

CHAPTER 850-X-2
DEFINITIONS

850-X-2-.01 Definitions of Terms.

(1) To the extent not defined within these rules and regulations, Code of Ala. 1975, §34-30-1 (1991) also provides for definitions of the following terms: Board; Social Work; Social Work Practice; Social Work Specialty; Social Work Method; Full-Time Social Work; Part-Time Social Work.

(2) **Social Work Practice.** The Board defines social work practice as including both direct and indirect practice. Direct practice includes the delivery of services to individuals, families, groups, and communities. Indirect practice includes conducting research into problems of human behavior and conflict, and applying principles and techniques of consultation, social planning, administration, and supervision. The teaching of social work by an individual employed in social work education and presenting him/herself to the public as a social worker is considered social work practice.

(3) **Social Work Method.** Areas of practice methods include the following:

(a) **Social Casework.** A method of helping people based on knowledge, understanding, and the use of techniques skillfully applied to helping individuals solve and manage problems. It is individualized and although scientific, i.e., derives its understanding from the disciplines of science, also includes artistic effort. It helps individuals with personal as well as external environmental difficulties. It is a matter of helping through a relationship that taps personal and other resources for coping with problems. Interviewing is a major tool of social casework.

(b) **Clinical Social Work Practice.**

1. Clinical social work shares with all social work practice the goal of enhancement and maintenance of psychosocial functioning of individuals, families, and small groups. Clinical social work practice is the professional application of social work theory and methods to the treatment and prevention of psychosocial dysfunction, disability, or impairment, including emotional and mental disorders. It is based on knowledge of one or more theories of human development within a psychosocial context. The perspective of person-in-situation is central to clinical social work practice.

2. Clinical social work services consist of assessment; diagnostic impression; treatment, including psychotherapy and counseling; client-centered advocacy; and evaluation. It includes direct client intervention, client centered supervision and client centered consultation. It involves the scientific, artful, ethical application of social work theories and methods of assessment, opinions, diagnostic impression, prevention and treatment. Assessment of interpersonal relationships, mental health status, family dynamics, environmental stresses and supports, social systems and the impact of physical, emotional and mental illness and disability on functioning are the emphasis of clinical social work practice.

3. Clinical social work also includes crisis intervention, case management and client centered advocacy. Treatment methods are designed to provide the client and opportunity to express himself or herself, and foster an atmosphere of candid self observation, expectations of change and amenability to the social worker's efforts to facilitate such change.

4. The primary focus of the clinical social worker is on the needs, interests and welfare of the client. The goal of clinical social work practice is to relieve a client's psychosocial distress; to help the client to modify barriers that are preventing the client from realizing his or her human potential or enjoying rewarding interpersonal relationships; and to improve the overall functioning of the client. The basic value postulates of social work practice are essential to the process.

(c) **Community Organization.** A conscious process of social interaction and method of social work concerned with bringing about and maintaining adjustment between needs and resources in a community or other areas; helping people to deal more effectively with their problems and objectives by helping them develop, strengthen and maintain qualities of participation, self-direction and cooperation, and bringing about changes in community and group relationships and in the distribution of decision-making power. The community is the primary client in community organizations. The community may be an organization, neighborhood, city, county, state or national entity.

(d) **Social Work Research.** The professional study of human capabilities and practice of social work specialties, including direct and indirect practice, through the formal organization and the methodology of data collection and the analysis and evaluation of social work data.

(e) **Social Work Administration.** The practice concerned primarily with translating laws, technical knowledge and administrative rulings into organizational goals and operational policies to guide organizational behavior; designing organizational structure and procedures or processes through which social work goals can be achieved; and securing resources in the form of material, staff, clients and societal legitimation necessary for goal attainment and organizational survival.

(4) **Psychosocial Assessment.** The determination of psychosocial functioning involves a comprehensive process, assessment and evaluation conducted by the social worker in order to learn about the client. It includes four levels of analysis: the individual; the interpersonal system; the family unit and the family's interchange with its social network; and other environmental or ecological factors. Interviewing is the major tool of psychosocial assessment. Psychosocial assessment does not include making diagnoses, nor interpreting of psychological tests.

(5) **Psychotherapy.** A specialized, formal interaction between a social worker and a client (individual, couple, family or group) in which a therapeutic relationship is established to help resolve symptoms of mental disorder, psychosocial stress, relationship problems and difficulties in coping in the social environment.

(6) **Counseling.** Counseling is to render evaluation and therapy that includes, but is not limited to, providing individual counseling, family counseling, marital counseling, group therapy, group counseling, play therapy, rehabilitation counseling, art therapy, human growth and development counseling, couples counseling, chemical abuse or dependency counseling, career counseling, and vocational disability counseling utilizing specific methods, techniques, or modalities.

Author: Alabama Board of Social Work Examiners

Statutory Authority: Code of Ala. 1975, §34-30-1 (1991); §34-30-57(6) (1991).

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850-X-2-.02 Classification of Social Workers. The Board is required by statute to promulgate rules and regulations which set forth professional standards for the four classes of social worker. Alabama law recognizes four classes of Social Workers: Licensed Bachelor Social Worker; Licensed Master Social Worker; Licensed Independent Clinical Social Worker; Private Independent Practice.

(1) **Licensed Bachelor Social Worker (LBSW)** is the basic licensing level. The LBSW must have a baccalaureate degree in social work from an accredited college or university whose social work program is approved or accredited by the Council on Social Work Education. The candidate for the LBSW licensure must pass an exam as prescribed by the Board, then the LBSW is prepared to assume the beginning level professional role in public and private social

service agencies. The Board requires that the LBSW work under the continuing supervision of a licensed master social worker or a licensed clinical independent social worker for two (2) years or more, without further supervision as long as the LBSW remains in the same field of social work practice, job responsibilities are similar, and holds a current license. Licensed Bachelor Social Workers are prepared through beginning professional knowledge in human behavior in the social environment, generalist social work practice, knowledge of the history of social policy, knowledge of how to utilize social research finding in their practice and having had supervised field practicum experience. The LBSW provides generalist services in the role of social broker, enabler, counselor, case manager, educator, client advocate and mediator. Licensed Bachelor Social Workers may work with individuals, families, communities, groups and organizations. Licensed Bachelor Social Workers may conduct psychosocial assessments and may take social histories and/or conduct home studies. The LBSW utilizes the basic problem-solving process of gathering information, assessing that information at a beginning professional level, developing a plan of care, then assuming the roles enumerated above, implements the plan and conducts follow-up. An LBSW may not prescribe medication. An LBSW may take verbal orders from physicians only pertaining to social work practice.

(2) **Licensed Master Social Worker (LMSW)** - The LMSW must have a master of social work or a doctor of social work degree from a college or university approved or accredited by the Council on Social Work Education. The candidate for licensure at the LMSW level must pass an exam as prescribed by the Board. An LMSW must keep a current license. An LMSW provides a wide range of services. The LMSW has preparation as a generalist social worker, knowledge of the history of social policy, knowledge of how to utilize social research finding in their practice and having had supervised field practicum experience with additional specialization in either direct or indirect services such as work in a field of practice or with a specific population. The LMSW may evaluate and assess difficulties in psychosocial functioning, develop a plan to alleviate those difficulties and either carry out the plan or refer clients to other qualified resources for assistance. An LMSW may provide preventive and treatment services pertaining to individuals, families, groups, communities, and organizations. The LMSW should be able to engage the client system, develop a relationship and employ a series of interventions that modify or eliminate targeted behaviors and can promote positive growth and development. The LMSW can explain and interpret the results of social evaluations in the problem-solving process. The LMSW is able to supervise Licensed Bachelor Social Workers and practice in social casework, clinical social work, community organization, social work research, and social work administration. An LMSW may not prescribe medication An LMSW may take verbal orders from physicians only pertaining to social work practice.

(3) **Licensed Independent Clinical Social Worker (LICSW)** - The LICSW must have a master of social work or a doctor of social work degree from a college or university approved or accredited by the Council on Social Work Education and hold a current LMSW license. The LICSW must have received two (2) years or more of postgraduate continuing supervision provided by an LICSW prior to application for the LICSW exam. The LICSW candidate must pass an exam as prescribed by the Board. The LICSW should be able to exercise independent judgment. The LICSW should be able to demonstrate skill and interventions directly related to individuals, families, groups, communities, or organizations. In at least one of these client groups, the LICSW shall demonstrate in-depth knowledge and skills. The LICSW should be able to employ practice theory and research findings in all aspects of their practice. The LICSW may supervise Licensed Bachelor Social Workers and Licensed Master

Social Workers. An LICSW may not prescribe medication. An LICSW may take verbal orders from physicians only pertaining to social work practice.

(4) **Private Independent Practice (PIP)** - An LICSW may apply to the Board to engage in private practice of social work. Private practice of social work means that portion of social work practice in which a Licensed Independent Clinical Social Worker is engaged in the private practice of social work services which includes practicing as an independent contractor in one (1) or more areas of practice methods: social casework, clinical social work, and community organization. The LICSW with a PIP certification must maintain a current LICSW license. For purposes of this section, the term "postgraduate" refers to that portion of experience acquired after having received one's master or doctoral degree in social work. The applicant for certification for private independent practice must present verifiable information regarding the appropriate degree, experience as defined in this section and appropriate supervision. The LICSW applying for PIP certification must have;

(a) three (3) years full-time or five (5) years part-time experience after receiving the MSW and legally practicing in the specified social work method, or

(b) one (1) year full-time or two (2) years part-time postgraduate experience in the specified social work method after receiving the LICSW.

Furthermore, the applicant must define the practice method for which application is being made and present all information in relation to that defined practice method. An applicant may submit information relating to more than one (1) practice method and may be certified, at the outset, in more than one (1) practice method. The examination for private independent practice is the same as that for the LICSW license.

Author: Alabama Board of Social Work Examiners

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850-X-2-.03 Supervision.

(1) Supervision for this and all other sections wherein it is addressed means guidance in the professional application of social work practice as defined by law. Supervision is seen as a relationship between a supervisor and supervisee designed to promote responsibility, competency, and accountability, and which teaches the skills and techniques associated with social work practice.

(a) Individual supervision is defined as one supervisee meeting face-to-face with one supervisor. It can also be live, interactive, visual communication as long as all three components are met during the session.

(b) Group supervision is defined as a maximum of six supervisees with similar responsibilities meeting face-to-face with one supervisor.

(2) Supervision can occur within an agency, institution, or group practice setting.

(3) Supervision for the purpose of these rules is not necessarily synonymous with the relationship of employer/employee. It is considered to be the responsibility of the licensee to negotiate a supervisory relationship, if such a relationship is not available within the employing agency.

Author: Alabama Board of Social Work Examiners

Statutory Authority: Code of Ala. 1975, §34-30-57(6) (1991).

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