAR1MXNmvmow4u4okyZsvg\\_Ij1EeqaYBV2vqMo7tp3QHV\\_gmgBip7cqkgB44](https://motivohealth.com/virtual-supervision-rules/?fbclid=IwAR1MXNmvmow4u4okyZsvg_Ij1EeqaYBV2vqMo7tp3QHV_gmgBip7cqkgB44)

**Review of States allowing virtual supervision with no board approval needed.**

**Wyoming:** 100% No Board Approval Needed (NBAN)

**Wisconsin:**100% NBAN

**West Virginia:** 100% NBAN

**Washington:** 100% NBAN

**Virginia:** 100% NBAN

**Vermont:** 100% NBAN

**\*\*Utah 100%** IF pre-approved and do onsite visit at least quarterly, or less of approved by division.

**Texas :** 100% NBAN

**Tennessee:**75% of the 60 individual supervision hours are permitted via virtual supervision and 100% of the 40 group supervision hours are permitted

**South Dakota:** 100% NBAN

**South Carolina:** 100% NBAN

**Rhode Island:** 100% NBAN

**Pennsylvania:** 100 % NBAN

**Oregon:** 100% NBAN

**\*\*Oklahoma:** 100% of supervision hours are permitted via virtual supervision with board approval

**Ohio:** 100% NBAN

**North Dakota:** 100% NBAN

**North Carolina:**50 of the required supervision hours are permitted via virtual supervision with no approval needed, and clinical supervisors may seek approval for additional virtual supervision hours by providing a written request to the Board

**New York:** 100 % NBAN

**New Mexico :** 100 % NBAN



**\*New Jersey:** 50% of supervision hours are permitted for aspiring Social Workers in New Jersey. If a supervisee wants to waive the tele-supervision requirement; they may submit a Proposed Plan of Supervised Clinical Experience to the board.

**New Hampshire:** 100%

**Nevada:** 100% NBAN of the time, although we strongly recommend that an offsite supervisor go onsite at least once a quarter."

**Nebraska:** 100% NBAN

**Montana:** 100% NBAN

**Missouri:** 100% NBAN

**\*Mississippi:** 25% of supervision hours are permitted via virtual supervision with NBAN

**Minnesota:** 100 % NBAN

**Michigan:** 100% NBAN

**Massachusetts:** 100 % NBAN but as long as the initial face-to-face session is in person

**Maryland:** 100% NBAN

**\*Maine:** 24 and 48 supervision hours are permitted NBAN via virtual supervision for aspiring Social Workers in Maine, depending on the supervisee's clinical concentration.

**\*\*Louisiana:** August 31, 2023 face-to-face supervision is required for ALL HOURS but virtual supervision can be used as an alternative in some circumstances if approved by the board.

**Kentucky:** 100% NBAN

**Kansas:** 100% NBAN

**Iowa:** 100% NBAN But first session required in person

**\*Indiana:** 50% NBAN

**Illinois:** 100% NBAN

**Idaho:** 100% NBAN

**Hawaii:** 100% NBAN

**Georgia:** 100% NBAN as long as supervisor has 9 CEUs in telehealth

**Florida:** 100% NBAN

**\*DC:** 100% until 12/31/2023 not yet determined after that

**\*Delaware:** 50% per month NBAN

**Connecticut:** 100% NBAN

**Colorado:** 100% NBAN

**California:** 100% NBAN

**Arkansas:** 100% NBAN

**Arizona:** 100% NBAN

**Alaska:** 100% NBAN

**Alabama:** 100% NBAN

**Of 50 states + DC, 44 (86%) allow 100 % virtual supervision with NO BOARD APPROVAL NEEDED.**

**\*4 of 51** allow various ranges of (for example 25%,50%,75%,etc) of virtual supervision with **NO BOARD APPROVAL NEEDED.**

**\*\*3 of 51** require board approval for virtual supervision



LABSWE  
18550 Highland Road, Suite B  
Baton Rouge, La 70809

May 22, 2023

Dear LABSWE members and Supervision Committee members,  
The window for resolution of allowing virtual supervision on a permanent basis prior to the August 31, 2023 deadline appears to have been lost. This topic remains of high interest for the BACS community and the supervisees who depend on this recognized technology to be able to participate in supervision, so they can advance to clinical licensure. Until new rules are promulgated the social work community has several observations and questions.

1. The following sections (Supervision Committee, Supporting Documents, Appeals Process) include questions from members from the BACS community. Responses to these questions are needed so BACS supervisors, supervisees, and the Social Work community fully understand the LABSWE approved process the Supervision Committee intends to implement.
2. Additionally, this list is offered to assist the Supervision Committee on issues they may not yet have considered. In this function, they alert or serve as a reminder of processes, lists, and criteria that still need resolution, and which should be shared to maintain an informed Social Work community.

**A. Supervision Committee:**

1. What percentage of committee members are active BACS qualified supervisors?
2. Will NON-BACS committee members be able to vote on individual requests?
3. Is the Supervision Committee Chair, responsible for providing leadership and criteria guidance for "undue burden" to the Supervision Committee an active BACS qualified supervisor?

**B. Supporting Documents:**

1. Do "supporting documents" require the LMSW to expose their personal health issues to the Supervision Committee.
2. What are the established procedures to protect this personal health information?
3. Will letters from therapists, doctors, and other health professionals be *required*?  
**Note:** Such requirements may cause LMSWs to incur additional time and travel costs at a minimum, *also additional medical expenses (co pays, time off work, etc.)*.
4. For LMSWs who request their privacy be respected, is a statement from the LMSW with a declaration of an undue burden adequate?
5. Is the approval granted on a time limited basis depending on the circumstances or will the approval remain through the duration of their supervision hours.



What process is established when the “undue burden” is of an emergent nature does the LMSW forfeit the hours completed *until a request is made and the committee responds in 30 days?*


**Note:** This is important because supervision rules mandate 80 hours of work may not pass without a supervision session. What is the expedited process for these situations?

**C. Appeals Process:**

1. What is the designated appeals process if an LMSW’s request for “undue burden” request is denied?
2. How soon can they reapply?
3. Where can this process or procedure be found?

Thank you for your careful consideration of these questions.

Sincerely,

A handwritten signature in cursive script that reads "Gina Rossi".

Gina Rossi, LCSW-BACS



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Break





Aurlisa C. Isom, LMSW

April 28, 2023

Louisiana State Board of Social Work Examiners  
18550 Highland Road  
Baton Rouge, LA 70809

Dear LSBSWE,

Re: Public Comment about the Compliance Hearings on 4/28/23 via Zoom

I must write this letter of personal concern after attending the Board meeting on Friday, April 28, 2023 and listening to my professional social work colleagues. I am simply appalled, and my heart was saddening as the individuals poured out their hearts with life's circumstances. What I heard was "exceptional social workers". When you can show up and be advocates when your life is falling to pieces makes me know that they stand out far above all the rest. Accolades just for showing up should be the approach. It seems that the Board has missed the mark today because I heard individuals doing just what we do for others ADVOCATING!!!

Just because a person becomes a licensed or credentialed individual does that mean they are an exception to the rule or an exceptional social worker. Absolutely not! What it means is that person that passed just has better test taking strategies than others. There are some amazing social workers with and without the licensure. Did you realize that this could have been very traumatizing for them to share? I prayed for them and others! Perhaps even for those listening to these individuals that maybe currently going through something similar. There is absolutely no reason that the information that I heard, and others that were present needed to hear all of the individuals' personal and private life's circumstances. This information is public record, and public knowledge and WHY did you need to know it? Why did you even allow them to share all of this information? You had the discretion to stop the meeting or cut them off. However, that was not done.

Yes, I do understand that a board is needed. The board today made me feel like as social workers all that we do for others why is it the board make social workers feel as if they are being scrutinized for showing up to work despite what is going on with them. They advocate day in and out and show empathy and sympathy to children and families. Did you know that social workers too are impacted by the "Social Determinants of Health". Is it a crime that there are times that social workers can't make ends meet but they still love the profession of social workers? Is it a crime that

life happened, and the dynamics of their family changed forever? Certainly, when marriage happens nobody thinks that the day is coming that you will end up becoming divorced. More importantly health issues and loss of life is a traumatic event, and we all should have the ability to disclose to those we so choose. Defiantly not in front of a board that allowed it to become public knowledge or public record. Yes, I am aware that everything is public. The question is how would you have felt if it was you sharing today? I'm talking about walking in the shoes of others. Oh, is that called something like "Empathy"?

This is what I am going to ask of the Board. Can you please perhaps create policies or procedures that may show the social workers a bit more RESPECT and PRIVACY. Many of us can identify with what was shared today and certainly can be empathic. The Board is putting a hardship on individuals because you know the pay is extremely low for social workers. You know and hear people are struggling and can't always meet their personal family obligations. Why are the those in the helping profession being HURT because of circumstances that are beyond their control.

Change must happen please with the way this Regulatory Authority Board allowed this information to be shared. You have a job to do, but there is always room to improve what is being done.

Thanks,

Aurlisa

Aurlisa C. Isom, LMSW

[aurlisa.isom@gmail.com](mailto:aurlisa.isom@gmail.com)

cc: [naswla@socialworkers.org](mailto:naswla@socialworkers.org)



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Louisiana State Board of Social Work Examiners

Application for Continuing Education Approval Organization

Section A: Organizational Information

New Beginnings Behavioral Health Services  
Name of Organization  
LISA M. Wineburg  
Name of Director/President  
2439 Manhattan Blvd Suite 304 Harvey, LA 70058  
Mailing Address City/State Zip  
Same  
Physical Address (if different from above) City/State Zip  
504 1333-6657 504 1373-6193  
Telephone Fax  
nbbhs@yahoo.com  
Email Address Website

Organization applying for Continuing Education Approval Organization status must have a significant and continual affiliation with the social work profession. Please indicate that which applies:

☐ Professional Social Work Organization ☒ Social Work Service Provider  
☐ CSWE Accredited School of Social Work

Organization applying for Continuing Education Approval Organization must have three (3) letters of references from any combination of the following:

☐ Professional Social Work Organization ☒ Social Work Service Provider  
☐ CSWE Accredited School of Social Work

Section B: Continuing Education Program

Review and approval of continuing education applications from continuing education providers must be completed by a credentialed social worker. Identify the social worker assigned to administer this process for the organization.

LISA M Wineburg, Masters level, LCSW-BACS  
Name/Social Work Degree/Social Work Credential  
owner  
Relationship to Organization  
2439 Manhattan Blvd ste 304 Harvey, LA 70058  
Mailing Address City/State Zip  
Same  
Physical Address (if different from above) City/State Zip  
504 1333-6657 504 1373-6193  
Telephone Fax  
nbbhs@yahoo.com  
Email Address



## Section C: Approval Guidelines, Process and Agreement

Protocol for receiving request for approval from education presenters:

- Organization will provide LABSWE Continuing Education Approval Application to education presenters upon request.
- LABSWE Continuing Education Approval Application may be mailed, faxed, sent electronically and/or published on Organization website.
- Organization will accept only LABSWE Continuing Education Approval Applications, completed in its entirety and accompanied by required documentation.

Process by which Organization will study and assess the proposed education offering:

- Organization will review application and supporting documentation to determine that it meets all standards and guidelines established in "Criteria for Approving Continuing Education Offerings" and "Guide for Assessment of Continuing Education."

As each organization is structured and staffed differently, organizations shall determine timeline for administering the continuing education program.

- Describe time limit set for making a decision on an educational offering's suitability:

*New Beginnings will Review the Request for Educational offerings within 5 days of receiving Request. If no further information is Required the decision will be Made. If further information is Needed it will take 2 weeks to be to render a decision.*

As each organization is structured and staffed differently, organizations shall determine their own fees, if any, charged for these services.

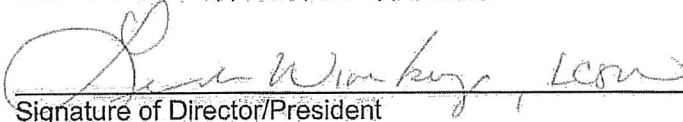
- Describe fees agency will charge to process Continuing Education Applications:

*New Beginnings will charge a fee of \$75.00 to Review the Application and Process it accordingly.*

## Section D: Authority

Submission of this signed application certifies that the Organization has studied the "Criteria for Approving Continuing Education Offerings" and "Guide for Assessment of Continuing Education," and determined that the Organization is prepared to assess continuing education opportunities by these guidelines on a timely bases; and has ample storage to maintain all continuing education records for a minimum of three years, and in accordance with Louisiana law. Organization understands that if approved, the organization will be given authority to pre-approve social work continuing education for three (3) years. After three (3) years, the organization shall reapply to the Board if interested in maintaining designation as a pre-approving body. Organization agrees to comply with scheduled LABSWE Continuing Education audits and submit a list of all approved programs to the board office for current collection period by July 15 of each year. Organization agrees to notify LABSWE within thirty (30) days if any information submitted on this application changes. Organization understands that approval is granted at the discretion of the Board and may be revoked if Organization is found to be out of compliance with any aspect of established guidelines.

This designation also designates the organization as an approved provider of continuing education. This designation will be authorized for three (3) years from the date LABSWE approves the application.

 5/2/23  
Signature of Director/President Date

Submit completed and signed application, along with three (3) reference letters, to:

Louisiana State Board of Social Work Examiners  
18550 Highland Road, Suite B  
Baton Rouge, Louisiana 70809

For LABSWE office use only:

Application Received \_\_\_\_\_ Application Reviewed \_\_\_\_\_ Application Approved/Denied \_\_\_\_\_

Approval Expires \_\_\_\_\_

Revised 5/16



**Danita Muse, PhD, LCSW**

**New Orleans, LA 70119**

**504-944-0306 (Office)**

**504-258-5301 (Cell)**

April 28, 2023

Louisiana Board of Social Work Examiners,

This letter serves as a recommendation for New Beginnings Behavioral Health Services (NBBHS) to continue providing continuing education courses to the Social Workers of our profession. The ease with which professionals are allowed to access these courses and the educational impact the content has on them makes (NBBHS) an asset to the Social Work profession. It is my pleasure to re-recommend them to continue the great work they have been doing, and I hope to access them for my future educational needs. If you have any further questions, please contact me at 504-258-5301 or 504-944-0306

Professionally,



Dr. Danita Muse, PHD, LCSW, BCD, LAC



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# Lindsey Fields, JD, LCSW

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May 1, 2023

Louisiana Board of Social Work Examiners  
18550 Highland Road  
Suite B  
Baton Rouge, Louisiana 70809

Re: New Beginnings Behavioral Health Services, LLC

Dear Members of the Board,

My experience with New Beginnings Behavioral Health Services, LLC has been excellent. I have engaged professionally with the agency director for years and know that the clinical and support staff to be dedicated to the mission of providing mental and behavior wellness services to the community. In addition to the agency's dedication to providing quality service to clients, the agency is also committed to providing quality training for mental health professionals.

Please accept this letter in support of continued approval of New Beginnings Behavioral Health Services, LLC as an authorized organization for the provision of Continuing Educational Programing.

Thank you,



Lindsey Fields, LCSW



RSW



April 28, 2023

Greetings,

This letter is to recommend that the company, New Beginnings Behavioral Health Services, be allowed to continue providing continuing education credits. The CEO, Mrs. Lisa Wineburg, LCSW-BACS, has done a wonderful job providing informative and useful seminars that help social work practitioners elevate and expand their comprehensive knowledge of social work. Should you need additional information, please do not hesitate to contact me.

Best,

A handwritten signature in cursive script that reads 'Tyrian Stovall'.

Tyrian Stovall, MSW

504-237-7063

Tyrian Stovall@gmail.com



Page  
Break





Louisiana State Board of Social Work Examiners

Application for Continuing Education Approval Organization

REC'D MAY 19 2023

Section A: Organizational Information

Heidi Breaux Consulting, LLC  
Name of Organization  
Heidi Breaux  
Name of Director/President  
P.O. Box 2136 Metairie, LA 70004  
Mailing Address City/State Zip  
Metairie, LA 70001  
Physical Address (if different from above) City/State Zip  
848 / 702 4068  
Telephone  
heidibreauxconsulting@gmail.com www.heidibreaux.com  
Email Address Website  
\* Please Only list Mailing address (PO Box) online

Organization applying for Continuing Education Approval Organization status must have a significant and continual affiliation with the social work profession. Please indicate that which applies:

☒ Professional Social Work Organization ☐ Social Work Service Provider  
☐ CSWE Accredited School of Social Work

Organization applying for Continuing Education Approval Organization must have three (3) letters of references from any combination of the following:

☐ Professional Social Work Organization ☒ Social Work Service Provider  
☐ CSWE Accredited School of Social Work

Section B: Continuing Education Program

Review and approval of continuing education applications from continuing education providers must be completed by a credentialed social worker. Identify the social worker assigned to administer this process for the organization. LA# 15008

Heidi Breaux / Licensed Clinical Social Worker / DSW, LCSW-BACS  
Name/Social Work Degree/Social Work Credential  
Founder / CEO  
Relationship to Organization  
P.O. Box 2136 Metairie, LA 70004  
Mailing Address City/State Zip  
Metairie, LA  
Physical Address (if different from above) City/State Zip  
848 / 702 4068  
Telephone  
heidibreauxconsulting@gmail.com  
Email Address



## Section C: Approval Guidelines, Process and Agreement

Protocol for receiving request for approval from education presenters:

- Organization will provide LABSWE Continuing Education Approval Application to education presenters upon request.
- LABSWE Continuing Education Approval Application may be mailed, faxed, sent electronically and/or published on Organization website.
- Organization will accept only LABSWE Continuing Education Approval Applications, completed in its entirety and accompanied by required documentation.

Process by which Organization will study and assess the proposed education offering:

- Organization will review application and supporting documentation to determine that it meets all standards and guidelines established in "Criteria for Approving Continuing Education Offerings" and "Guide for Assessment of Continuing Education."

As each organization is structured and staffed differently, organizations shall determine timeline for administering the continuing education program.

- Describe time limit set for making a decision on an educational offering's suitability:

CEO will decide within 2 weeks if presentations meet all guidelines for CEU offerings. Learning objectives will be established and post-tests to ensure information retention. Protocols for full attendance will be discussed.

As each organization is structured and staffed differently, organizations shall determine their own fees, if any, charged for these services.

- Describe fees agency will charge to process Continuing Education Applications:

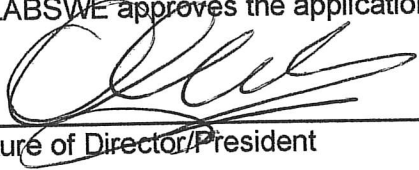
There will be a \$25.00 fee to process Continuing Education applications.

## Section D: Authority

Submission of this signed application certifies that the Organization has studied the "Criteria for Approving Continuing Education Offerings" and "Guide for Assessment of Continuing Education," and determined that the Organization is prepared to assess continuing education opportunities by these guidelines on a timely bases; and has ample storage to maintain all continuing education records for a minimum of three years, and in accordance with Louisiana law. Organization understands that if approved, the organization will be given authority to pre-approve social work continuing education for three (3) years. After three (3) years, the organization shall reapply to the Board if interested in maintaining designation as a pre-approving body. Organization agrees to comply with scheduled LABSWE Continuing Education audits and submit a list of all approved programs to the board office for current collection period by July 15 of each year. Organization agrees to notify LABSWE within thirty (30) days if any information submitted on this application changes. Organization understands that approval is granted at the discretion of the Board and may be revoked if Organization is found to be out of compliance with any aspect of established guidelines.



This designation also designates the organization as an approved provider of continuing education. This designation will be authorized for three (3) years from the date LABSWE approves the application.



Signature of Director/President

5/19/23

Date

Submit completed and signed application, along with three (3) reference letters, to:

Louisiana State Board of Social Work Examiners  
18550 Highland Road, Suite B  
Baton Rouge, Louisiana 70809

For LABSWE office use only:

Application Received \_\_\_\_\_ Application Reviewed \_\_\_\_\_ Application Approved/Denied \_\_\_\_\_

Approval Expires \_\_\_\_\_





5/18/23

Dear LABSWE Board Members,

I am writing to recommend Heidi Breaux Consulting, LLC to become an approved CEU provider organization in our state. Throughout the past few years, I have truly enjoyed attending multiple CEU trainings from this company. Dr. Breaux provides helpful content that is fun, engaging, and always timely. She couples real life practice experience with sound interventions for any clinical setting. Heidi brings relevant topics and evidence-based research to all continuing education presentations she gives. Dr. Breaux guides participants in thoughtful discussions to explore complex issues and reinforce ethical practices. Approving Heidi Breaux Consulting, LLC as a CEU provider organization will give Louisiana social workers a fantastic option for CEUs and the opportunity to learn from a skilled, experienced, and knowledgeable clinician. I enthusiastically endorse Heidi Breaux Consulting, LLC as a CEU provider and look forward to the opportunity to learn more from Dr. Breaux.

Sincerely,

Crystal Broussard, PhD, LCSW, MSW  
MSW Program Director and Clinical Assistant Professor  
Tulane School of Social Work





SCHOOL OF SOCIAL WORK

May 19, 2023

To the Louisiana State Board of Social Work Examiners:

I am writing to recommend Heidi Breaux Consulting, LLC to be approved by your Board as a Continuing Education provider organization. I've known Dr. Heidi Breaux as both a student and a colleague and can attest that she has a very strong commitment towards the social work profession, as well as professionalism that creates a fun and engaging learning environment. While a student at Tulane University school of Social Work, I worked closely with Heidi on her Advanced Practicum Project and saw first hand what a dedicated, hardworking, advocate Heidi is. Since she graduated, Heidi continues to go beyond simply writing for publication or speaking at conferences.

Heidi has presented at multiple CEU trainings in New Orleans, and everyone who attends always gains very valuable knowledge they can use in practice. Heidi always combines real life social work experience, with research informed evidence-based practices. I hope you will approve Heidi Breaux Consulting, LLC as I know that having more CEU trainings available from this company throughout the state is going to help social workers become more culturally competent. Heidi is an excellent trainer and continues to change the landscape of educating many people on LGBTQIA+ equity in New Orleans and beyond.

Sincerely,

Lauren Terzis, PhD, MSW, LMSW  
Assistant Director – DSW Program  
Clinical Assistant Professor  
Tulane University School of Social Work





Tulane  
University

SCHOOL OF SOCIAL WORK

127 Elk Place, Mail Code #8906

New Orleans, LA 70112

504-862-3487 | [vgordongarofalo@tulane.edu](mailto:vgordongarofalo@tulane.edu)

Louisiana State Board of Social Work Examiners

18550 Highland Road, Suite B

Baton Rouge, Louisiana 70809

May 18, 2023

Dear LABSWE Board,

I am writing to recommend Heidi Breaux Consulting, LLC as a Continuing Education-approved organization. Dr. Breaux, the founder of the company, is a former colleague of mine at Tulane University School of Social Work. She has been a social worker for over 20 years, a social work professor for over 10 years, and has a very wide depth of knowledge on multiple social work topics. Heidi fosters a positive learning environment both inside and outside of the classroom, and people who have attended her presentations have felt empowered, informed, and entertained. I participated in one of her CE trainings through TSSW on LGBTQIA+ equity, and I agree! Dr. Breaux also offers trainings on a range of issues, from traumatic brain injury to mutual aid. Adding Heidi Breax Consulting, LLC as continuing education provider in Louisiana would be wonderful for the profession and the clients we serve.

Thank you for your consideration,

Valerie Gordon-Garofalo, PhD, LCSW

Clinical Assistant Professor

Advisor, Student Government Association

Tulane University School of Social Work



# Page Break





## Social Work

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**From:** Toney, Ashley M  
**Sent:** Friday, May 19, 2023 9:46 AM  
**To:** Social Work  
**Cc:** Weiss, Ashley L; Chaudhry, Serena  
**Subject:** Re: LCSW requirements (job title)  
**Attachments:** Job Description.pdf

Hi Regina,

I have attached a copy of my job description for the board to review and approve to begin my clinical supervision hours.

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**From:** Social Work <socialwork@labswe.org>  
**Sent:** Thursday, May 18, 2023 7:39 AM  
**To:** Toney, Ashley M <atoney1@tulane.edu>  
**Cc:** Weiss, Ashley L <aweiss3@tulane.edu>; Chaudhry, Serena <schaudh2@tulane.edu>  
**Subject:** RE: LCSW requirements (job title)

External Sender. Be aware of links, attachments and requests.

Good morning,

The cut off date to receive agenda items is May 26<sup>th</sup> (7 days prior to the meeting).

Sincerely,

*Regina M. DeWitt*

Administrative Assistant  
Louisiana State Board of  
Social Work Examiners  
18550 Highland Road, Suite B  
Baton Rouge, LA 70809  
(225)756-3470, Option 4  
Fax (225)756-3472

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**From:** Toney, Ashley M <atoney1@tulane.edu>  
**Sent:** Wednesday, May 17, 2023 3:51 PM  
**To:** Social Work <socialwork@labswe.org>  
**Cc:** Weiss, Ashley L <aweiss3@tulane.edu>; Chaudhry, Serena <schaudh2@tulane.edu>  
**Subject:** Re: LCSW requirements (job title)




**Job Description: Director of EPIC Hub and Spoke**

<b>Employee Name:</b> Ashley Toney	<b>Department Name/Org#:</b> Psychiatry - Mid-City Clinic - TUBC /4232P
<b>Reports To (Supervisor's Name and Title):</b> Ashley Weiss, DO, Medical Director Early Psychosis Intervention Clinic (EPIC-NOLA)	<b>Physical Work Location of Incumbent:</b> 4000 Bienville Ave Suite G, New Orleans, LA 70119
<b>Position Shift/Work Schedule:</b> 8:30-5:00 pm/M-F 40 hour	<b>Approved by:</b> HRIE – Compensation - CB <b>Date:</b> January 27, 2023 <b>FLSA Status:</b> P3.26 <b>Pay Grade:</b> Exempt 400

**POSITION SUMMARY:**

The Early Psychosis Intervention Clinic-New Orleans (EPIC-NOLA) is a first-episode psychosis program that is providing coordinated specialty care clinical services to those with emerging severe mental illness. EPIC-NOLA has established Louisiana's only early psychosis intervention service by providing gold-standard clinical care and establishing a robust community psychosis early detection program (CALM-Clear Answers to Louisiana Mental Health). EPIC-NOLA serves over 170 patients and their families, provides consultation with the State of Louisiana in first-episode psychosis practices, is active in training of future physician and mental health clinicians, and has academic pursuits such as contribution to the literature on psychosis through publications and by involvement in National Institute of Mental Health research.

The Early Psychosis Intervention Clinic EPIC-NOLA is seeking an innovative and creative director to oversee the successful expansion of the EPIC-NOLA clinic outside of New Orleans. This position will pioneer bringing early psychosis intervention services to underserved areas of Louisiana through a hub and spoke model, with EPIC-NOLA serving as the model of care and Hub clinic. The Hub and Spoke director will have the responsibility of implementation and management of the expansion of clinics. The EPIC Hub & Spoke Director will be directly involved with Tulane and EPIC-NOLA leadership in strategic planning of the clinics, interfacing with mental health administrators and other key stakeholders in parishes across Louisiana, and oversee implementation of the EPIC model of care in designated sites. This position will also coordinate with clinic personnel to ensure delivery of first-episode psychosis services both in person and through telehealth and ensure compliance with and fidelity to the model of care. Additionally, this position will directly work with EPIC-NOLA Medical and Public Health Directors to expand the CALM-Clear Answers to Louisiana Mental Health (CALM) program into the community where new clinics are established.

**REQUIRED EDUCATION AND EXPERIENCE:**

- Master's Degree in either public health, social work, health care administration or related field
- Five years of clinical experience beyond graduate school
- Experience working with children, adolescents, and adults

**REQUIRED KNOWLEDGE, SKILLS, ABILITIES/COMPETENCIES TYPICALLY NEEDED TO PERFORM THIS JOB SUCCESSFULLY:**

- Knowledge of the fundamentals of first-episode psychosis interventions



- Knowledge of the fundamentals of Coordinated Specialty Care (CSC)
- Experience with program development and management
- Experience managing a multi-disciplinary team
- Ability to monitor evidence-based methods for clinical treatment and training
- Ability to ensure that all services are delivered in compliance with state entities and representatives standards, regulatory and contractual requirements
- Ability to maintain and monitor effective documentation and record keeping systems, including but not limited to: assessment, treatment planning, re-assessment; discharge planning, and follow-up
- Ability to maintain a budget.
- Ability to collaborate professionally with identified key stakeholders in regions outside of New Orleans.
- Ability to manage crisis intervention services to the client and/or family when necessary.
- Ability to provide outreach to hospital emergency departments, psychiatric hospitals, developmental disabilities service providers, PCPs, behavioral health service providers, and Mobile Crisis service providers to inform them of first-episode psychosis services.
- Ability to travel based on need.

**PREFERRED QUALIFICATIONS:**

- Experience working with agencies under the Louisiana Health Department of Office of Behavioral Health
- Experience with mental health evaluation of adolescents and young adults
- Experience with psychotic disorders
- Interest in research

**SPECIAL REQUIRED ABILITY FOR INCUMBENTS WHO HAVE CONTACT OR EXPOSURE TO ANIMALS OR ANIMAL TISSUES:**

Ability to complete and pass successfully the required occupational health screening referenced in the University's Animal Handler Health Surveillance Program on an annual basis.

**REQUIRED BACKGROUND CHECK, PHYSICAL, AND DRUG SCREENING FOR INCUMBENTS WHO HAVE CONTACT OR EXPOSURE TO ANIMALS OR ANIMAL TISSUES:**

Selected candidates must complete and pass a background check and an occupational health screening as a condition of employment. For identified jobs, a drug screening will also be required. The background investigation required occupational health screening, and any required drug screening will be conducted after a conditional employment offer has been extended.

**ESSENTIAL FUNCTIONS:**

An incumbent assigned this classification will perform the following universal essential functions approximately 95 percent of their time:

ESSENTIAL FUNCTIONS OF THE JOB:	Typical % Allocation
Function: Development of EPIC Hub and Spoke Model for expansion of first episode psychosis services:  Performance Standards: <ul style="list-style-type: none"><li>• Participate in strategic planning with EPIC and Tulane leadership regarding spoke clinic development.</li><li>• Keep up to date on best practices for expansion of first episode services into underserved and rural areas.</li><li>• Supervise, screening and interviewing potential candidates for new clinic positions</li><li>• Participate in weekly staff meetings with EPIC leadership team.</li></ul>	35% of job



<ul style="list-style-type: none"> <li>• Performing needs assessments of communities outside of New Orleans that may be in need of first-episode psychosis related services.</li> <li>• Ensure state monitors are up to date on stages of planning for hub and spoke model.</li> </ul>	
<p>Function: Overseeing the implementation and administration of EPIC spoke clinics:</p> <p>Performance Standards:</p> <ul style="list-style-type: none"> <li>• Responsible for carrying out EPIC mission and upholding program values, including creating a diverse and anti-racist atmosphere for all clients, staff, and community stakeholders.</li> <li>• Maintain and manage monthly monitoring reports to OBH and EPIC leadership.</li> <li>• Monitor &amp; implement the spoke clinic service deliverables, policies, procedures, and documentation, as required by OBH and Tulane.</li> <li>• Monitoring early psychosis intervention services provided by the spoke clinics</li> <li>• <u>Monitor case distribution and appropriateness of referrals</u></li> <li>• Track community referrals for early psychosis services to new spoke clinics</li> <li>• Manage and conduct site visits to the spoke clinics</li> <li>• Monitor implementation of policies and procedures regarding the spoke clinic</li> <li>• Maintain participation and represent the spoke clinics in OBH and other meetings</li> <li>• Oversee the appropriate maintenance of case files in accordance with contract requirements, agency standards, and program procedures.</li> <li>• Stay informed on best practices in early psychosis intervention services</li> <li>• Communicate regularly with HUB clinic, EPIC-NOLA.</li> <li>• Consults with EPIC and Tulane leadership Senior Department Administrators in Psychiatry regarding budgetary needs and hiring of new personnel.</li> <li>• Review staff contract timesheets before submitting to EPIC leadership.</li> <li>• Track and ensure that all spoke team members participate in trainings, as required by EPIC-NOLA.</li> </ul>	30% of job
<p>Function: Implementation of psychosis early detection program (CALM) in regions of new clinics:</p> <p>Performance Standards:</p> <ul style="list-style-type: none"> <li>• Interface with EPIC leadership and brand building agency in the planning and implementation of CALM-related psychosis early detection programs specific to regions of spoke clinics.</li> <li>• Oversee the implementation of psychosis early detection program in communities of spoke clinics.</li> <li>• Organization and implementation of community programs and activities including community outreach, establishing a network of community stakeholders, and linking them to EPIC NOLA hub site.</li> <li>• Ensure that the spoke clinics develop and maintain comprehensive and up-to-date knowledge of services within the community, to be shared with families and stakeholders.</li> <li>• Ensure the spoke regions' psychosis awareness program is collecting required data</li> <li>• Create performance measures to effectively track the impact of the psychosis early detection program within the spoke community.</li> <li>• Participates in research activities as necessary from EPIC HUB.</li> </ul>	30% of job
<p>Function: Performs other duties as requested or required, whether or not specifically mentioned in this job description.</p> <p>Performance Standards:</p> <ul style="list-style-type: none"> <li>• Exhibits a willingness to assume additional duties. Seeks the guidance of immediate supervisor prior to beginning an unfamiliar assignment.</li> </ul>	5% of job

*Intention was for pitching in for clinical case*



Total Essential Percentage Allocation for All Essential Functions	100%
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Financial Responsibility: ☐ YES, \$ ☐ NO

Supervisory Responsibility: ☒ YES ☐ NO

(Guidance: If YES,

1) Indicate whether the incumbent has supervisory responsibilities which include hiring, delegating work, supervising, evaluating, counseling, and terminating other staff employees. **Yes**

2) Enter here the number of full-time or part-time positions directly supervised and the job titles of the positions supervised.) **1 full time position, Case Manager**

Is this position at risk of exposure to:

Blood-borne pathogens? ☐ YES ☒ NO

Tuberculosis? ☐ YES ☒ NO

#### HIPAA STATEMENT:

Employee provides services associated to the Tulane University Medical Group, its participating physicians and clinicians, which is a covered entity under the HIPAA rule. In the scope of performing functions, including but not limited to management, administrative, financial, legal and operational support services, I may have access to Protected Health Information (PHI), which is information, whether oral, written, electronic, visual, pictorial, physical, or any other form, that relates to an individual's past, present or future physical or mental health status, condition, treatment, service, products purchased, or provision of health care and which reveals the identity of the individual, whose health care is the subject of the information, or where there is reasonable basis to believe such information could be utilized to reveal the identity of that individual.

☒ YES ☐ NO

Is the incumbent in this position exposed to animals or animal tissues in conjunction with education or research?  
☐ YES (I understand that I must participate in the Animal Handler Health Surveillance Program, which is coordinated by the Office of Environmental Health and Safety.)

☒ NO

**SIGNATURES:** In signing below, I certify that this job description is an accurate representation of the responsibilities of this position.

_____ Employee	_____ Date
_____ Supervisor	_____ Date

**Note:** This job description is not an employment contract and may be modified at any time at the discretion of the department or University.



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## Social Work

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**From:** Social Work  
**Sent:** Wednesday, May 3, 2023 11:56 AM  
**To:** Pamela Field  
**Subject:** RE: Approval of Past LCSW Supervision Hours for Pamela Field, LMSW #9059

Hi Pamela,  
Thank you for your email. I will add this request to the meeting agenda scheduled for June 2, 2023. If you have any of the missing documents, please let me know so I can add them to the request.

Sincerely,

*Regina M. DeWitt*  
Administrative Assistant  
Louisiana State Board of  
Social Work Examiners  
18550 Highland Road, Suite B  
Baton Rouge, LA 70809  
(225)756-3470, Option 4  
Fax (225)756-3472

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**From:** Pamela Field  
**Sent:** Wednesday, May 3, 2023 11:26 AM  
**To:** Social Work <socialwork@labswe.org>  
**Subject:** Approval of Past LCSW Supervision Hours for Pamela Field, LMSW #9059

To the Board of Social Work Examiners:

I am writing this letter to formally request the Board's approval of my past LCSW supervision hours for my LCSW licensure. My supervision has been sporadic over many years, as most of my supervisors changed positions and was no longer able to provide supervision to me. I have been working as a graduate-level social worker since 1994 and I have been an LMSW social worker for several years. I am finally in a position that is long-term and provides LCSW supervision and am focused on completing my LCSW supervision hours so that I may be licensed as an LCSW.

I pray that you accept these hours of supervision and let me know what I need to do to complete the record of supervision for some of my periods of supervision. Also, how should I obtain the Professional Experience Verification Records for any of my prior placements of employment to satisfy the Board's needs?

Following is the email from Regina DeWitt at the Board's office which is a complete summary of my LCSW supervision records.



- **From:** Social Work <socialwork@labswe.org>  
**Date:** February 27, 2023 at 2:03:39 PM CST  
**To:** Pamela Field <pamela@lpswe.org>  
**Subject:** RE: Contact Us Form Submitted

Hi Pamela,

We have the following on file:

1. Charles Mayeux, BCSW- Supervision from 06/94-08/94. Two months with 8 hours of face-to-face supervision
2. Joseph Wilson, BCSW- Contract for Supervision states supervision began 12/02/1996. Our office does not have a record of supervision, or evaluation/termination form for this supervisory experience.
3. Stanley Mong, LCSW- Contract for Supervision states supervision began 10/09/2000. Our office does not have a record of supervision, or evaluation/termination form for this supervisory experience.
4. Darlene Kelly, LCSW-BACS- Your approved Plan of Supervision documents supervision credit began 08/06/2010. Our office has not received a record of supervision for this supervisory experience. However, we do have an Evaluation of Supervision form. Ms. Kelly attached a letter to the Evaluation stating that she was unable to contact you for your signature on the Evaluation.

We do not have a Professional Experience Verification Record for any of the prior places of employment.

You will need to submit a written request for the board to accept any of the above supervision. The Practice Act states that supervision must be completed in no more than four (4) years. Please see LA R.S. 37:2708 (A)(3):

(3) Has completed at least three thousand hours of postgraduate social work practice over a minimum of two years and a maximum of four years while under the supervision of a board-approved clinical supervisor. The board shall consider circumstances warranting more than four years to complete this experience requirement.

If you have any questions or concerns, please feel free to contact our office.

Sincerely,

Regina M. DeWitt  
Administrative Assistant  
Louisiana State Board of  
Social Work Examiners  
18550 Highland Road, Suite B  
Baton Rouge, LA 70809  
(225)756-3470, Option 4  
Fax (225)756-3472

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error, please immediately delete it and all copies of it from your system, destroy any hard copies of it and notify the sender. You must not, directly or indirectly, use, disclose, distribute, print, or copy any part of this message if you are not the intended recipient.

Your attention to this matter is greatly appreciated. I look forward to hearing from you.

Sincerely,

Pamela Field, LMSW  
pamfieldman@quebec.com



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## Social Work

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**From:** Mary Shinnners ·  
**Sent:** Tuesday, May 23, 2023 9:12 AM  
**To:** Social Work  
**Subject:** regarding LCSW supervision

Dear Board of Social Work,

It has come to my attention that the board has made a decision to discontinue virtual supervision. I would like it to be known that being virtual has been more convenient for me. My BACS supervisor lives in West Jefferson Parish while I live in St. Tammany Parish. We have been conducting virtual sessions, individually and group, since 2021. This has been more effective as I work in the field for an Assertive Community Treatment Team and am able to conduct supervision while on the road. Since my supervisor and I work for the same agency this has been exceptional for my growth in the social work profession. I am currently at 46.45 hour of the 96. At this rate I should be finishing with supervision at the beginning of next year. I am sending this letter to ask the board to accept the continuing of virtual supervision. In conclusion, due to working and living in St. Tammany parish, the drive after work to Jefferson parish would not only be challenging but also time consuming factoring in the time it would take to also drive back home.

Kindly,

Mary "Dasha" Shinnners, *LMSW*  
Northshore ACT Team  
Substance Use Specialist  
(she/her/hers)

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