

To Whom It May Concern:

I am writing to formally request a waiver for the reinstated in-person supervision requirements. My supervisor, Michael Miller, LCSW-BACS (13539), practices solely via telehealth and lacks transportation which causes an undue burden regarding distance and travel time.

We have been meeting face-to-face on a weekly basis since March 27th of 2023 via doxy.me, a trusted platform for securely providing HIPAA-compliant services in real-time, while also allowing for visual contact and in adherence to the confidential nature of the supervisory process.

Due to the reinstatement of in-person supervision requirements starting September 1, 2023, I am formally requesting that we be granted permission to continue our virtual, face-to-face supervision sessions for the duration of the clinical supervision process. This permission would not only alleviate the aforementioned burden, but also ensure the uninterrupted provision of my clinical supervision.

I am happy to provide any additional information that may be helpful.

I appreciate your time and consideration regarding this important matter.

Sincerely,
Jodi Capaci, LMSW
(12661)

Emily DeAngelo

From: Hannah Gilbert <hmgilbert22@gmail.com>
Sent: Friday, June 16, 2023 10:12 AM
To: Emily DeAngelo
Subject: Virtual Supervision Letter

Dear LABSWE,

I am requesting approval to continue participating in alternative face-to-face supervision. I am declaring an undue burden exemption and requesting to be allowed to continue in my current virtual supervision, due to distance and travel time. My BACS supervisor utilizes Google meet for all virtual supervision sessions, which is a secure HIPAA approved platform.

I currently participate in virtual supervision, due to being unable to make the drive to complete face-to-face supervision on a weekly basis. Finding a BACS supervisor in the Monroe area proved very difficult for me last April. I attempted to reach out to several BACS in the Monroe area, but either they did not respond back to me or had no availability. I found my BACS supervisor via Facebook, however there is an hour and fifteen-minute difference between us, with her residing in Webster parish and myself residing in Ouachita parish, on top of my working an hour out of town in the opposite direction, in LaSalle parish. Prior to changing jobs, I was able to make the hour and fifteen-minute drive with my schedule at the time. However, my current employer does permit my virtual supervision to be conducted while at work, allowing me to avoid unnecessary travel and time hardships. We discussed meeting at a central location, however that would be a town and place in which we both felt would not provide proper confidentiality. I feel I have greatly benefited from supervision with my current BACS and built rapport and I would really like to finish out my supervision hours with her, but if we are not allowed to continue virtual supervision, I don't know if that will be able to continue due to the hardship of the distance.

In addition, I have been participating in virtual group supervision, with an individual that is based out of the country at this time, due to her husband being active duty in the military. I feel it has been extremely beneficial to have virtual supervision with this peer and I have enjoyed the discussions, specifically because we are of different cultures and work experiences. I would like to be able to continue to have this experience.

Thank you,

Hannah M. G

*We don't have a Supv
Contract in Certemys
w/ anyone else.
I emailed her 6/19/23.*

*Jamie Barnett, LCSW-B
04/20/22*

Dear LABSWE Supervision Committee,

I am requesting approval to participate in alternative to face-to-face supervision. I am declaring an undue burden exemption. I request I be allowed to continue in my current virtual clinical supervisory relationship. I specifically chose supervision in this mode because of my personal situation. My place of employment and job title is a Travel Social Worker, and it does not employ an approved BACS supervisor through the State of Louisiana, as needed. I am currently stationed in Eureka, CA, on assignment. As a result, I must be in supervision with an off-site supervisor.

I am requesting the supervision committee allow me to participate in virtual clinical supervision so that I can preserve this opportunity to broaden my social worker skills and experience all while maintaining and practicing self-care as required by the most recent amendment to the NASW Code of Ethics. From the NASW Code of Ethics, "Professional self-care is paramount for competent and ethical social work practice. Professional demands, challenging workplace climates, and exposure to trauma warrant that social workers maintain personal and professional health, safety, and integrity. Social work organizations, agencies, and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers' self-care."

As a Travel Social Worker, my primary job placement is within hospital settings as a discharge planner. I have been afforded this travel opportunity to practice with different cultures and environments outside of the State of Louisiana. With this opportunity, not only have I been able to travel to different states, I have also had the opportunity to learn different ways of completing tasks, practicing within policies for different states and building different rapport with not only the communities I serve, but other community partners and staff members.

To properly participate in virtual supervision my supervisor and I adhere to the following:

My supervisor provides a secure HIPAA approved platform technology.

My supervisor requires my video 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 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,

Montique Lee, LMSW

Avis Brown, LCSW-BACS
Victory Unlimited, LLC
5536 Superior Drive, Ste C
Baton Rouge, LA 70816

Louisiana State Board of Social Work Examiners
To LABSWE Supervision Committee,

Montique Lee had signed a contract with me for clinical supervision towards her goal for licensure as a LCSW. We began supervision on 2/7/2022. Any disruption at this time would be detrimental to her supervision. Montique is currently a Travel Social Worker. She works in California. Montique and I determined that she would best benefit from continued virtual supervision because a weekly or biweekly commute from California to Louisiana would be exhausting – mentally, physically and financially.

I provide a HIPAA technology secure platform and all LMSW's are required to keep their video camera on during supervision in its entirety. I also ensure attendees participate from a location that ensures confidentiality. If at anytime the supervisee and I determined face to face supervision is needed, we will adjust the plan to accommodate that need.

Montique's choice to become a Travel Social Worker is a career decision that is in alignment with her personal and professional needs, specific to addressing professional self-care. I am a staunch advocate for professional self-care which is supported by NASW's 2021 Amendment addressing professional self-care: "Professional self-care is paramount for competent and ethical, social work practice. Professional demands, challenging, workplace, climates, and exposure to trauma warrant the social workers, maintain personal and professional health, safety and integrity. Social work organizations, agencies and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers self-care."

Working out the logistics of frequent travel for face-to-face while trying to maintain healthy work-life balance creates an undue burden for Montique.

Thank you for your support,

Avis Brown, LCSW-BACS
#4579

6/19/2023

Avis Brown, LCSW-BACS
Victory Unlimited, LLC
5536 Superior Drive, Ste C
Baton Rouge, LA 70816

Re: Request To Do Virtual Supervision Due to Undue Burden

Louisiana State Board of Social Work Examiners
To LABSWE Supervision Committee,

Johnice Gordon #15494 had signed a contract with me for clinical supervision towards her goal for licensure as a LCSW. We began supervision on 9/29/22. Any disruption at this time would be detrimental to her supervision. Johnice lives in Tangipahoa Parish and works in St. Helena Parish. My office is located in East Baton Rouge Parish. She has employer approval to use 1 hour a week for LCSW supervision. She works for a school district and has a heavy caseload and set of responsibilities. The demand can be exhausting. Johnice and I determined that she would best benefit from continued virtual supervision because of the current demands of her work and the travel time commuting to and from work. Working out the logistics of balancing personal time for rest and family and work while trying to maintain healthy work-life balance creates an undue burden for Johnice.

I provide a HIPAA technology secure platform and all LMSW's are required to keep their video camera on during supervision in its entirety. I also ensure attendees participate from a location that ensures confidentiality. If at anytime the supervisee and I determined face to face supervision is needed, we will adjust the plan to accommodate that need.

I am a staunch advocate for professional self-care which is supported by NASW's 2021 Amendment addressing professional self-care: "Professional self-care is paramount for competent and ethical, social work practice. Professional demands, challenging, workplace, climates, and exposure to trauma warrant the social workers, maintain personal and professional health, safety and integrity. Social work organizations, agencies and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers self-care."

Thank you for your support,

Avis Brown, LCSW-BACS
#4579

6/19/2023

Dear LABSWE Supervision Committee,

I am requesting approval to participate in an alternative to face-to-face supervision. I am declaring an undue burden exemption. I request I be allowed to continue in my current virtual clinical supervisory relationship. I specifically chose supervision in this mode because of my personal situation. In addition, my place of employment does not employ an approved BACS supervisor. As a result, I must be in supervision with an off-site supervisor.

I am a resident of Gonzales, LA and work in an office located on North Boulevard in the Mid City area of Baton Rouge. On an average day, my commute to and from work is a minimum of 45 minutes each way, and with Baton Rouge traffic it can sometimes be 1 hour or more. In a study performed by TomTom, the GPS and travel company, and reported by Gordan McKernan Injury Attorneys – it was found that Baton Rouge has the fourth-worst traffic congestion in the country, behind only New York, Los Angeles, and Miami. The report states that in 2021, Baton Rouge drivers spent on average 27% more time in traffic during rush hour than at other times of the day. This adds up to more than 60 hours spent in traffic, and over \$1,000 in gas and other costs, for every Baton Rouge driver, every year.

In addition to a long commute to and from work, I also work in an office that only provides 30 minutes for lunch. With such a short lunch break, participating in supervision at noon would be unfeasible. Afternoon and evening supervision appointments would only be possible during the busiest traffic times of the day. The stress of enduring rush hour traffic to travel to my supervisor's office would not only extend my workday and cause me to return home at a later time; it also will affect my self-care and potentially lead to burnout, anxiousness and exhaustion. In my work, I cherish the time I have outside of the office and attempt to actively participate in self-care any opportunity I get. I find this helps me to be the best social worker I can and helps me to provide the best possible care for my clients.

Engaging in regular self-care is necessary to remain a dedicated and effective social worker and model self-care in the way displayed through the NASW Code of Ethics. Per the NASW Code of Ethics: "Professional self-care is paramount for competent and ethical social work practice. Professional demands, challenges workplace climates, and exposure to trauma warrant that social workers maintain personal and professional health, safety, and integrity. Social work organizations, agencies, and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers' self-care." See: <https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Highlighted-Revisions-to-the-Code-of-Ethics>. Being able to participate in virtual supervision from my home also allows me to leave work at a time that will avoid most Baton Rouge traffic and helps me in conserving my health by being efficient with my time. With this, I am avoiding unnecessary travel and time hardships.

In addition to travel to/from work, I am also in a supervisory role in my organization. The demands of this role often cause me to work outside of the typical 40 hour a week work week, often completing tasks outside of the office which can limit self-care opportunities. My supervision is also funded by my organization. As a non-profit, the supervision has already been budgeted for. The budget will allow for supervision to be completed in a 2-year timeline. If not

approved to continue virtual supervision, it is possible that my schedule to complete supervision on the allotted timeline could be impacted – due to traffic and limiting travel time. If that timeline and financial provisions are impacted, this will also have a negative impact on my ability to participate in self-care.

To properly participate in virtual supervision my supervisor and I adhere to the following:

My supervisor provides a secure HIPAA 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.

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.

I hope you will consider my request to continue to participate in virtual supervision and understand the challenges of the stress and limitations I will encounter if face-to-face supervision is deemed necessary.

Thank you,

A handwritten signature in black ink, appearing to read "Ellen Dunn". The signature is fluid and cursive, with the first name "Ellen" and last name "Dunn" clearly distinguishable.

Ellen Dunn, LMSW

License # 14276

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

June 16, 2023

Re: Ellen Dunn LMSW License #14276 approval request for virtual supervision

Dear LABSWE Board Members,

I am writing this letter in support of Ellen Dunn, LMSW, #14276 to be able to continue his clinical supervision virtually.

I am Ellen's supervisor since October of 2022. I am familiar with the population Ellen works with and I have a strong background in the same field she works in. I have already initiated formal contact as her BACS supervisor, with her on site supervisor Barbara Auten. I have explained my supervision process, activities, and our mutual goals. Her onsite supervisor and I have an established relationship. It would be detrimental to her to have an unnecessary disruption at this time and to have a new supervisor.

My office is in one of the busiest parts of Baton Rouge (Wrenwood off Jefferson Highway), traveling to my office after work, in 5:00 PM Baton Rouge traffic is stressful and adds additional time delays to an already long workday for anyone (including this supervisor). After 5:00 clients are also seen virtually.

Ellen's work is demanding. As a program manager she must be clear, be able to make important decisions that affect many other people, handle staff issues, and be available to deal with client problems that need to be addressed. She has a long commute into and out of work. It is important to minimize any additional time in traffic and avoid stress. She is recommended to pace herself and preserve her energy level so she can be fully committed to the needs of her clients and program.

As a responsible supervisor I point out to Ellen that it is her responsibility as a professional to seek out opportunities to practice self-care. We have discussed her participation in virtual supervision as a form of self-care to prevent her health. **Part of her regimen of self-care is to reduce any undue burdens, such as unnecessary additional traffic time that will delay her being able to be home to rest and recuperate so she can be the best social worker for her clients.** This is part of a well thought out plan we have made together to maintain her safety and her health so she can continue providing the best care and be the best social worker she can be at work.

Ellen uses virtual supervision appropriately. She arrives on time to virtual sessions; she gives her complete attention and always participates. She completes assignments and explains her work site clients and processes to the group members. Ellen makes good use of her time in supervision. I use a professional level HIPAA compliant platform (ZOOM PRO) and all LMSWs who I supervise must participate from a quiet and confidential location.

I hope that the board can take all the factors I have mentioned in making the best decision to allow him to continue in virtual supervision.

Thank you,

Gina Rossi

Gina Rossi, LCSW-BACS, DCSW, MHSA

To LABSWE Supervision Committee,

I, Zakaris Martin, am asking the Louisiana Board of Social Worker Examiners to review my case of undoing the hardship of discontinuing virtual clinical supervision and going back into person. I currently work 12 hour overnight shifts 3 to 4 days a week and sometimes even 6 to 7 days straight. My employee has given me the opportunity to have supervision the last hour of my shift once a week. If we are to go back to face to face I will no longer be able to take advantage of this opportunity. Avis Brown, LCSW-BACS is my current supervisor and we are more than half way through (67 hours) with my clinical hours along with preparing to take the clinical board exam by the end of this year. Virtual supervision has allowed me to progress towards this and I believe face to face will make it extremely difficult with my schedule. My BACS has made it possible for me to be able to speak with her at my place of employment which helps with confidentiality and the ability to problem solve when certain issues arise immediately along with dealing with the stress that comes from working with mental health, substance abuse and homeless clients.

NASW's 2021 Amendment addressing professional self-care states "professional self-care is paramount for competent and ethical, social work practice. Professional demands, challenging workplace, climates, and exposure to trauma warrant the social workers, maintain personal and professional healthy, safety and integrity. Social work organizations, agencies and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers self-care." Virtual supervision allows me to practice self-care. Meaning it allows me to focus on the professional aspect of my life while at work and keep personal life outside of work which allows me to detach and focus on myself and family.

I am asking the Board to allow me to finish clinical supervision virtually. This will allow me to obtain the best experience and gain the most knowledge from my supervisor without added stressors and maintaining confidentiality along with a safe haven for me to de-stress.

Thank you for your support,

Zakaris Martin, LMSW

#13871

Avis Brown, LCSW-BACS
Victory Unlimited, LLC
5536 Superior Drive, Ste C
Baton Rouge, LA 70816

Re: Request To Do Virtual Supervision Due to Undue Burden

Louisiana State Board of Social Work Examiners
To LABSWE Supervision Committee,

Zakaris Martin had signed a contract with me for clinical supervision towards her goal for licensure as a LCSW. We began supervision on 1/6/22. Any disruption at this time would be detrimental to her supervision. Zakaris works a 7p-7a. She has employer approval to use the last hour of her shift once a week to LCSW supervision. On occasion, she has worked 7 days in a row due to staff shortages. Zakaris and I determined that she would best benefit from continued virtual supervision because of the current demands of her time related to working overtime and need for person time. She often describes being exhausted. Working out the logistics of balancing personal time for rest and family and work while trying to maintain healthy work-life balance creates an undue burden for Zakaris.

I provide a HIPAA technology secure platform and all LMSW's are required to keep their video camera on during supervision in its entirety. I also ensure attendees participate from a location that ensures confidentiality. If at anytime the supervisee and I determined face to face supervision is needed, we will adjust the plan to accommodate that need.

I am a staunch advocate for professional self-care which is supported by NASW's 2021 Amendment addressing professional self-care: "Professional self-care is paramount for competent and ethical, social work practice. Professional demands, challenging, workplace, climates, and exposure to trauma warrant the social workers, maintain personal and professional health, safety and integrity. Social work organizations, agencies and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers self-care."

Thank you for your support,

Avis Brown, LCSW-BACS
#4579

6/19/2023

Date: June 22, 2023

Re: Request for approval of virtual supervision due to extenuating circumstances

Dear LABSWE Committee,

I am requesting approval to participate in alternative to face-to-face supervision. I am declaring an undue burden exemption. I request I be allowed to continue in my current virtual clinical supervisory relationship. I specifically chose supervision in this mode because of my personal situation. My place of employment does not employ an approved BACS supervisor. As a result, I must be in supervision with an off-site supervisor.

I have do have extenuating circumstances for requesting approval for virtual supervision. I have caregiving responsibilities for my mother who is fast approaching 88 years of age. I, along with my only sibling (brother), are her primary caregivers. My brother and I live in adjacent houses so that we can efficiently share duties while we both support our careers and care for our mother. We have arranged our lives with her care as our priority. In addition to this convenient living arrangement, I work 2 PRN positions. I have turned down several full-time opportunities due to the unpredictable requirements placed upon me/us in support of our mother, I am unable to commit to a full-time schedule. By attending supervision remotely, I can meet from an office that provides me security and confidentiality, as long as I have laptop and internet or cellular connectivity. I can attend supervision from work, home, or the home where I provide caregiving.

I performed my due diligence when searching for my LCSW-BACS. In Gina Rossi, I found someone with many years of experience, specifically in Behavioral Health; this experience matches perfectly with my role as Therapist at River Oaks Hospital in Harahan, Louisiana where I work with the Dual Diagnosis/Substance Abuse Unit as well as in the Dual Diagnosis/Adult Acute Care Psychiatric Unit. In addition, Ms. Rossi is active in keeping updated with NASW and monitoring LABSWE updates, which I deemed important to my study as her supervisee. She requires that we are present and attentive, and that we log in from a location that is confidential and secure. She uses a HIPAA approved platform for supervision. She has already introduced herself to my on-site supervisors and discussed my supervision goals.

I am 69 years old. I graduated in June of 2022 from Barry University in Miami Shores, Florida. This is my "retirement career" that I purposefully chose for personal growth and fulfillment. Unnecessarily exhausting my limited time and energy by traveling to and from my off-site supervisor's office in Baton Rouge, during peak traffic time in my community, is stressful and fatiguing. This will create instability in my health. Jeopardizing my health will result in a crisis for me (and my family members).

Throughout our supervision meetings we regularly are reminded of our responsibility to maintain our health as is indicated by the NASW Code of Ethics which has added Self Care.

"Professional self-care is paramount for competent and ethical social work practice. Professional demands, challenging workplace climates, and exposure to trauma warrant that social workers maintain personal and professional health, safety, and integrity. Social work organizations, agencies, and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers' self-care."

Virtual supervision allows me to practice self-care, limit my time away from home, maintain my health and engage in self-care so that I can be present and available to my clients.

Sincerely,

Donald L. Lagasse

Donald L Lagasse, LMSW

LABSWE
18550 Highland Road, Suite B
Baton Rouge, La 70809
June 16, 2023

Re: Donald Lagasse, LMSW # 17446 approval request for virtual supervision

Dear LABSWE Board Members,

I am writing this letter in support of Donald Lagasse to be able to continue his clinical supervision virtually. I am Donald's supervisor since December of 2022. Donald and I spoke twice prior to his beginning supervision to specifically review what he experiences he wanted with a clinical supervisor. We reviewed his personal life situation and his undue burden he has as a caregiver. Together we reviewed how to build a clinical supervision schedule that allowed him to be able to work, serve as a caregiver, and still practice self-care so his health was preserved to prevent burn out or harm to his mental or physical health.

Donald was also seeking a supervisor with my level of experience. I have extensive experience in developing and working in psychiatric units and in conducting private practice. Donald's ambition is to become a social worker in private practice. We have agreed on a plan to use his experience as a social worker in a psychiatric hospital to develop his skills towards this goal.

Please also note I have already initiated formal contact as Donald's BACS supervisor with his onsite supervisors. I have explained my supervision process model, activities and we have discussed mutual goals. We have an established relationship now. It would be an unnecessary detriment to Donald to have a disruption at this time and to have a new supervisor.

It is well known that caregivers of older adults are at a high rate of risk for physical and mental health problems. In this situation, knowing the undue burden that Donald has openly disclosed I propose that the board allow Donald to be proactive in a plan to protect his health now-vs. waiting until he develops a major chronic disease or suffer a stress induced illness. Agencies (state, federal and local) and organizations (especially those made up of social workers) understand the need for this and are now making adjustments for cases such as this. I doubt the spirit of the law is to wait for an occurrence (becoming ill, heart attack, stroke, etc) before making this adjustment.

Donald has work hours that vary, and he is only able to commit to evening appointments for his clinical supervision. It is important that he be able to be close to his mother as much as possible. Donald understands his responsibility as a professional to seek out opportunities to practice self-care so that he is available to his mother as a caregiver, to his clients in a psychiatric hospital who are dealing with traumas and life altering mental illnesses, and to himself.

Part of Donald's plan to reduce any additional undue burdens, such as unnecessary additional traffic time that will reduce his time at home with his mother and reduce his time to rest and recuperate from long hours at his work that are not healthy for a caregiver. Being in supervision virtually is a purposeful and targeted approach to maintain this plan. Virtual supervision allows him to work the hours he needs to while also having flexibility with his clinical supervision.

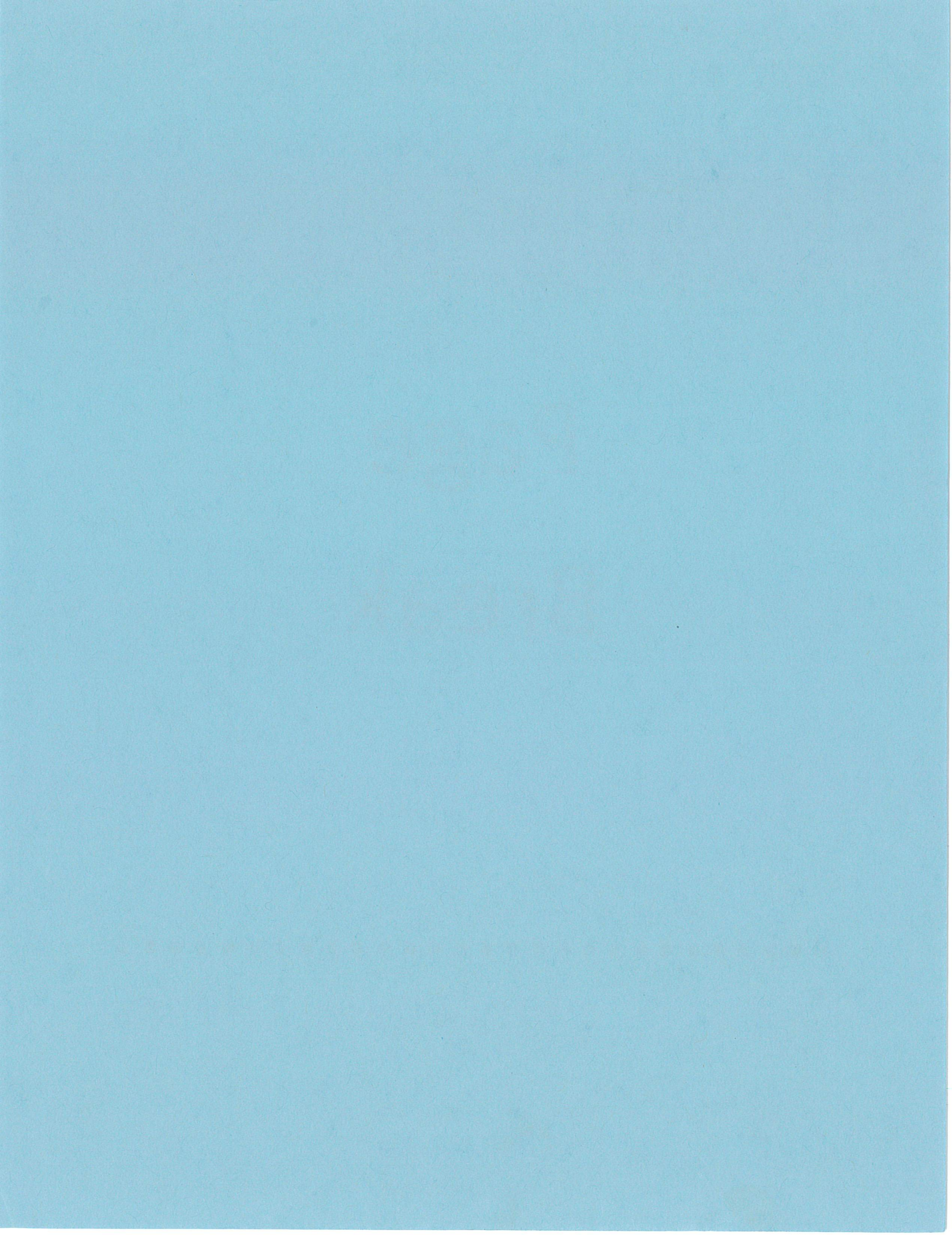
Donald is a good candidate for virtual sessions. He always participates, he completes assignments, he freely brings up cases and explains his work and treatment processes. He gives his complete attention while in supervision. Fighting traffic in a busy metro area, having to rush to office appointments and rush home to be with his family does not foster a state of mind that invites time for focus or reflection that is helpful in supervision sessions. I use a professional level HIPAA compliant platform (ZOOM PRO) and all LMSWs participate from a quiet and confidential location.

I hope that the board can take all the factors I have mentioned in making the best decision to allow Donald to continue in virtual supervision.

Thank you,

Gina Rossi

Gina Rossi, LCSW-BACS, DCSW, MHSA



Dear LABSWE Supervision Committee,

I am requesting approval to participate in alternative to face-to-face supervision. I am declaring an undue burden exemption. I request to be allowed to continue in my current virtual clinical supervisory relationship. I specifically chose supervision in this mode because of my personal situation.

Although my supervisor and I both work for the Department of Veteran Affairs (VA) proudly serving Veterans, I work in a different facility serving one of our most vulnerable populations, homeless Veterans. This highly vulnerable population is at risk of poor physical, psychological, and social health. Service members within this vulnerable population often have health conditions and compounding economic challenges. The level of care that I am required to provide has me in the field over for over 50% of working hours. Face-to-face supervision puts an undue burden on me as I have to leave my workstation for an extended period of time – minimum added time is one hour on top of supervision.

Unnecessarily exhausting my limited time and energy by traveling to and from my off-site supervisor's office during peak traffic time in my community takes away from my ability to provide quality care to some of our most vulnerable Veterans. My onsite direct supervisor approves of the one hour of virtual supervision because I am able to care for our Veterans up until the time I log in with my licensure supervisor. I also actively, and proudly serve in the Louisiana Air National Guard and may not be onsite for supervision. In this situation, my supervisor and I use a professional Zoom account. To properly participate in virtual supervision my supervisor and I adhere to the following:

My supervisor provides a secure HIPAA approved platform technology.

My supervisor requires my video 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 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,

EDMUND
BRISTOW

Digitally signed by EDMUND
BRISTOW
Date: 2023.06.20 15:17:10
-05'00'

Edmund P. Bristow, LMSW

Supervisor: Jennifer Buras, LCSW-BACS

Dear LABSWE Supervision Committee,

I am requesting approval to continue participating in alternative to face-to-face supervision with LMSW Edmund Bristow (LA#16616), as we are both declaring undue burden exemption as it relates to the care Mr. Bristow and I provide to our Veterans at New Orleans VA Medical Center.

While Mr. Bristow and I work for the same agency, Mr. Bristow is physically located in another building away from the hospital. Additionally, Mr. Bristow serves as outreach and case manager for our unhoused Veterans, one of our agencies' most vulnerable populations. Mr. Bristow is often out in the field, and has to use the designated agency vehicles, which results in an additional process of having to check the vehicle out and return the vehicle, and then take a shuttle back to his work station, all of which may be hindered at any point in time with a number of variables (having to transport a Veteran back to shelter, shuttle not running on time).

Mr. Bristow's Task Supervisor approved the 1 hour of Clinical Supervision per week, as most all of the 27.50 supervision hours thus far have been virtual on our agencies secure platform, Microsoft Teams. Virtual supervision allows both Mr. Bristow and I to spend more time serving our Veterans, as we may both work from our individual work station up until the minute we log into our secure platform for virtual supervision. This also offers some flexibility if Mr. Bristow or I are engaged in Veteran care that may run over time, and we can adjust accordingly. During supervision, we are able to share screens, review our electronic medical records, watch videos of different treatment modalities, take notes, and record our sessions.

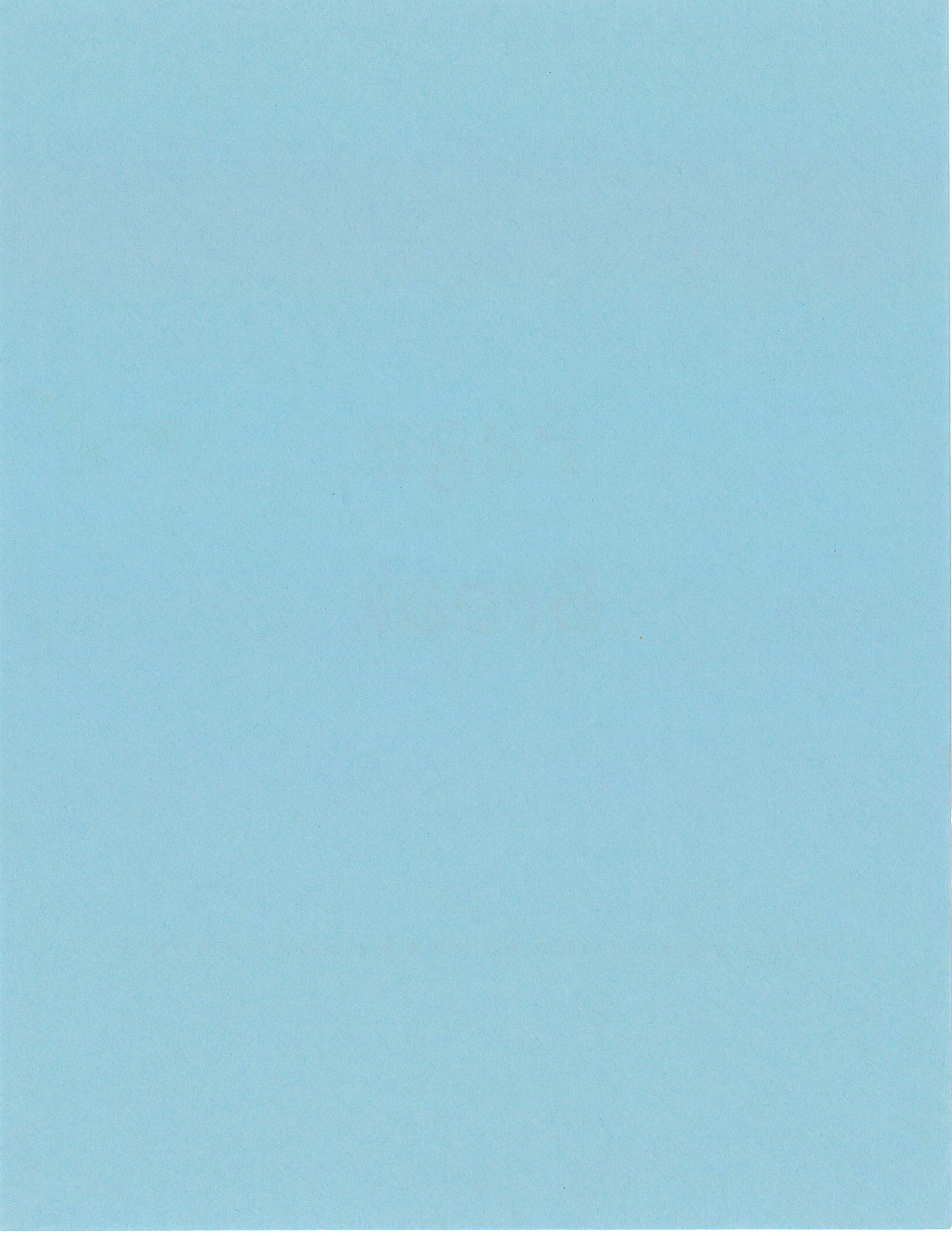
Additionally, Mr. Bristow is an active member of the Louisiana Air Force National Guard, and has monthly drill and quarterly training exercises he must travel for. When Mr. Bristow is traveling for training exercises, we use my professional Zoom account, which is HIPPA compliant.

During our supervision sessions, Mr. Bristow and I are on camera for the entire time to optimize engagement and to ensure there is no multi-tasking or distraction. We are both located in a private, confidential work areas, free of distraction. Of note, when we do meet in person, we spend more than half of the hour sitting in front of the computer together reviewing medical charts, watching a video clip of therapy modalities, reviewing policy or identifying resources.

Mr. Bristow and I have engaged in virtual (and some in person) clinical supervision since 11/25/22. When we signed our contract, Mr. Bristow's task supervisor agreed to the one hour of clinical supervision a week, as it has mostly been virtual, with minimal impact to the time taken from the Veterans we care for. Without the option to continue virtual clinical supervision, Mr. Bristow faces the increased stress of taking more time away from the Veterans he serves, and increasing his already full workload.

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

Thank you,
Jennifer A. Buras, LCSW-BACS
Jennifer A. Buras, LCSW-BACS LA#6434



Louisiana Board of Social Work Examiners

18550 Highland Rd

Baton Rouge, LA 70809

RE: LETTER REQUESTING ALTERNATIVE TO FACE-TO-FACE SUPERVISION:

Dear LABSWE Supervision Committee,

I am requesting approval to participate in an alternative to face-to-face supervision. I am declaring an undue burden exemption. I request I be allowed to continue in my current virtual clinical supervisory relationship. I specifically chose supervision in this mode because of my situation. My place of employment does not employ an approved BACS supervisor. As a result, I must be supervised by an off-site supervisor.

I have caregiving responsibilities for an older adult family member, sibling, and young baby. Unnecessarily exhausting my limited time and energy by traveling to and from my off-site supervisor's office during peak traffic time in my community is stressful and fatiguing. This can create instability in my health. Jeopardizing my health will result in a crisis for me (and my family members). Virtual supervision allows me to limit my time away from home, maintain my health and engage in self-care so that I can be present and available to my clients. "Professional self-care is paramount for competent and ethical social work practice. Professional demands, challenging workplace climates, and exposure to trauma warrant that social workers maintain personal and professional health, safety, and integrity. Social work organizations, agencies, and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers' self-care."

See: <https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Highlighted-Revisions-to-the-Code-of-Ethics>

To properly participate in virtual supervision my supervisor and I adhere to the following:

My supervisor provides a secure HIPAA-approved platform technology.

My supervisor requires my video to remain on to ensure real-time visual contact.

My supervisor requires my full attention during virtual supervision.

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

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 meetings to meet this need.

Thank you,

DaJia Johnson, LMSW

cc. Andrew Wilson, LCSW-BACS Supervisor

July 7 - ~~Exe session~~
she requested it be part of
open meeting

Jacqueline 'Jacki' Savoy, B.A., LMSW

Baton Rouge, Louisiana

Cell: (225)718-0711

Jacki_Savoy@yahoo.com or Jacqueline.Savoy.DCFS@LA.GOV

June 26, 2023

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

Dear LABSWE Supervision Committee,

This letter is being written in regards to virtual supervision. As per my last letter, dated 5/23/2023, I am requesting approval to continue to participate in alternative to face-to-face supervision.

I declared an undue burden exemption due to medical conditions; however, was denied. I am requesting that the LABSWE take my request under consideration for a second time and I would like to add a second letter of support from my Physical Therapist.

Please allow all statements in my original letter to remain true and correct and add this letter and my Physical Therapists letter as additional supportive documentation for the Board to make an informed decision.

I am reattaching my original request and my BACS Supervisor letter of support, as well as adding my Physical Therapists support letter.

Respectfully,

Jacki Savoy

Jacqueline 'Jacki' Savoy, B.A., LMSW

cc. Carmen Spooner, LCSW-BACS Supervisor

Jacqueline 'Jacki' Savoy, B.A., LMSW
Baton Rouge, Louisiana
Cell: (225)718-0711
Jacki_Savoy@yahoo.com or Jacqueline.Savoy.DCFS@LA.GOV

May 23, 2023

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

Dear LABSWE Supervision Committee,

This letter is being written in regards to virtual supervision.

I am requesting approval to participate in alternative to face-to-face supervision. I am declaring an undue burden exemption. I request that I be allowed to continue in my current virtual clinical supervisory relationship. I specifically chose supervision in this mode because of my personal situation. I have been employed with the Louisiana Department of Children and Family Services (foster care unit) for the past 6-years and the Department does not employ an approved BACS supervisor. As a result, I must be in supervision with an off-site supervisor, who practices in a differing parish then that of my place of employment. As one may be aware, the unpredictability of emergent and crisis situations as a front line social worker is immanent. As such, the ability to participate in virtual supervision has afforded me the opportunity ensure my availability to my families, while continuing to further my education and credentials.

Additionally, I have a medical condition or disability, General Anxiety Disorder and back issues, dating back to 2010, that result in me having to participate in physical therapy off and on, that are exacerbated by stress, fatigue, sitting or standing for long-periods of time, etc. It has resulted in my using a "stand up" desk and stability board while at work. The LABSWE provides inadequate information about what type of "documentation to support the request" evidence is required. While it is an unfair infringement of the LMSWs privacy to require they disclose medical information to the "Supervision Committee," I myself can provide said documentation if necessary.

Unnecessarily exhausting myself by adding on time to my full workday by traveling to and from my supervisor's office during peak traffic time in my community, is stressful and can create instability in my health. Taxing myself in this manner can create a crisis for me and my family members. Therefore, virtual supervision allows me to maintain my health and engage in self-care so that I can be present and available to my clients. The practice of self-care is included in the amendment to the NASW Code of Ethics and is my responsibility to monitor. From the NASW Code of Ethics, "Professional self-care is paramount for competent and ethical social work practice. Professional demands, challenging workplace climates, and exposure to trauma

warrant that social workers maintain personal and professional health, safety, and integrity. Social work organizations, agencies, and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers' self-care."

To properly participate in virtual supervision my supervisor and I adhere to the following:

- My supervisor provides a secure HIPAA approved platform technology.
- My supervisor requires my video 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 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.

Respectfully,

A handwritten signature in black ink that reads "Jacki Savoy". The signature is written in a cursive, flowing style.

Jacqueline 'Jacki' Savoy, B.A., LMSW

cc. Carmen Spooner, LCSW-BACS Supervisor

C. Elizabeth Spooner, LCSW
Carmen E. Spooner, MSW, LCSW-BACS
637 SAINT FERDINAND STREET
Baton Rouge, LA 70802
(225) 715-6470 FAX (225) 240-1089
c.elizabeth.spooner.lcsw@gmail.com

May 23, 2023

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

Dear Board Members

This letter is being written in support of Ms. Jacqueline Savoy's request to continue to have virtual supervision available. It is with great pleasure and disappointment that I must write this letter. I currently serve as the BACS supervisor for several employees of the Louisiana Department of Children and Family Services (DCFS).

It is a pleasure because the staff have been professional and engaged in their practice and have shifted their practice as can only be done by DCFS employees. As a former employee (case manager, Foster Care, Supervisor (Investigations and Family Preservation), and Consultant (retired), I know firsthand the stress and acrobatics in performing those duties well. I was blessed for most of my LCSW supervisory period to receive supervision from my direct supervisors. I currently serve as a BACS supervisor to four DCFS employees, Kimberly Allen, Jacqueline Savoy, Caitlyn Guitrau, and Ronisha Johnson. Without my involvement, these professionals would not have DCFS-sponsored supervision. Of the people I have supervised, three have taken the test and two have passed the test.

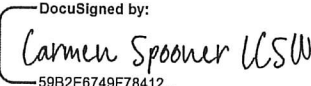
In March 2020, I made the transition to a virtual space as we all did due to the COVID-19 pandemic in both my private practice and LCSW supervision. If you had asked me prior to March 20, 2020, to make this transition, my answer would have been NO. I didn't think you could form a true therapeutic bond or impart sharing and knowledge. I was WRONG. I have incorporated both scientific literature and research as well as digital content to make our sessions even more robust. My supervisees and I have attended the virtual LABSWE town halls and meeting and held our private chats in real time during those meetings, we have used real time scenarios to critique their clinical thinking and used those same scenarios to diagnose and create case plans. The virtual space has provided us with a more robust learning environment. We are also able to be more flexible in scheduling our time, because in the DCFS realm there are real-time emergencies with families.

The disappointment arises from having to write a letter to justify the need to continue virtual supervision as an option in my arsenal of training. I have served in a supervisory capacity since 1994. I retired from DCFS in 2015 with over 31 years of service and I actively practiced in the private sector for the past eight years. I am also licensed in the State of Texas and in the process of being credentialed as a supervisor in Texas. I am credentialed by the Bayou Health Plans, most commercial insurance companies, including BCBS and Tricare, and serve EAP clientele. Currently 80% of my practice is virtual from my home office, my in-person caseload includes a nursing facility. I would have to rethink my capacity/availability for providing supervision, if I returned to in-person supervision sessions.

I was taught as a psychology major (undergraduate) and as a social work major (graduate) to meet people where they were to assist them lifting themselves to their best selves. I was also taught and have taught others that one size does not fit all. My supervisees have multiple needs and the fact they must share those needs with the Board (a public government body) to continue to receive virtual supervision as an option is disappointing.

Ethically speaking, we are to take care of ourselves and not cause harm to others. I implore you to approve the request of Ms. Savoy.

Sincerely,

DocuSigned by:

59B2E6749F78412...
Carmen E. Spooner, MSW, LCSW-BACS

Dr. Cheryl Jeane PT., DPT
Therapeutic Wellness, LLC
Denham Springs, Louisiana
Office/Cell: (225)235-3953
Cheryljeane@yahoo.com

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

Dear LABSWE Supervision Committee,

This letter is being written as a letter of support in regard to Jacqueline "Jacki" Savoy as it relates to virtual clinical supervision.

I am requesting Jacki Savoy be permitted to continue participating in alternative to face-to-face supervision via virtual clinical supervision due to a medical undue burden exemption.

Ms. Savoy has been under my care since, 12/2/2022, for Physical Therapy services, Bodywork, and Myofascial Release as it relates to her back, hips, hamstring, and knee. Ms. Savoy has struggled with these issues after being involved in a significant car accident in 2010 and she has participated in services off and on with other physicians since the incident.

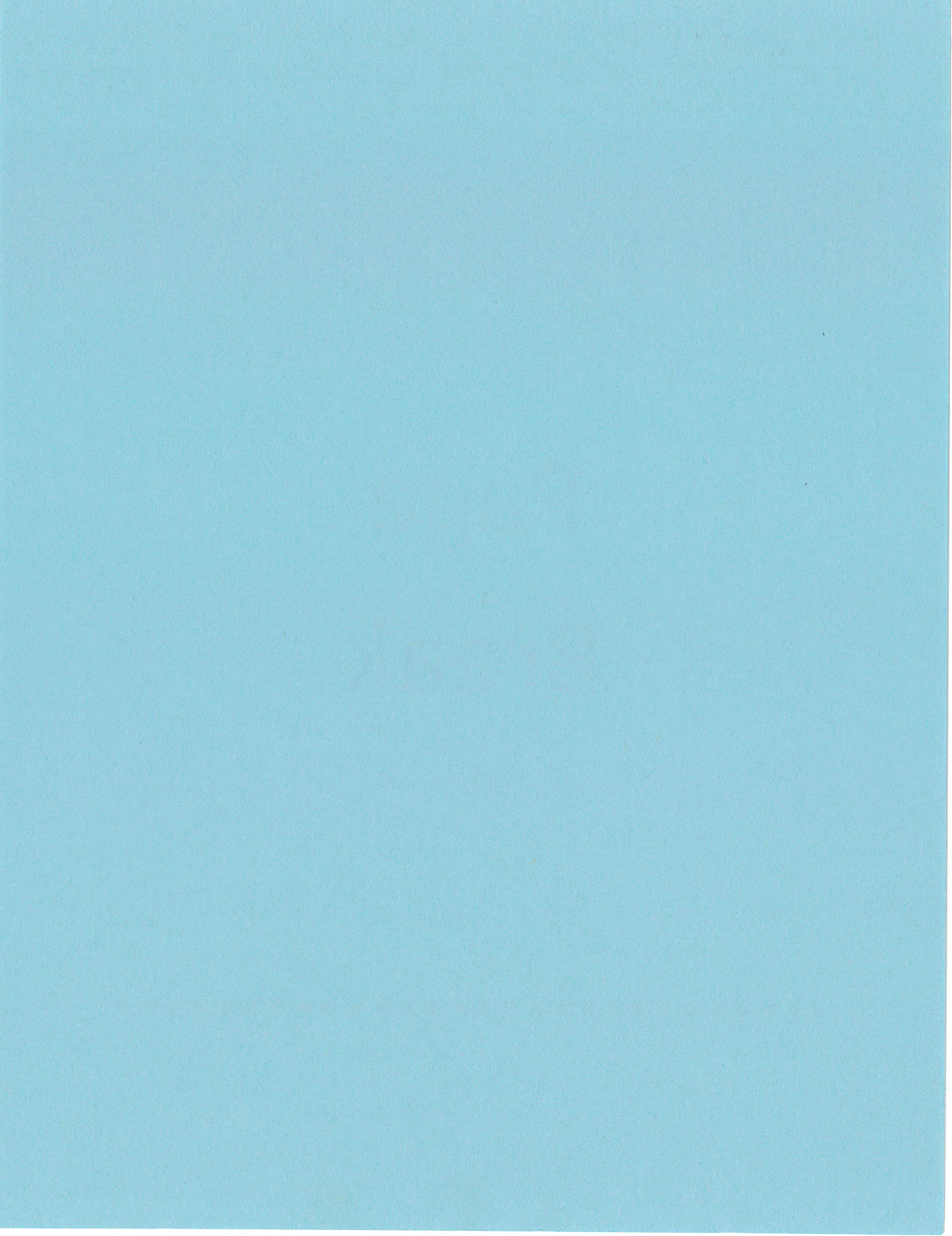
Ms. Savoy's symptoms are exacerbated during long periods of sitting, standing, bending over, and picking up heavy objects. She currently utilizes alternative measures at work to alleviate and minimize her pain and symptoms. Some accommodations include utilizing a stand-up desk, balance board, ergonomic chair, and seat cushion, etc. Further, her employer is mindful of minimizing her participation in extended car rides as it relates to her field work.

Please allow this letter to serve as my support in this request as her physical therapist.

Respectfully,

Cheryl Jeane, PT, DPT

cc: Jacqueline 'Jacki' Savoy, B.A., LMSW
Carmen Spooner, LCSW-BACS Supervisor



Hello,

I am originally licensed in Louisiana, and began supervision for a year in Louisiana before accepting a position in Texas. I am currently licensed in Louisiana and Texas. I will be completing supervision by January 2024 at the latest, to test for my LCSW. I was hoping to complete my supervision with my current supervisor in Louisiana due to me only having a few months left.

Respectfully,

Terrell Gorham MSW, LMSW

Director of Clinical Services
Wellbridge Healthcare of Greater Dallas
Plano, Tx 75074
Ph: (318) 613-8747

On Jun 27, 2023, at 12:23 PM, Social Work <socialwork@labswe.org> wrote:

Hi Terrell,
Thank you for your email. Please provide additional information with this request. If you are living and working in Texas, why are you receiving supervision in Louisiana? When will you complete supervision? Are you currently licensed to practice social work in Texas, if so, are you also being supervised by a Texas LCSW? You are welcome to provide any additional information that you feel will be helpful for the board to make a decision. You can email your request/information to this email address.

Sincerely,

Regina M. DeWitt
Administrative Assistant
Louisiana State Board of
Social Work Examiners

From: TJ Gorham <tgorham474@gmail.com>

Sent: Friday, June 23, 2023 2:55 PM

To: Social Work <socialwork@labswe.org>

Subject: Supervision

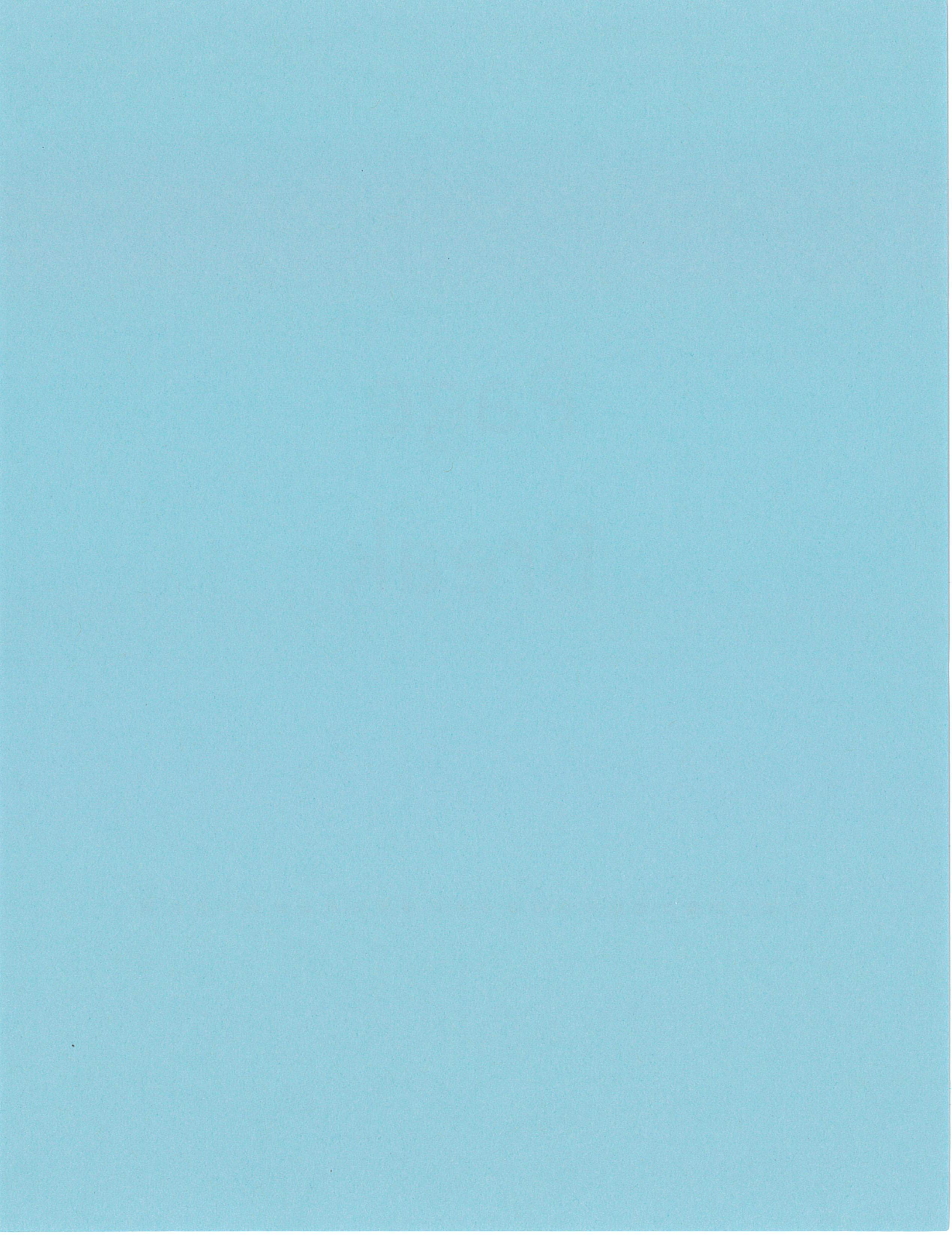
Good afternoon,

I am requesting a waiver to continue my supervision with my current supervisor even though I am currently residing in Dallas Tx. I can provide any supporting documentation necessary. I am currently licensed in Louisiana and Texas.

Respectfully,

Terrell Gorham MSW, LMSW

Director of Clinical Services
Wellbridge Healthcare of Greater Dallas



Hello Social Work Board:

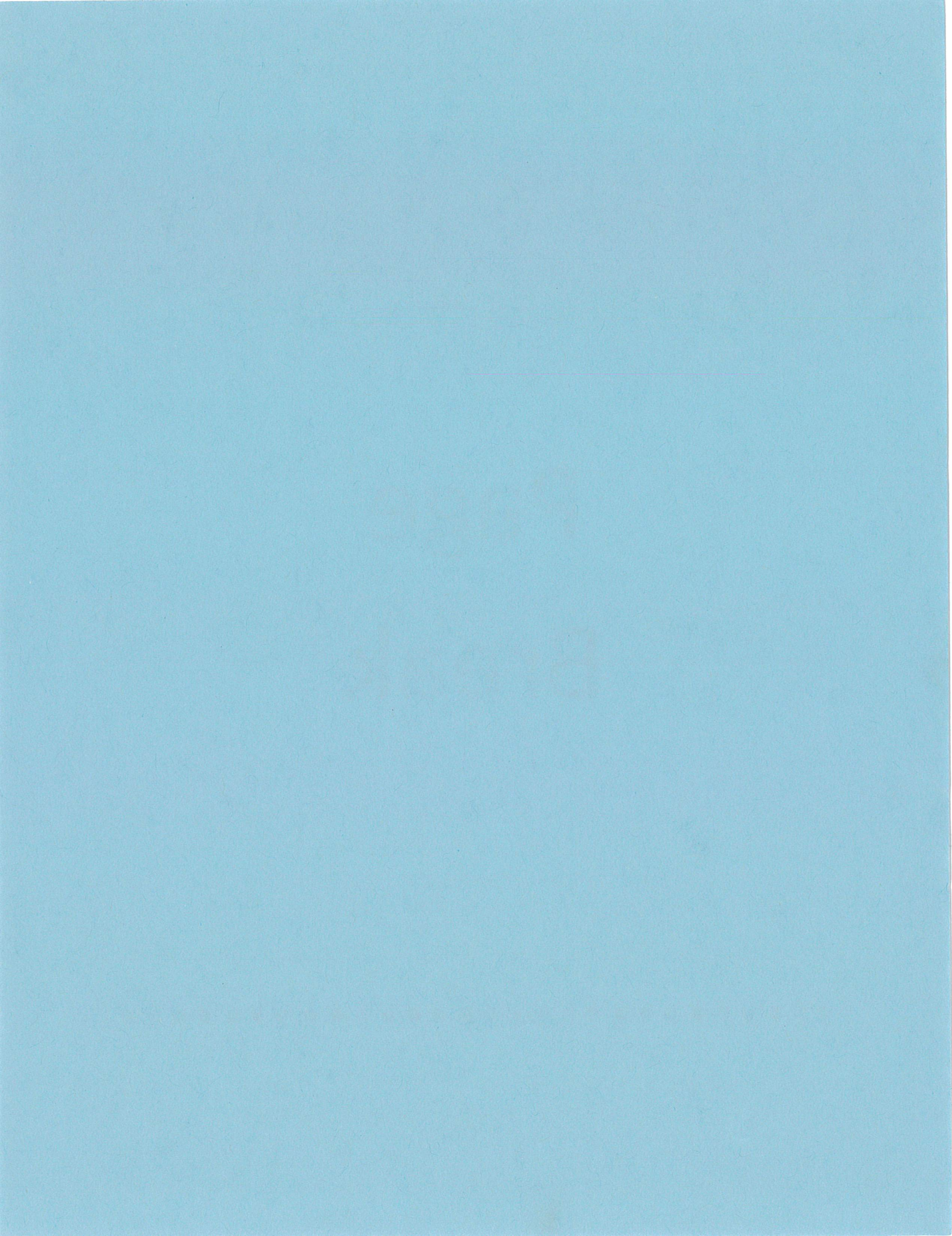
As a LMSW in virtual supervision for the LCSW, I would like the Board to understand how difficult it would be for me to start conducting in person supervision. My supervisor is located on the Westbank in New Orleans and I work in Bogalusa, La. I travel one (1) hour to work and one (1) hour to get home, because I reside in St. Tammany Parish. I chose my supervisor based off her availability to provide group and virtual supervision. We have been in supervision almost close to a year and it has worked out perfectly. Not only am I a mother of an elementary school attendee but getting off at 4:00pm to get to aftercare on time before 6 and after school tutoring and sports, the thought of trying to get to the Westbank after work is giving me anxiety. Just the thought of being late, the heavy traffic and simply not being able to continue supervision is dishearten. With paying out of pocket for supervision and the thought of driving to Jefferson Parish from Washington Parish along with a stop in St. Tammany to pick up my child from childcare will be challenging not to mention the cost of gas, and most important the time it would take especially on a school night along with the possibility of my Supervisor not having late availability to continue my supervision is a huge inconvenience. In conclusion, I should be finish with supervision by next August, I currently have 36 hours and I am asking the board to please allow me to continue virtual supervision.

Kindly,

Renee Ridgley, MSW, LMSW

Case Manager of YouthBuld Bogalusa

Northshore Technical Community College



6/28/23

Louisiana State Board of Social Work Examiners

18550 Highland Road, Suite B
Baton Rouge, Louisiana 70809

I, Kimberly Eid, LMSW License #9832 am writing this letter to request approval for virtual supervision to continue for the 7 months remaining for licensure hours. I am currently working toward obtaining my LCSW license from Patricia Borrellomonie, LCSW, BACS.

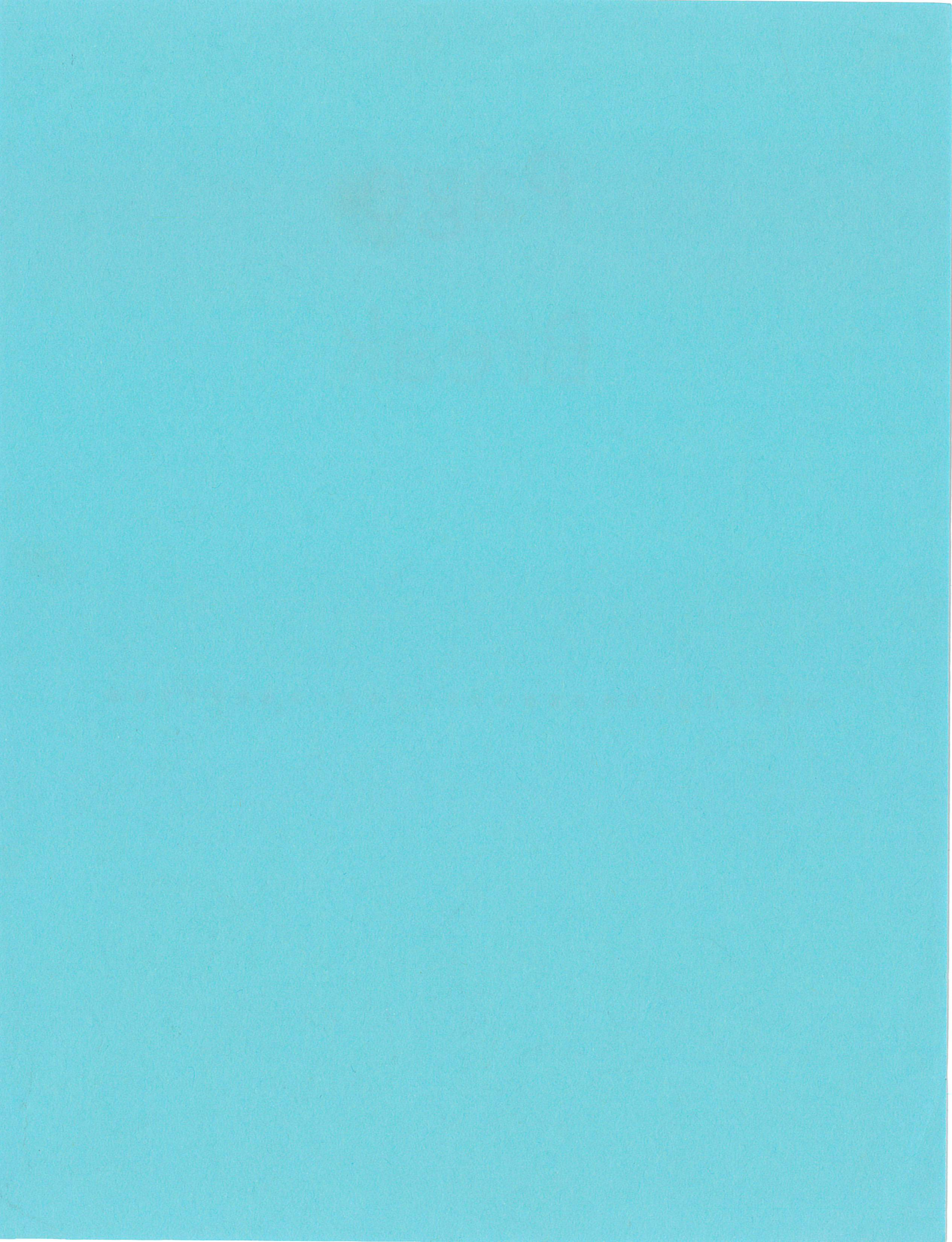
Changing from virtual supervision to in-person creates a hardship due to currently being allowed to complete supervision during working hours. Our mutual current employer has allowed us complete virtual supervision hours via on camera Microsoft Teams meetings during our lunch hour. Changing to in-person would force both parties to travel in evenings after work or on weekends. Altering our current supervision schedule would also require hiring childcare to allow for travel time and supervision meetings. Continuing to complete virtual supervision eliminates the need to find childcare support and additional cost of travel.

Thank you for considering my request to continue virtual supervision. Please feel free to contact me via phone or email with any questions or if further information is needed.

Sincerely,

Kimberly Eid, LMSW

(



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

June 28, 2023

I, Melissa Mendieta (LMSW #12310), am providing this formal written request for continued virtual LCSW supervision with Patricia Borrellomonie, LCSW-BACS. I am requesting continued virtual supervision for the seven months remaining for licensure, due to extenuating circumstances.

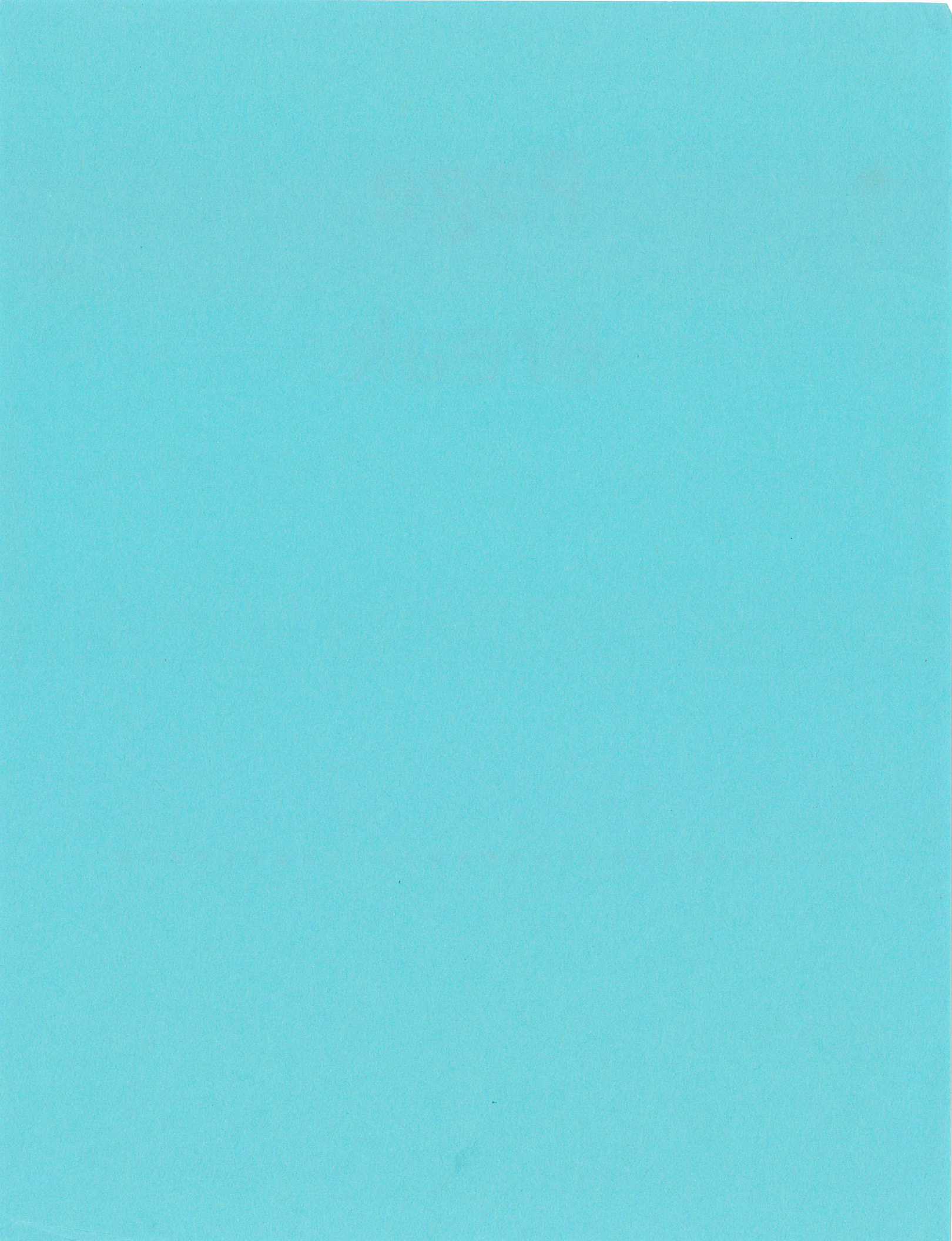
Changing to in person supervision would create a hardship, due to the need for extended travel which then adds to additional expenses. Currently, I can accommodate supervision during working lunch hours and do not have to interrupt my family obligations or add any additional expenses. Pursuing in person supervision, would require additional childcare accommodations, travel time/gas, and time for supervision meetings, an estimated four hours biweekly.

Please consider my request so that I may continue to fulfill the required hours and obtain my licensure timely. The virtual supervision has allowed me the opportunity to pursue this licensure that otherwise I may not have been able to start.

Please advise if any additional information is needed. I can be contact at mendietamsw@gmail.com or 504-355-6015.

Respectfully,

Melissa Mendieta, LMSW



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

June 29, 2023

Dear Louisiana Board of Social Work Education,

I, Sarah E. Arnouville, MSW, LMSW (License#15655), am formally requesting approval to participate in virtual supervision rather than face-to-face supervision. I am declaring an undue burden exemption given my extenuating circumstances due to distance, excessive travel time, and caregiving responsibilities. My request would be for the remainder of my LCSW supervision requirements.

I am currently employed full-time Monday thru Friday. My place of employment offers an approved Louisiana BACS supervisor via virtual supervision at no additional costs or travel time. Currently, one-on-one supervision is completed bi-monthly during lunchtime; in addition, a group session reviewing content and test prep questions are completed weekly on a different day during lunchtime; both are completed virtually. This offers flexibility and availability to address the required supervision hours and offers additional review in a group setting.

I live in Houma, La. and my LCSW-BACS supervisor resides in Metairie, La. (52 miles and a one hour 15 minute drive one way). Prior to obtaining my LMSW, I had not considered pursuing the LCSW license right away given the following reasons: limited availability of LCSW-BACS Supervisors in my immediate area offering supervision, the travel requirements to a LCSW-BACS Supervisor offering supervision and their fee, the costs associated with traveling out of town, the time away from my home and children, and parental responsibilities. As a woman, who is single and a mother of two children, I have many concerns that traveling over 100 miles round trip would require me to be on the road late in the evenings, increase costs in my home, and impede on my availability to fulfill my daily obligations to my children. Furthermore, the excessive travel time required to attend in-person supervision will incur further financial obligations. If this request should not be approved, I am uncertain if I would be able to afford or complete supervision thus hindering my ability to move forward professionally.

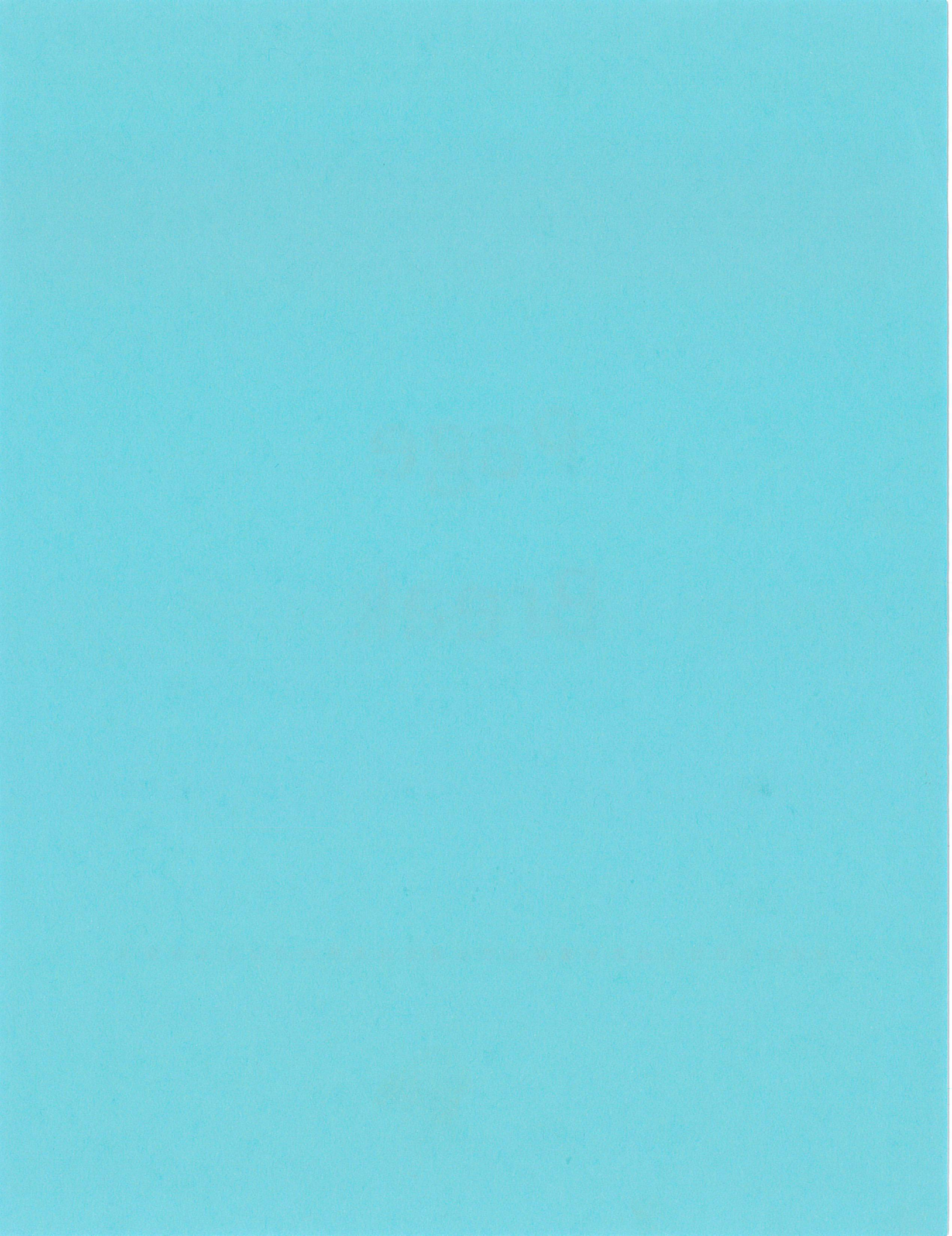
I would like to thank the LABSWE for their time and consideration of this most important request to be allowed to continue in my current virtual clinical supervisory relationship.

Regards,

Sarah E. Arnouville, MSW, LMSW

License# 15655

CC: Patricia Borrello-Monie, LCSW, ACSW, BACS, MBA, ACM-SW, CGCS



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

June 30, 2023

Dear LABSWE,

I, Cara Himel, MSW, LMSW (License #11341) am requesting approval to participate in continued virtual supervision. I am declaring an undue burden exemption due to distance, excessive travel time, and caregiving responsibilities. I reside in Gray, LA (between Houma and Thibodaux) and my LCSW-BACS/work supervisor resides in Kenner (51 miles away). I am employed full-time Monday – Friday. My employer allows for our LCSW-BACS supervisory sessions to be conducted virtually during working lunch hours. At least two hours of travel would be required to attend in-person supervision. Traveling to and from supervision is not a viable option during work hours. The excessive travel time required to attend in-person supervision would impede my availability to fulfill my daily parental obligations, causing undue strain for myself and my family. I request that I be allowed to continue in my virtual clinical supervisory relationship. This mode of supervision is most conducive due to my circumstances. I respectfully ask that the board grant approval for me to continue virtual supervision for the remainder of my LCSW-BACS supervision period. I appreciate your consideration in this matter. Please feel free to contact me with any questions.

Respectfully,

Cara Himel, MSW, LMSW (License #11341)

CC: Patricia Borrello-Monie, LCSW, ACSW, BACS, MBA, ACM-SW, CGCS

Courtney G. Robinson
4819 N. Roman Street
New Orleans, Louisiana 70116

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

June 30, 2023

Subject: Request for Approval for Distance Supervision

Dear Louisiana State Board of Social Work Examiners,

I am writing to formally request permission and approval from the Louisiana State Board of Social Work Examiners to receive supervision via distance learning. I have been experiencing numerous family challenges that require my full attention and as a result, I had to delay starting Supervision for some time. These challenges include:

1. Ongoing Mental Health Concerns of My Teenage Daughter: My daughter has been struggling with mental health issues that have required multiple hospitalizations and frequent absences from school. She requires a significant amount of attention, and I have been closely monitoring her progress to ensure she receives the best possible care.
2. Caregiving for Physically Ill Mother: I help care for my mother, who has difficulty with mobility, requires the use of an oxygen machine, and numerous other health concerns.
3. Responsibilities towards My Teenage Son: I am also responsible for ensuring my teenage son's educational, and social emotional needs are being met and supporting his participation in extracurricular activities.
4. Demanding Work Schedule: My job often requires me to work late nights and weekends, making it challenging to attend face-to-face supervision meetings during regular business hours.

Given these circumstances, I believe that distance Supervision would be a viable solution that would allow me to receive the necessary guidance and support while still being able to fulfill my family obligations and work commitments. If approved I will be committed to maintaining the highest professional standards and will actively engage in the distance supervision process.

I would like to thank the Louisiana State Board of Social Work Examiners for taking the time to review my request. Please do not hesitate to contact me if you require any additional information or documentation. I can be reached at crobinson@travishillnola.org or 504-255-7979. I am available at your convenience to discuss this matter further.

Sincerely,


Courtney G. Robinson, LMSW