

Ruth Caldwell, LMSW  
359 Carrollton Ave  
Shreveport, LA 71105

06/20/2023

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

Dear Members of the Board:

My name is Ruth Caldwell. I am a Licensed Master Social Worker in Shreveport, Louisiana. I recently completed my clinical supervision hours and am in the LCSW application process. I am writing to explain the circumstances that led to my supervision exceeding the maximum duration of 4 years.

I earned my LMSW in June of 2018 and began clinical supervision the following month, while employed at Harbour House, ETC in Lake Charles. From July 2018 – July 2019, I received clinical supervision from LCSW-BACS Brenda LaFleur, completing 54 hours.

In July 2019 I left my job at Harbour House and terminated supervision due to a job relocation for my spouse. Before securing employment in our new city of Monroe, Louisiana, I began having seizures and was diagnosed with epilepsy. Following this diagnosis, I was unable to drive for a period of time and thus unable to work in the field of social work. I instead found employment in an unrelated field at a location within walking distance from my home.

In February 2020, my spouse and I again relocated for his job to Shreveport. This move occurred near the beginning of the Covid-19 Pandemic. Following the move, I struggled to find employment in social work as a result of the pandemic.

In May of 2022 I was hired for my current position at Shreveport Behavioral Health Clinic. At that time, I resumed LCSW clinical supervision with BACS Wendy McDowell. I reached the total required 96 hours of supervision on 5/25/2023, approximately 5 years after beginning supervision.

In summary, due to personal health problems as well as the Covid-19 Pandemic and its impacts on employment, the length of time it took me to complete my supervision exceeded the 4-year limit. I ask that the Board please make an exception to the time limit requirement for supervision due to the above extenuating circumstances.

Thank you in advance for your consideration in this matter. Please contact me if I can provide any additional needed information.

Sincerely,

*Ruth Caldwell, LMSW*

Ruth Caldwell, LMSW  
(License #14911)

2018 - 2019  
54 hours of SUPV.  
w/ Brenda LaFleur  
  
6/28/22 - 5/25/23  
42 hours of SUPV.  
w/ Wendy McDowell



Chris Dicharry, LMSW, CFSW  
Vocational Director  
Bridge House  
4150 Earhart Blvd.  
New Orleans, LA 70125  
Main Phone: 504-522-4475  
Office Phone: 504-821-7127  
Facility Fax: 504-821-7296  
Email: [cdicharry@bridgehouse.org](mailto:cdicharry@bridgehouse.org)

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Subject: Advocating for Optional and Accessible Clinical Virtual Supervision

The Louisiana Board of Social Work Examiners:

I am writing to advocate for the retention of optional and accessible clinical virtual supervision. As a dedicated professional in the field, I strongly believe that virtual supervision plays a crucial role in reducing costs, saving time, and enhancing accessibility, particularly for low-income and disenfranchised groups.

I would like to emphasize that there is no evidence suggesting that virtual supervision, when conducted in accordance with board standards, is less effective or less robust than traditional in-person supervision. My practical experience utilizing virtual supervision over the course of the pandemic has demonstrated that virtual supervision can be just as beneficial, if not more so, in promoting professional growth. Additionally, I transitioned from in-person supervision and therefore have experienced both.

Virtual supervision, when implemented in accordance with established board standards, ensures that all necessary aspects of supervision are effectively addressed. These standards typically include clear communication protocols, appropriate technology usage, adherence to ethical guidelines, and the establishment of a secure and confidential virtual environment. By following these standards, virtual supervision can provide a robust platform for clinical professionals to receive guidance, feedback, and mentoring from their supervisors.

Virtual supervision often offers unique advantages over traditional in-person supervision. The use of technology allows for greater flexibility in scheduling, which can accommodate the busy and varied schedules of clinicians. Additionally, virtual platforms allow easy and readable accessible recording and storage of supervision sessions, allowing for later review and reflection, which can enhance learning and professional growth.

Moreover, virtual supervision has been found to be particularly effective in promoting cultural competency and reducing disparities in access to supervision. Through virtual platforms, clinicians can engage in supervision with professionals from different geographical locations throughout the state, diverse cultural backgrounds, and specialized areas of expertise. In essence accessibility to more professional supervisors allows the individual supervisee to research and pair him or herself with the best potential supervisor fit for possible.

In conclusion, it is important to recognize that there is no evidence suggesting that virtual supervision, conducted in accordance with board standards, is less effective or less robust than traditional in-person supervision. On the contrary, virtual supervision offers unique benefits, such as increased flexibility, improved access to diverse expertise, and enhanced cultural competency. By retaining optional and accessible clinical virtual supervision, we can harness these advantages to promote professional growth, reduce costs, and enhance accessibility, especially for low-income and disenfranchised groups.

Thank you for your time and consideration.

Sincerely,

Chris Dicharry, LMSW, CFSW  
Vocational Director

Bridge House

4150 Earhart Blvd.

New Orleans, LA 70125

Main Phone: 504-522-4475

Office Phone: 504-821-7127

Facility Fax: 504-821-7296

Email: [cdicharry@bridgehouse.org](mailto:cdicharry@bridgehouse.org)

(Best Method of Contact is Email)

*"Action is indeed the sole medium of expression for ethics."*

*Jane Addams: The First American Woman to Win the Nobel Peace Prize,  
The Mother of Social Work & A cofounder of the ACLU.*





Capi A. Landreneau, MSW, LCSW-BACS  
10065 Old Hammond Highway  
Baton Rouge, LA 70816

June 20, 2023

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

RE: Discontinuation of acceptance virtual BACS supervision

Dear Members of the Board,

I write this letter in support of your process to find an acceptable resolution to allow virtual supervision when adequate accommodations are present to protect the public and the process of supervision.

As a Board Approved Clinical Supervisor, I have agreed to provide regular-scheduled availability to my supervisees as outlined in the Social Work Practice act. As an ethical Social Worker, I strive to meet or exceed all technology standards as outlined by ASWB and other respected professional entities. As a clinical social worker in private practice, I abide by all HIPAA regulations when providing psychotherapy services to clients via telehealth. I have been providing psychotherapy via an online platform since March of 2020. I have a signed Business Associates Agreement with Zoom that provides for HIPAA compliance in all of my zoom sessions. I office out of my home all but one day of the week. My workspace is private and confidential with a white noise machine, the ability to close my office door and utilize earphones if necessary. I work from my private practice office setting one day per week, which allows me to meet with those clients that would be best served by in-person services. Sometimes this changes from week to week depending on their circumstances as you have given me the professional responsibility as an LCSW to manage and monitor the needs of my client and to prioritize their needs when considering in-person services. You have also given me the professional responsibility as a BACS to shepherd future LCSWs as their clinical supervisor; working closely with them for a minimum of two years and 96 hours to ensure they are clinically sound and professionally prepared to serve and safeguard the public when providing services. All of which I do not take lightly.

Frankly, I'm perplexed at the lack of parity between those receiving services as clients vs. those receiving services as supervisees. It would seem the burden of additional proof of necessity or extenuating circumstance would be for members of the public in terms of mandating in-person services, but as we know, telehealth is now a widely accepted modality for mental health services.

It seems to me that face to face can absolutely fall within the bounds of a Zoom platform when both cameras are on, which is always the case in my supervisory sessions held via ZOOM. If we were to clarify what restrictions would be necessary to maintain the highest level of professional supervision (when not working onsite with supervisees), I would posit that “real-time interactive services” would be what we would want stated as the threshold for acceptable supervision. Whether or not we are sitting in the same room seems irrelevant in today’s world and by any other professional standards including our own.

Other entities have submitted to the board their concerns and justifications concerning:

- standards from nearly all other states for online supervision,
- the unfair burden placed on early career professionals already underpaid and tasked with supporting some of the most vulnerable of our communities,
- the concern of availability of culturally competent supervisors reflective of a supervisees culture, language and identity, and
- the general concern for the incongruence of this standard when compared to providing services to clients.

I want to also voice my agreement with and support for all of those reasons being adequate justification for the board exercising its right to define “face to face” according to today’s standards and reasonableness. I would also like to highlight that as clinical supervisors, we assume the professional (and sometimes legal) liability for early professionals. We do so as caring professionals dedicated to public service and a sense of duty. To not do everything within your power as board members to support and affirm our value is disheartening and, frankly, disrespectful. Your service as board members is difficult and at times, I presume, seems thankless...I can only imagine the complexity of your tasks and responsibilities, I ask that you please also try and imagine ours.

Respectfully,

Capi A. Landreneau, LCSW-BACS #4982



June 13, 2023

Dear LABSWE Supervision Committee,

I am requesting approval for alternative to face-to-face supervision. I am requesting that I be allowed to continue virtual clinical supervision with my current supervisory relationship due to undue burden exemption. My supervisor works remotely in a rural area and does not have office space to accommodate supervision. I am currently living out of state while continuing to work in Louisiana and maintain my Louisiana license. Traveling to my supervisor for supervision would be very stressful and require me to take long periods of time away from work and my family. My supervisor utilizes a HIPAA compliant platform and requires I keep my video on for the entire length of supervision. My supervisor requires a private, confidential space and allows no multitasking during supervision. Please consider this request so that I can continue my current supervisory relationship.

Best regards,

Johnna Williams, LMSW  
#15639

Attn: The Louisiana State Board of Social Work Examiners

June 13, 2023

I am writing this letter to request that my supervisee, Johnna Williams, LMSW, be allowed to continue virtual clinical supervision. I live in a very rural area and work remote full time. Traveling to me for supervision is an unnecessary and exhaustive journey, and also creates an unnecessary financial burden. I provide a HIPAA technology secure platform and all LMSWs are required to keep their video camera on during supervision. I also ensure attendees participate from a location that ensures confidentiality. In the event, the supervisee and I determine face -to-face supervision is needed, we will make adjustments necessary. Please consider this request so that Johnna Williams, LMSW, can receive uninterrupted clinical supervision.

Best regards,

Leah Pace, LCSW-BACS

License # 13911



Supervisor: Katie Dotie, LCSW-BF

Dear Members of the Louisiana State Board of Social Work Examiners,

I am writing to request that the option of virtual supervision for LCSW candidates be continued. As a social worker myself, I understand the importance of supervision in ensuring the highest standards of professional practice. However, I also understand that in some cases, the limitations of geography can make it difficult for social workers to access in-person supervision.

In this case, the social worker being supervised lives two hours away from their supervisor. This distance can create a significant burden, both in terms of time and expense, for the social worker. The option of virtual supervision would not only make it easier for this individual to access supervision, but it would also ensure that they receive the support they need to provide the best possible care to their clients.

I urge you to consider the importance of virtual supervision for social workers in situations like this. It is crucial that we maintain the highest standards of professional practice in the state, and virtual supervision can help us achieve that goal.

COVID has created a healthy and open communication about mental health and the daily struggles we suffer in everyday life. Virtual supervision has been a great help in dealing with these struggles. There is no anxiety about driving an hour or more, depending on traffic, to get to my supervisors' office. Virtual supervision is a luxury, but it is also a very useful tool in maintaining my mental health.

Thank you for your attention to this matter.

Lauren Laurent MSW, LMSW



June 2, 2023

Subject: Virtual Supervision Hours- LCSW

To the LABSWE Supervision Committee,

My name is Crystal A. Petit, MSW, LMSW #14897. The purpose of this letter is to request the approval for continued virtual supervision hours. Currently, I am a Mental Health Provider at St. Tammany Jr. High School in Slidell, LA. Upon my hire to St. Tammany Parish Public School System (STPPS) in December of 2020, I began my search for a clinical supervisor. Because the school board did not pay for supervision, the cost and competence of the supervisor was of the utmost importance. I signed a contract with Colleen Simmons, LCSW-BACS for clinical supervision towards my goal for licensure as a LCSW. We began virtual supervision on 9/26/2021. I have currently completed 60 hours of supervision. A disruption at this time would be detrimental to my social-emotional well-being.

There are undue personal hardships related to finance, time, travel, family relationships, and caregiving obligations that will be severely affected by the inability to continue virtual supervision. Travel time to my supervisor's location after a full workday is an unnecessary and exhausting journey. I live in Slidell, and she lives in New Orleans. Her rates are what I can afford at this time and have been factored into my family's budget. The cost of gas and car maintenance will exasperate an already strained budget. As a caregiver for my 92-year-old grandmother and mother of 3, virtual supervision allows for me to adequately set aside time and space for supervision. Colleen provides a HIPAA technology secure platform. During our individual and group supervision sessions my camera is always on, and my cohorts and I are intently engaged as required. I also participate from a location that ensures confidentiality.

Working in the STPPS as a Mental Health Provider has afforded me the blessing of my co-workers also being a vital support within my supervision group. We hold each other accountable and adhere to our responsibility for our health and well-being in compliance with the NASW Code of Ethics amendment that includes the responsibility of Self Care. Not being able to maintain this therapeutic aspect of our professional relationship would negatively impact my ability to provide optimal services and impede the supervision process.

Thank you all for your time and consideration concerning this matter. I truly hope that all factors are taken into consideration when making this consequential decision.

Sincerely,

Crystal A. Petit, MSW, LMSW #14897

To LABSWE Supervision Committee,

Crystal Petit has signed a contract with me for clinical supervision towards her goal for licensure as a LCSW. We began virtual supervision on 9/26/2021 and a disruption at this time would be detrimental to her supervision. Crystal has an undue personal hardship. Travel time to my location after a full workday is an unnecessary and exhausting journey. She lives in Slidell, and I live in New Orleans. She is only allowed 30 minutes of lunch, during which she is typically doing notes or other work. Crystal and I have reviewed her supervision needs, and we determined that she would best benefit from virtual supervision at this time.

As a responsible and ethical supervisor, I also guide LMSWs to be responsible for their health and adhere to the NASW Code of Ethics amendment that includes the responsibility of Self Care. I provide a HIPAA technology secure platform and all LMSWs are required to keep their video camera on during supervision. I also ensure attendees participate from a location that ensures confidentiality. In the event the supervisee and I determine face-to-face supervision is needed, we will adjust the plan to incorporate this.

Thank you for your support,

Colleen Simmons, LCSW-BACS

5/19/2023



Supervisor: Tyshica Lofton,  
LCSW-BAC

June 15, 2023

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

**RE: REQUEST TO CONTINUE VIRTUAL CLINICAL SUPERVISION DUE TO  
UNDUE HARDSHIP OF IN-PERSON CLINICAL SUPERVISION**

Dear Members of the Louisiana Board of Social Work Examiners,

Thank you for taking the time to consider my request to continue virtual clinical supervision. My reasons for requesting this accommodation include: my work responsibilities and the absence of agency-based LCSW-BACS supervision at Southeast Louisiana Legal Services (SLLS).

I began working at Southeast Louisiana Legal services last Fall as a Social Worker assigned to our office in Baton Rouge. While I am assigned to Baton Rouge, my clientele can originate from any of the 22 parishes our agency serves due to the stipulations of the grant which pays my salary. Since September 2022, I have worked with clients in St. Tammany, Pointe Coupee, East Baton Rouge, Orleans, and St. Charles parishes. On any given week, I might commute to 2-3 parishes to meet with clients. These commutes can lead to in-person supervision sessions being difficult to maintain on a weekly basis. If approved, I do not foresee face-to-face virtual supervision sessions being a challenge for me, because I consistently have access to library workrooms or SLLS offices when I travel for work.

Also, while our agency aspires to one day offer agency-based LCSW-BACS supervision to Social Workers, we only have a RSW and a recently-licensed LCSW on staff at present.

Respectfully,  
Quaneisha Browning, MA, LMSW  
License#: 15627



## Social Work

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**From:** Lauren Thompson <laurennicolethompson@gmail.com>  
**Sent:** Thursday, June 15, 2023 9:51 AM  
**To:** Social Work  
**Cc:** Taina Comery

6/15/2023

To: Louisiana State Board of Social Work Examiners

I am writing on behalf of myself and my supervisee to formally request that the board approve us to continue our supervision virtually at the next board meeting. Please consider the input from my supervisee (attached below) along with the following information in support of our request:

- Taina Comery (License #13456) and I, Lauren Thompson (License #10428), have been meeting virtually since March 10, 2022. We have already established a professional working relationship as supervisor and supervisee, and should we not be approved to continue virtually, it is a strong possibility that I may not be able to continue to offer her supervision, as it will not always meet my or her schedule and other personal obligations.
- We both work for different agencies and Taina does not have anyone available in her current agency to offer LCSW supervision. I am not allowed by my agency to provide supervision during work hours to anyone outside of the agency, and therefore must wait until I am off of work to have supervision sessions occur. She is off of work later than I am, and her agency supervisor has allowed her to complete supervision virtually during her work hours. I would not make it to her work before her work day is due to end. I work in a school in the Pride/Zachary area, while Taina works for a mental health agency in the Baton Rouge area, about 30 miles away, and usually about 45-60 minutes' drive time between the two agencies. She also lives in Ascension parish and has a second part-time job. With the hardship of travel time for both of us, along with schedule conflicts and personal obligations we both have, we have found virtual sessions to allow us time to meet consistently on a weekly basis.
- When meeting virtually, we always ensure that we are able to see and hear each other, and that no private information is ever shared in a manner where anyone other than she or I would hear or see. We are also able to use screen share to review information, with no identifiable client information ever being shared.
- Meeting virtually for group sessions with one of her co-workers that I also supervise, has been very effective.

It would be greatly beneficial and important for both of us to be able to continue to meet virtually for the remainder of her hours, so as to not cause any interruptions to the consistency with which we can meet. I appreciate your attention to this matter, and am hopeful that you approve our request. Thank you.

Lauren Thomspson, LCSW-BACS



## Social Work

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**From:** Lauren Thompson <laurennicolethompson@gmail.com>  
**Sent:** Wednesday, June 14, 2023 2:23 PM  
**To:** Social Work  
**Cc:** Brooke Johnson  
**Subject:** Fwd: request to continue virtual supervision

6/14/2023

To: Louisiana State Board of Social Work Examiners

I am writing on behalf of myself and my supervisee to formally request that the board approve us to continue our supervision virtually at the next board meeting. Please consider the input from my supervisee (attached below) along with the following information in support of our request:

- Brooke Johnson (License #17000) and I, Lauren Thompson (License #10428), have been meeting virtually since August 21, 2022. We have already established a professional working relationship as supervisor and supervisee, and should we not be approved to continue virtually, it is a strong possibility that I may not be able to continue to offer her supervision, as it will not always meet my or her schedule and other personal obligations.
- We both work for different agencies (school systems) and Brooke does not have anyone available in her current agency to offer LCSW supervision. I am not allowed by my agency to provide supervision during work hours to anyone outside of the agency, and therefore must wait until I am off of work to have supervision sessions occur. I work in the Pride/Zachary area, while Brooke works in the Baton Rouge area, 30 miles away, and usually about 45-60 minutes' drive time between the two agencies. With the hardship of travel time for both of us, along with schedule conflicts and personal obligations we both have, we have found virtual sessions to allow us time to meet consistently on a weekly basis.
- When meeting virtually, we always ensure that we are able to see and hear each other, and that no private information is ever shared in a manner where anyone other than she or I would hear or see. We are also able to use screen share to review information, with no identifiable client information ever being shared.
- With group sessions occurring in the past, this also worked out much better to meet virtually to fit each group members' schedule, and should the opportunity for additional group sessions occur (very likely), meeting virtually will be most effective.

It would be greatly beneficial and important for both of us to be able to continue to meet virtually for the remainder of her hours, so as to not cause any interruptions to the consistency with which we can meet. I appreciate your attention to this matter, and am hopeful that you approve our request. Thank you.

Lauren Thompson, LCSW-BACS

----- Forwarded message -----

From: **Brooke Johnson** <[johnson.brooke76@gmail.com](mailto:johnson.brooke76@gmail.com)>

Date: Wed, Jun 14, 2023 at 2:01 PM

Subject: Re: request to continue virtual supervision

To: Lauren Thompson <[laurennicolethompson@gmail.com](mailto:laurennicolethompson@gmail.com)>

On Tue, Jun 13, 2023 at 6:46 PM Brooke Johnson <[johnson.brooke76@gmail.com](mailto:johnson.brooke76@gmail.com)> wrote:

To the Louisiana State Board of Social Work Examiners:

In regard to the continuation of virtual supervision for Brooke Johnson (License # 17000), with supervisor, Lauren Thompson (License #10428).

As stated in Lauren's email, we have benefited from our virtual meetings, which have provided a great learning experience, in addition to a weekly schedule that is convenient for both of us. Lauren and I work in different agencies, making it difficult for us to find a time to meet for in-person sessions. We have built a strong rapport, and I am so thankful to have Lauren guide me through this process; similar to me, she works in a school setting and we are able to discuss cases that allow me to gain more knowledge and understanding of the field. Please consider approving us so that we may continue our meetings virtually for the remainder of my hours needed.

Thank you.

Brooke Johnson, LMSW



## Social Work

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**From:** Lauren Thompson <laurennicoletthompson@gmail.com>  
**Sent:** Saturday, June 17, 2023 1:00 PM  
**To:** Social Work  
**Cc:** Joseph Rielinger

6/17/2023

To: Louisiana State Board of Social Work Examiners

I am writing on behalf of myself and my supervisee to formally request that the board approve us to continue our supervision virtually at the next board meeting. Please consider the input from my supervisee (attached below) along with the following information in support of our request:

- Joseph Rielinger (License #17311) and I, Lauren Thompson (License #10428), have been meeting virtually since April 26, 2023, after he was referred to me by his co-worker that I also supervise. We have already established a professional working relationship as supervisor and supervisee, and should we not be approved to continue virtually, it is a strong possibility that I may not be able to continue to offer him supervision, as it will not always meet my schedule and other personal obligations.
- We both work for different agencies and Joseph does not have anyone available in his current agency to offer LCSW supervision. I am not allowed by my agency to provide supervision during work hours to anyone outside of the agency, and therefore must wait until I am off of work to have supervision sessions occur. He is off of work later than I am now, and his schedule is likely changing soon to have him off even later in the afternoon/evening. His agency supervisor has allowed him to complete supervision virtually during his work hours, outside of meeting with clients. I work in a school in the Pride/Zachary area, while Joseph works for a mental health agency in the Baton Rouge area, about 30 miles away, and usually about 45-60 minutes' drive time between the two agencies. With the hardship of travel time for both of us, along with schedule conflicts and personal obligations we both have, we have found virtual sessions to allow us time to meet consistently on a weekly basis.
- When meeting virtually, we always ensure that we are able to see and hear each other, and that no private information is ever shared in a manner where anyone other than he or I would hear or see. We are also able to use screen share to review information, with no identifiable client information ever being shared.
- Meeting virtually for group sessions with Joseph and his co-worker that I also supervise, has been very effective.

It would be greatly beneficial and important for both of us to be able to continue to meet virtually for the remainder of his hours, so as to not cause any interruptions to the consistency with which we can meet. I appreciate your attention to this matter, and am hopeful that you approve our request. Thank you.

Lauren Thomspson, LCSW-BACS



June 13, 2023

Dear LABSWE Supervision Committee:

I am requesting approval to continue virtual supervision for various reasons. The main one is that I am the primary caregiver for my eight-month-old daughter during the day. I also live in Baton Rouge, LA and my clinical supervisor resides in Shreveport, LA. Participating in face-to-face supervision would limit my time and exhaust my resources. I would have to find someone to care for my infant child and would be forced to travel to and from the site, which would take most of my day to complete a one-hour supervision session. This would cause an immense amount of stress and fatigue for my family and I. Virtual supervision will allow me to maximize my time at home and create more time for self-care. Social workers work to decrease barriers and meet patients/clients where they are. Having to change my current supervision would create an undue barrier for me.

Also, I work third shift. I don't have a scheduled lunch time because the nature of my job is fast paced and requires my constant attention as I must quickly assess and determine if our facility can provide adequate treatment and space for clients.

Transitioning to face-to-face would be a disruption and would cause me to have find someone else when I have already built rapport with my current supervisor. I would like to continue virtual supervision with my current supervisor for the reasons provided above. I hope that the committee will take my concerns into consideration.

Also, please take into consideration, to properly participate in virtual supervision my supervisor and I adhere to the following:

My supervisor provides secure HIPPA approved platform technology.

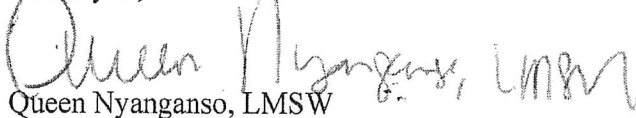
My supervisor requires my video to remain on so that real time visual contact is ensured.

My supervisor requires my full attention during virtual supervision.

My supervisor requires that supervision be conducted in a setting that allows for confidentiality and be free of distractions. I do not multi-task during supervision.

My supervisor and I agree that in the event a face-to-face supervision meeting is determined to be necessary and appropriate, we will revise our meetings to meet this need.

Thank you,

  
Queen Nyanganso, LMSW



June 12, 2023

To: LABSWE Supervision Committee

From: Rachel Swafford, LCSW-BACS

Queen Nyanganso has signed a contract with me for clinical supervision towards her goal for licensure as an LCSW. We began virtual clinical supervision on January 30, 2023, and a disruption at this time would be detrimental to Queen's supervision.

Queen lives in Baton Rouge and is primary caregiver to her infant child. She also works in a hospital setting third shift which can be stressful. Travel time after a full night of work is an unnecessary and exhausting journey. Because Queen works third shift, noon supervision is unfeasible.

Queen and I have reviewed her supervision need and determined that she would best benefit from virtual supervision at this time.

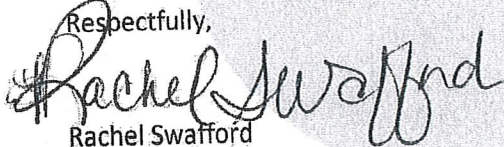
As a responsible and ethical supervisor, I also guide LMSWs to be responsible for their health and adhere to the NASW Code of Ethics amendment that includes the responsibility of Self Care.

I provide a HIPAA technology secure platform and all LMSWs are required to keep their video camera on during supervision.

I also ensure attendees participate from a location that ensures confidentiality.

Thank you for your support.

Respectfully,

  
Rachel Swafford

Empowering You Social Work Services, LLC

Phone: 318-834-5454

Email: [rachels@empoweringyousws.com](mailto:rachels@empoweringyousws.com)

Website: <https://empoweringyousws.com/>



June 13, 2023

To: LABSWE

From: Shondia Jackson, LMSW

I am requesting approval to participate in alternative to face-to-face supervision. I am declaring an undue burden exemption. I request I to be allowed to continue in my current virtual clinical supervisory relationship. I specifically chose supervision in this mode because at the time of initiating clinical supervision my place of employment did not employ an approved BACS supervisor. As a result, I had to seek out an off-site supervisor. I currently work from home and live in a small rural area of Shreveport called Blanchard. It is 20 miles and approximately 40 minutes (without traffic) away from my current BACS supervisor. We currently meet virtually during my allotted 1-hour lunch break due to the extensive travel time necessary to meet in-person and inability to simultaneously fulfill my work duties within the appropriate time frame. A total of 1 hour and 20-minutes travel time (40 minutes to and from) in addition to the necessary 1-hour supervision is not feasible in the area in which I live. This burden also impedes upon my ability adhere to my employment responsibilities in a timely fashion. Furthermore, my workday is unpredictable and dependent upon the number of clients and referrals I am assigned each day, making it difficult to always complete work at the same time every day. Although I'm scheduled to get off at 3:30pm, there are times that I may work longer to ensure my clients obtain the resources and care necessary to be successful. Due to this, attempting to travel during peak traffic times can prolong an already 40-minute drive to an hour or more in effort to meet in person with my BACS supervisor.

In addition to the travel burden, I have already built an outstanding rapport with my current BACS supervisor. We've been working together since January 2022 and have developed a great working relationship that is built on trust, communication, and shared respect. Locating a BACS supervisor in the Shreveport-Bossier area is already a difficult task, as they are scarce. Having to disrupt and abruptly end supervision to seek out someone else may have a negative impact on my mental health. It would be akin to abruptly terminating services with a client after building trust and making great strides towards their goals. I moved to Shreveport in 2017 and fervently sought out a BACS supervisor. It wasn't until 4 years later that I was finally able secure a supervisor who was ethical, knowledgeable of the Social Work profession and esteemed amongst her fellow colleagues. At the time of this letter, I have completed 62.75 clinical supervision hours and my current goal is to apply for early clinical licensure testing at 75 hours this fall. However, without utilizing the tool of virtual supervision, I do not think that goal can be accomplished, as I would have to suspend clinical supervision to seek a new BACS supervisor, attempt to start over and try to develop a new relationship.

To properly participate in virtual supervision my supervisor and I adhere to the most ethical and HIPAA guidelines to ensure the utmost compliance. (1). My supervisor provides a secure HIPAA approved platform technology. (2). My supervisor requires my video remain on so that real time visual contact is ensured. (3). My supervisor requires my full attention during virtual supervision. (4). My supervisor requires that our supervision is conducted in a setting that allows for confidentiality and be free of distractions. I DO NOT multi-task during supervision. (5). My supervisor and I agree in the event a face-to-face supervision meeting is determined to be necessary and appropriate, we will revise our meeting to meet this need.

This past Social Work Month's theme was: ***Social Work Breaks Barriers***, which is at the core of our profession. We break barriers, not create them. If I was forced to participate to in-person supervision, it would be a huge barrier for me and others like me who live in small rural communities and want the opportunity to pursue the highest level of achievement in this great profession. I ask that you please consider Social Workers, such as myself, who live in little "pockets" of Louisiana and other small rural areas, who are putting in the work but, would have to endure barriers such as long travel distances and an overwhelming lack of BACS Supervisors availability in our areas when making your decision. I thank you in advance for the consideration.

Best Regards,

  
Shondia Jackson, LMSW



June 13, 2023

To: LABSWE

From: Rachel Swafford, LCSW-BACS

Shondia Jackson has signed a contract with me for clinical supervision towards her goal for licensure as an LCSW. We began virtual clinical supervision on January 22, 2022, and a disruption at this time would be detrimental to Shondia's supervision for the following reasons.

Shondia had to find her own BACS because her job did not provide one. She currently resides in a rural area which would make finding a new supervisor and commuting difficult. Travel time after work is an unnecessary and exhausting journey. Shondia has the privilege of working from home and using her lunch break to complete supervision. Because the commute to and from her home would take longer than an hour, it is not feasible to meet in the community during lunch.

Shondia and I have reviewed her supervision need and determined that she would best benefit from virtual supervision at this time.

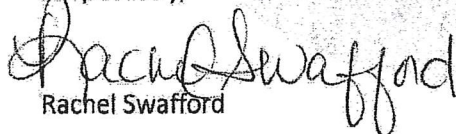
As a responsible and ethical supervisor, I also guide LMSWs to be responsible for their health and adhere to the NASW Code of Ethics amendment that includes the responsibility of Self Care.

I provide a HIPAA technology secure platform and all LMSWs are required to keep their video camera on during supervision.

I also ensure attendees participate from a location that ensures confidentiality.

Thank you for your support.

Respectfully,

  
Rachel Swafford



Supervisor: Capucine  
Landreneau,  
LCSW-BA

June 16, 2023

Louisiana Board of Social Work Examiners  
18550 Highland Rd.  
Suite B  
Baton Rouge, LA 70809

Re: Virtual Supervision Appeal

Dear Members of the Board,

Please accept this letter as my request for a hardship exception to continue remote supervision for the following reasons:

- My employer agreed to pay for my supervision and grant me time during work hours based on our weekly hour-long meetings being virtual. Face-to-face meetings would require me to use annual leave hours each week for the duration of my supervision.
- In addition to my administrative duties, I see clients at my workplace for individual treatment in the afternoons, making it difficult to find times outside of our regularly scheduled sessions to meet in person. My clinical duties are mostly performed between the hours of 5pm-8pm. Face-to-face supervision would be extremely difficult to schedule, as my supervisor's schedule is limited to daytime hours.
- Off-site supervision would result in increased time away from work (about 2.5 hours rather than one), as well as increased costs to my employer, which would be a breach of the agreement made between my employer, my supervisor, and me. Given the nature of my position – both administrative and clinical – my presence is essential and would decrease the time I would have available to see clients.
- Being forced to potentially schedule supervision during evening hours would not only inconvenience my supervisor, it would take significant time away from my personal and family obligations.

Remote supervision has proven to be an ideal way to meet my supervision obligations as outlined by the Board. My supervisor and I can meet each week and easily reschedule if needed. My employer and clients benefit from the flexibility offered by remote supervision because I do not have to use annual leave to leave the office and I can schedule my supervision around my case load.

Face-to-face supervision would create unnecessary barriers to completing the hours required to obtain my credentials within the timeframe set by the Board. My hope is that you consider these reasons put forth in this letter and allow me to continue remote supervision.

Sincerely,  
Hope Dawan, MSW, LMSW

Capi A. Landreneau, MSW, LCSW-BACS  
10065 Old Hammond Highway  
Baton Rouge, LA 70816

June 20, 2023

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

RE: Hope Dawan, LMSW # 17274

Dear Members of the Board,

I write this letter in support of Hope Dawan's appeal for continuation of remote supervision and to provide confirmation of the expectations for our continued supervision meetings.

Hope and I have agreed on a supervision contract predicated on the expectation that we would meet during typical work hours (9am-5pm) and typically weekly for one-hour supervisory sessions. This allows her regular feedback, consultation and processing of her clinical client caseload. While I am certainly available at most any time that she would need support in fulfilling her role as social worker, we have found this schedule to be adequate and acceptable to both of us.

As I am onsite at my office typically for only one day a week, this means we are able to meet any of the other four days via ZOOM from my home office. While my home office is secure and private with only HIPAA compliant ZOOM software utilized (via signed Business Associates Agreement), I do not utilize the space for in-person services of any kind, which is a boundary I have set for my personal and professional well-being. My one day in the office is typically filled with my existing clients where we have decided in-person services to be preferred or necessary. I rarely have availability for new in-person clients, which would extend to the rare situation that I would be able to see Hope weekly in person. Due to existing groups that I lead and standing appointments, Hope would literally have only two to three options for when she could meet with me in-person.

I find this to be an undue burden on her. She is fortunate to have an employer that has generously agreed to provide funding for her supervision. The agency's investment in her professional growth is rare in the social work field where so many agencies are nonprofits with ultra-thin budgets not able to provide such support to their newly graduated social workers. As a result, Hope and I have tried to schedule supervision around the needs and expectations of the agency as a reciprocal courtesy and in the spirit of mutual aid. Again, to have Hope redesign this schedule would place a burden on the agency and on Hope to fulfill

her split duties of administrator and clinician (also a gracious gift of the agency to support her desire to expand her clinical skills).

The option of Hope and I meeting outside of work hours is unlikely due to my and her familial obligations. However, in the event that I or Hope felt an in-person meeting was necessary, we would absolutely make that happen in a timely manner. Currently, neither of us feel it necessary as a routine occurrence as we are able to discuss and process her caseload and professional growth in a secure environment both our ends and at times that we have consistently reserved for those purposes.

It is for all of these reasons that I wholeheartedly support Hope's appeal for continuation of remote supervision beyond August 2023.

Respectfully,

Capi A. Landreneau, LCSW-BACS #4982