

40 Hour LCSW Supervisor Training Syllabus:

PROGRAM DESCRIPTION

This forty-hour post-graduate program is designed for professional social workers who wish to provide clinical supervision to social work trainees gaining experience hours toward licensure. Lessons will help participants learn clinical supervision models, practices, and processes in order to successfully demonstrate understanding through readings, watching videos, and passing quizzes.



Program lessons focus on critical information needed to successfully supervise post-graduate trainees including:

1. Foundational and well-established social work theories, principles, and techniques and their application in mental health settings. Topics include wellness and prevention, crisis intervention techniques for mental health social workers to use in response to disaster or other rapid onset trauma-causing events, and telehealth.
2. Issues and trends in a multicultural and diverse society that impact social workers, the social work profession and assessment and evaluation in social work practice. Topics include roles and processes related to advocacy on behalf of the profession and the client.
3. Social work professional identity and practice issues including professional functioning as a provisionally licensed social worker and self-assessment to address areas for ongoing professional growth. Topics include ethical codes and Texas state and US federal conduct standards in professional social work.
4. Ethical decision-making models directly related to social work practice Texas state licensure and related mental health public policy. Topics include the social worker's role and function as a member of an interdisciplinary team, quality control, service delivery, referrals, and ethical marketing; and effective and ethical utilization of social media.
5. The social work supervisor's role and function as a professional consultant.

Program Learning Objectives:

After completing this program, participants will be able to:

Apply foundational social work theories and techniques to supervise mental health practitioners effectively, including the use of wellness and prevention strategies, crisis intervention models, and telehealth methods in diverse clinical scenarios.

Analyze the impact of multiculturalism and diversity on supervision and client care, incorporating culturally competent practices and advocacy strategies into supervisory relationships and organizational systems.

Demonstrate understanding of professional identity formation by supporting supervisees in their transition from provisional licensure to independent practice, including conducting structured self-assessments for professional development.

Evaluate and apply ethical decision-making models in supervision, aligned with Texas state licensure requirements, U.S. federal standards, and relevant mental health policies, ensuring supervisees adhere to legal and ethical conduct.

Guide supervisees in interdisciplinary team functioning by modeling and reinforcing best practices in collaboration, referrals, quality control, service delivery, and the ethical use of social media and professional marketing.

Articulate the role of the social work supervisor as a consultant and educator, employing reflective practice and evidence-based consultation models to enhance supervisee competency and client outcomes.

Specific objectives for Texas:

1. Three (3) clock-hours for executive and administrative tasks, covering supervision plan, supervision contract, time for supervision, record keeping, and reporting
2. Three (3) clock-hours for supervisory relationship and social worker development
3. Three (3) clock-hours for defining and conceptualizing supervision and models of supervision
4. Twelve (12) hours for supervision methods and techniques, covering roles, focus (process, conceptualization, and personalization), group supervision, multi-cultural supervision (race, ethnic, and gender issues), and evaluation methods
5. Twelve (12) hours for supervision and standards of practice, codes of ethics, and legal and professional issues

Program Goals

Participants successfully completing this forty-hour course will:

1. Understand the basic principles and techniques of clinical supervision
2. Know how to integrate supervisor roles (teacher, counselor, and consultant), focus (process, conceptualization, and personalization), and multi-cultural concepts, and apply supervision models based on supervisee assessment and development.
3. Comprehend practices according to federal and Texas state regulations, professional codes of ethics and how to incorporate them into a successful supervision contract and plan.

CONTINUING EDUCATION INFORMATION

Orientation to supervision and the 40 Hour LCSW Supervisor Training Course 2.5 CE Hours

Foundations of Supervision Lessons and Quizzes 31.5 CE Hours

- Ethics of the Supervisory Relationship and Social Worker Development
- Theories of Social Work and Supervision
- Developmental Models of Supervision and Best Practices
- Ethical and Legal issues: Technology and best Practices

HIPAA and FERPA Privacy and Security Training for Social Workers and Staff 1.5 CE Hours

Contract and Plan 2.5 CE Hours

Multiculturally Competent Supervision 2 CE Hours

This online course provides forty hours of continuing education in an interactive and asynchronous format. The format through ASWB is: Recorded Asynchronous Distance Learning and Reading-Based Asynchronous Distance Learning. Course hours are calculated via written text (6000 words = one hour) and video (one hour = one hour).

Kate Walker Training courses fulfill the Texas social work rules requiring that 50% of continuing education courses come from a designated provider type.

Upon successful completion participants will receive a certificate via email indicating:

- **Number of total credits: 40**
- **Ethics CE Hours: 26**
- **Multicultural CE Hours: 4**

ASWB Program Content Requirements

Courses offered through Kate Walker Training LLC are rigorously reviewed and held to the highest standards:

1. This program is directly and primarily about a topic related to the practice of professional counseling.
2. Program information includes a clear statement of the program learning objectives requirement.
3. This is an advanced course for licensed clinical social workers.
4. This program was designed by Ashley Stephens, LCSW-S, and Kate M. Walker, a licensed mental health professional with the necessary experience and knowledge in the topic(s) presented. Dr. Stephens holds a Ph.D. in Industrial & Organizational Psychology and a Masters in Social Work and is a board-designated supervisor and clinical social worker. Dr. Walker holds a Ph.D. in Counselor Education, and she is a Licensed Professional Counselor Supervisor and Licensed Marriage and Family Therapist Supervisor.
5. Kate Walker Training provides participants with a mechanism for evaluating our programs.

6. Kate Walker Training provides participants who successfully complete the program with a certificate displaying the licensee's name, program title, date course was completed, the number of NBCC hours awarded (for applicable programs), the name and signature of the approved continuing education provider along with the NBCC ACEP number and contact information, including mailing address, telephone number, e-mail address and website address.
7. Programs that do not qualify for NBCC credit are clearly identified.
8. We keep all continuing education record of attendance on file for six years (or more) and records are available upon written request.

LCSW Online 40 Hour Supervisor Training Course, course #6283, is approved by the Association of Social Work Boards (ASWB) Approved Continuing Education (ACE) program to be offered by Dr. Ashley Stephens as an individual course. Regulatory boards are the final authority on courses accepted for continuing education credit. ACE course approval period: 10/23/2025 – 10/23/2027. Social workers completing this course receive 40 total credits including 10 Clinical, 26 Ethics, and 4 Social Cultural Competency continuing education credits.



STATEMENT REGARDING ACCESSIBILITY OF COURSE RESOURCES

This online training is currently available in English only. It is delivered via audible narration, video, and visual text.

Kate Walker Training LLC charges a fee for online training. All of the resources used to design the course are listed within the course, along with the resource URL where available. You do NOT need to purchase the Kate Walker Training LLC course to access those resources. Kate Walker Training LLC will not apply legal terms or technological measures that legally restrict others from accessing those resources, nor hinder anything the listed resources' licenses permit.

Please note we have added live links below for your convenience, but we cannot guarantee their accuracy as we do not control the website destinations.

The open-source resources we have chosen for this course are:

- National Association of Social Workers. (2024). *2021 NASW code of ethics*. <https://www.socialworkers.org/About/Ethics/Code-of-Ethics>
- An [abbreviated explanation of the IDM model](#) (resource unknown)

- National Association of Social Workers. (2008). *Code of ethics of the National Association of Social Workers*. NASW. <https://www.socialworkers.org/Practice/NASW-Practice-Standards-Guidelines/Best-Practice-Standards-in-Social-Work-Supervision>
- National Association of Social Workers. (2017). *Standards for Technology in Social Work Practice*. NASW. <https://www.socialworkers.org/Practice/NASW-Practice-Standards-Guidelines/Standards-for-Technology-in-Social-Work-Practice>
- Corey, G. (2013). *Theory and practice of counseling and psychotherapy* (9th ed.). Thomson/Brooks/Cole.
- Crunk, & Barden, S. M. (2017). The Common Factors Discrimination Model: An Integrated Approach to Counselor Supervision. *The Professional Counselor (Greensboro, N.C.)*, 7(1), 62–75. <https://files.eric.ed.gov/fulltext/EJ1159656.pdf>
- Gearhart, J. (2005). *School records and case notes*. Pages 16-20. Retrieved from <https://spl.cde.state.co.us/artemis/edserials/ed265internet/ed2652005winterinternet.pdf>
- Hunter, T. (2019). *What's mine is not yours! School districts reminded of FERPA's sole possession exception*. Retrieved from <https://www.lexology.com/library/detail.aspx?g=4b766301-7d27-43bf-bd5e-02b510660a27>
- Morris, S. (2003). A Metamodel of Theories of Psychotherapy: A Guide to Their Analysis, Comparison, Integration and Use. *Clinical Psychology and Psychotherapy Clin. Psychol. Psychother.* 10, 1–18, <https://www.sjsu.edu/people/jennifer.gregg/courses/c2/s0/morris.pdf>
- Nelson-Jones, R. (2011) *Theory and Practice of Counselling and Therapy* (5th edn). London: Sage.
- OUMtext Author unknown.
- SACES (Southern Association for Counselor Education and Supervision) - *Resources for Supervision*. (2020). [Saces.org. http://www.saces.org/page-1360109](http://www.saces.org/page-1360109)
- [Socratic Questioning based on Blooms Taxonomy for Supervisors - Author Unknown](#)
- [Texas Behavioral Health Executive Council and Texas State Board of Social Work Examiners](#)
- The [Supervisee's Bill of Rights](#) - (author unknown)
- [The University of Washington Tacoma Supervisor Toolbox](#)
- United States Department of Health and Human Services, and United States Department of Education. (2008). *Joint guidance on the application of the Family Educational Rights and Privacy Act (FERPA) And the Health Insurance Portability and Accountability Act of 1996 (HIPAA) to student health records*. Retrieved from <https://studentprivacy.ed.gov/resources/joint-guidance-application-ferpa-and-hipaa-student-health-records>

Recommended Texts and Resources:

Bernard, J. & Goodyear, R. (2015). *The fundamentals of clinical supervision, 5th Edition*. Boston: Allyn and Bacon.

Fall, M. & Sutton, J. (2004). *Clinical supervision. A handbook for practitioners*. Boston: Pearson Education, Inc.

Halbur, D., & Halbur, K. (2015). *Developing Your Theoretical Orientation in Counseling, 3d Edition*. North Dakota: North Dakota State University.

Haynes, R., Corey, G., & Mouton, P. (2010). *Clinical supervision in the helping professions, 2nd Edition*. Virginia: American Counseling Association.

Kendi, I.X. (2019). *How to be an Antiracist*. Random House Publishing Group.

Price-Dennis, D., & Colmenare, E. (2021). Exploring the impact of field-based supervision practices in teaching for social justice. *Journal of Educational Supervision*, 4(2), 1-22.
<https://doi.org/10.31045/jes.4.2.1>

Schmidt, G., & Kariuki, A. (2018). Pathways to social work supervision. *Journal of Human Behavior in the Social Environment*. 1-12. <https://doi.org/10.1080/10911359.2018.1530160>

Todd, T. & Storm, C. (2014). *The complete systemic supervisor: Context, philosophy, and pragmatics, 2nd Edition*. West Sussex: John Wiley and Sons, Ltd.

Walker K. M. (2024). *The Clinical Supervision Survival Guide*. Camden House Books, LLC.

Contact

Should you need assistance at any time with this course, or have questions, please complete the form on www.katewalkertraining.com/support and you will receive an automatic verification of form submission.

You will receive emails from us:

- Immediately
 - When the course is purchased
 - If you use the learning management system to re-set your password
- Within 24 hours
 - For questions and support requests received Monday through Friday during business hours. All emails received outside of business hours will be responded to the next business day.
- Every 30 days
 - Courtesy automated emails informing you of the time remaining to remain eligible for the supervisor designation through Kate Walker Training. This is a courtesy only and participants are encouraged to keep track of their own time remaining.

COURSE LENGTH AND LIMITS

- In accordance with Texas LCSW rules you have 90 days to complete the course requirements in order to be eligible for the supervisor designation through Kate Walker Training. We cannot extend this time for you.
- Automated emails informing you of time remaining to remain eligible for the supervisor designation through Kate Walker Training are a courtesy only and participants are encouraged to keep track of their own time remaining.
- Kate Walker Training begins the 90 day countdown from the date of purchase.
- If you complete the course after 90 days you will receive a certificate indicating that the course was NOT completed within 90 days.
- Courses are updated annually. Old courses are removed from the website but not from purchaser's profile. Once you purchase the course it is yours.

1. Orientation to Supervision and the 40 Hour Supervisor Training Course 2.5 CE Hours

Participant will watch a lecture, read material, and listen to recordings.

2. Foundations of Supervision Lessons 31.5 CE Hours:

1. Theories of Clinical Social work and Supervision 2.5 CE Hours
2. Developmental Models of Supervision and NASW.ASWB Best Practices 6 CE Hours
3. Ethics of the Supervisory Relationship and social worker Development 3 CE Hours
4. Ethical and Legal Issues in Supervision: Technology and NASW Best Practices 20 CE Hours

Participants will watch lectures, read material, listen to recordings and successfully complete quizzes.

3. HIPAA and FERPA Privacy and Security Training for Social Workers and Staff 1.5 CE Hours

Directions: Participant will watch a lecture, read material, listen to recordings and successfully complete a quiz.

4. Contract and Plan 2.5 CE Hours

Directions: Participants will watch videos, read material, and listen to recordings.

5. Ethics and the Multiculturally Competent Supervisor: Evaluation and Remediation 2 CE Hours

Directions: Participants will watch videos, read material, and listen to recordings.

6. Final Quiz

Directions: Participants will complete the course by taking a final, no fail quiz.

KATE WALKER TRAINING TEXAS 40 HOUR LCSW SUPERVISOR TRAINING CROSSWALK

Texas LCSW §781.404 (3)(b)(A)	This Course	Total Continuing Education Hours	Ethics	TAS	MC
three (3) hours for defining and conceptualizing supervision and	Developmental Models of Supervision and NASW Best Practices	3			

Texas LCSW §781.404 (3)(b)(A)	This Course	Total Continuing Education Hours	Ethics	TAS	MC
models of supervision;					
three (3) hours for supervisory relationship and social work development	Ethics of the Supervisory Relationship and Social Work Development	3	3		
three (3) hours for executive and administrative tasks, covering supervision plan, supervision contract, time for supervision, record keeping, and reporting	Discuss supervision contracts and plans based on NASW Best Practices, NASW Code of Ethics, and most recent Texas license rules.	6	6		
twelve (12) hours for supervision methods and techniques, covering roles, focus (process, conceptualization, and personalization), group supervision, multi-cultural supervision (race, ethnic, and gender issues), and evaluation methods	Theories of Counseling and Supervision	4			
	Reflection on ethics and the multiculturally competent supervisor: Evaluation and remediation	4	4		4
	Create an effective remediation plan	4			
	Methods and Techniques for Clinical Supervision	2			
twelve (12) hours for supervision and standards of practice, codes of ethics, and legal and professional issues;	HIPAA and FERPA: Privacy and Security Training	2	2	2	
	Ethical Dilemma Analysis: Managing Critical Incidents in Supervision	4	4		
	Ethical and legal issues: Technology and NASW Best Practices	4	4	4	

Texas LCSW §781.404 (3)(b)(A)	This Course	Total Continuing Education Hours	Ethics	TAS	MC
	Orientation to supervision and the Texas 40 Hour LCSW Supervisor Training Course	3	3		
	Clinical Supervision Systems to Protect Your License and Your Sanity	1			
Total Ethics			26		
Total TAS				6	
Total MC					4
Total Credit		40			