



**VIRTUAL/TELECONFERENCE**  
**MARRIAGE AND FAMILY THERAPY, PROFESSIONAL COUNSELING, AND**  
**SOCIAL WORK EXAMINING BOARD**  
**Virtual, 4822 Madison Yards Way, Madison**  
**Contact: Brad Wojciechowski (608) 266-2112**  
**January 21, 2026**

*The following agenda describes the issues that the Board plans to consider at the meeting. At the time of the meeting, items may be removed from the agenda. Please consult the meeting minutes for a description of the actions of the Board.*

**AGENDA**

**11:00 A.M.**

**OPEN SESSION – CALL TO ORDER – ROLL CALL**

- A. Adoption of Agenda (1-2)**
- B. Approval of Minutes of October 14, 2025 (3)**
- C. Reminders: Scheduling Concerns**
- D. Introductions, Announcements, and Recognitions**
- E. Administrative Matters – Discussion and Consideration**
  - 1. Department, Staff and Board Updates
  - 2. **2026 Meeting Dates (4)**
  - 3. **Annual Policy Review (5-8)**
  - 4. **Election of Officers, Appointment of Liaisons, Delegation of Authorities (9-22)**
  - 5. Board Member – Term Expiration Date
    - a. Bowers, Jessica M. – 7/1/2027
    - b. Erickson, Terrance C. – 7/1/2028
    - c. Glavan, Ann E. – 7/1/2027
    - d. Hansen, Shawna R. – 7/1/2026
    - e. Lee, Joshua R. – 7/1/2028
    - f. Lee Yang, Sheng B. – 7/1/2027
    - g. Luster, Marietta S. – 7/1/2025
    - h. Raef, Nick – 7/1/2029
    - i. Simon, Andrea L. – 7/1/2027
    - j. Strait, Tim – 7/1/2029
    - k. Stumbras, Patrick J. – 7/1/2029
    - l. Webster, Christopher J. – 7/1/2027

**F. 11:00 A.M. Public Hearing – Clearinghouse Rule 25-091 MPSW 4, 12, 16, and 20,  
Relating to Supervised Practice (23-62)**

1. Review Public Hearing Comments and Clearinghouse Report

**G. Administrative Rule Matters – Discussion and Consideration**

1. Pending or Possible Rulemaking Projects (63-64)

**H. MPSW Examining Board Goals – Discussion and Consideration**

**I. Section Reports – Discussion and Consideration**

**J. Legislative and Policy Matters – Discussion and Consideration**

**K. Discussion and Consideration of Items Added After Preparation of Agenda**

1. Introductions, Announcements and Recognition
2. Administrative Matters
3. Election of Officers
4. Appointment of Liaisons and Alternates
5. Delegation of Authorities
6. Education and Examination Matters
7. Credentialing Matters
8. Practice Matters
9. Administrative Rule Matters
10. Legislative and Policy Matters
11. Liaison Reports
12. Public Health Emergencies
13. Board Liaison Training and Appointment of Mentors
14. Informational Items
15. Division of Legal Services and Compliance (DLSC) Matters
16. Motions
17. Petitions
18. Appearances from Requests Received or Renewed
19. Speaking Engagements, Travel, or Public Relation Requests, and Reports

**L. Public Comments**

**ADJOURNMENT**

**NEXT MEETING: APRIL 23, 2026**

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MEETINGS AND HEARINGS ARE OPEN TO THE PUBLIC, AND MAY BE CANCELLED  
WITHOUT NOTICE.

Times listed for meeting items are approximate and depend on the length of discussion and voting. All meetings are held virtually unless otherwise indicated. In-person meetings are typically conducted at 4822 Madison Yards Way, Madison, Wisconsin, unless an alternative location is listed on the meeting notice. In order to confirm a meeting or to request a complete copy of the board's agenda, please visit the Department website at <https://dsps.wi.gov>. The board may also consider materials or items filed after the transmission of this notice. Times listed for the commencement of any agenda item may be changed by the board for the convenience of the parties. The person credentialed by the board has the right to demand that the meeting at which final action may be taken against the credential be held in open session. Requests for interpreters for the hard of hearing, or other accommodations, are considered upon request by contacting the Affirmative Action Officer or reach the Meeting Staff by calling 608-267-7213.

**VIRTUAL/TELECONFERENCE**  
**MARRIAGE AND FAMILY THERAPY, PROFESSIONAL COUNSELING, AND**  
**SOCIAL WORK EXAMINING BOARD**  
**MEETING MINUTES**  
**OCTOBER 14, 2025**

**PRESENT:** Jessica Bowers, Terrance Erickson, Joshua Lee, Sheng Lee Yang, Marietta Luster, Andrea Simon, Tim Strait, Patrick Stumbras, Christopher Webster

**ABSENT:** Ann Glavan, Shawna Hansen, Nick Raef

**STAFF:** Brad Wojciechowski, Executive Director; Joseph Ricker, Legal Counsel; Sofia Anderson, Administrative Rules Coordinator; Tracy Drinkwater, Board Administration Specialist; and other DSPS Staff

**CALL TO ORDER**

Tim Strait, Chairperson, called the meeting to order at 11:32 a.m. A quorum was confirmed nine (9) members present.

**ADOPTION OF AGENDA**

**MOTION:** Sheng Lee Yang moved, seconded by Jessica Bowers, to adopt the Agenda as published. Motion carried unanimously.

**APPROVAL OF MINUTES OF JULY 16, 2025**

**MOTION:** Patrick Stumbras moved, seconded by Sheng Lee Yang, to approve the Minutes of July 16, 2025, as published. Motion carried unanimously.

**ADMINISTRATIVE RULES MATTERS**

**Preliminary Rule Draft: MPSW 4, 12, 16, and 20, relating to supervised requirements**

**MOTION:** Terrance Erickson moved, seconded by Andrea Simon, to designate the Chairperson the authority to approve the revised preliminary rule draft of MPSW 4, 12, 16, and 20, relating to supervised practice, for posting for economic impact comments and submission to the Clearinghouse. Motion carried unanimously.

**ADJOURNMENT**

**MOTION:** Sheng Lee Yang moved, seconded by Jessica Bowers, to adjourn the meeting. Motion carried unanimously.

The meeting adjourned at 12:44 p.m.

**MARRIAGE AND FAMILY THERAPY, PROFESSIONAL COUNSELING, AND SOCIAL  
WORK EXAMINING BOARD**  
**2026 MEETING DATES**

<b>Board/Section/Council</b>	<b>Meeting Date</b>	<b>Start time</b>	<b>Locatio n</b>	<b>Agenda Item Deadline</b>
MPSW Board	Wednesday, January 21, 2026	11:00 AM	Virtual	1/9/26
MPSW Board	Thursday, April 23, 2026	11:00 AM	Virtual	4/13/26
MPSW Board	Wednesday, July 15, 2026	11:00 AM	Hybrid	7/3/26
MPSW Board	Wednesday, October 14, 2026	11:00 AM	Virtual	10/2/26
Marriage and Family Therapy Section	Tuesday, January 20, 2026	9:30 AM	Virtual	1/7/26
Marriage and Family Therapy Section	Thursday, April 23, 2026	9:00 AM	Virtual	4/13/26
Marriage and Family Therapy Section	Wednesday, July 15, 2026	9:00 AM	Hybrid	7/3/26
Marriage and Family Therapy Section	Tuesday, October 13, 2026	9:00 AM	Virtual	10/1/26
Prof. Counselors Section	Wednesday, January 21, 2026	9:00 AM	Virtual	1/8/26
Prof. Counselors Section	Wednesday, April 22, 2026	9:00 AM	Virtual	4/10/26
Prof. Counselors Section	Tuesday, July 14, 2026	9:30 AM	Virtual	7/2/26
Prof. Counselors Section	Wednesday, October 14, 2026	9:00 AM	Virtual	10/2/26
Social Worker Section	Tuesday, January 20, 2026	1:00 PM	Virtual	1/8/26
Social Worker Section	Wednesday, April 22, 2026	1:00 PM	Virtual	4/10/26
Social Worker Section	Tuesday, July 14, 2026	1:00 PM	Virtual	7/2/26
Social Worker Section	Tuesday, October 13, 2026	1:00 PM	Virtual	10/1/26

**State of Wisconsin  
Department of Safety & Professional Services**

**AGENDA REQUEST FORM**

- 1) Name and title of person submitting the request: Audra Cohen-Plata, DPD Division Administrator
- 2) Date When Request Submitted: 12/11/2025
- 3) Name of Board, Committee, Council, Section: **All Boards**
- 4) Meeting Date: **First Meeting of 2026**

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- 5) Attachments: **Yes**
- 6) How should the item be titled on the agenda page? **Administrative Matters: Annual Policy Review**
- 7) Place Item in: **Open Session**
- 8) Is an appearance before the Board being scheduled? No
- 9) Name of Case Advisor(s), if applicable: N/A

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- 10) Describe the issue and action that should be addressed:

**Please be advised of the following policy item attachments:**

- 1) 2026 Annual Policy Review Memo
- 2) Timeline of a Meeting
- 3) Sample Per Diem Report



**DATE: January 1, 2026**

**TO: DSPS Board, Council, and Committee Members**

**FROM: Division of Policy Development**

**SUBJECT: 2026 Administrative Policy Reminders**

**Please be advised of the following policy items:**

1. **In-Person and Virtual Meetings:** Depending on the frequency of scheduled meetings, discussion topics, and member availability, DSPS may host one or more in-person meetings. Virtual connection options are available for all board meetings. If you are traveling internationally, please see item 9 below.
2. **Attendance/Quorum:** Thank you for your service and commitment to meeting attendance. If you cannot attend a meeting or have scheduling conflicts impacting your attendance, please let us know as soon as possible. A quorum is required for Boards, Sections, and Councils to meet pursuant to Open Meetings Law. Connect to / arrive at meetings 10 minutes before posted start time to allow for audio/connection testing, and timely Call to Order and Roll Call. Virtual meetings include viewable onscreen materials and A/V (speaker/microphone/video) connections.
3. **Walking Quorum:** Board/Section/Council members must not collectively discuss the body's business outside a properly noticed meeting. If several members of a body do so, they could be violating the open meetings law.
4. **Mandatory Training:** All Board Members must complete Public Records and Ethics Training, annually. [Register to set up an account](#) in the Cornerstone LearnCenter online portal or [Log in](#) to an existing account.
5. **Agenda Deadlines:** Please communicate agenda topics to your Executive Director before the agenda submission deadline at 12:00 p.m., eight business days before a meeting. (Attachment: Timeline of a Meeting)
6. **Travel Voucher and Per Diem Submissions:** Please submit all Per Diem and Reimbursement claims to DSPS within 30 days of the close of each month in which expenses are incurred. (Attachment: Per Diem Form) Travel Vouchers are distributed on travel approval.
7. **Lodging Accommodations/Hotel Cancellation Policy:** Lodging accommodations are available to eligible members for in-person meetings. Standard eligibility: the member must leave home before 6:00 a.m. to attend an in-person meeting by the scheduled start time.
  - a. If a member cannot attend a meeting, they must cancel their reservation with the hotel within the applicable cancellation timeframe.
  - b. If a meeting is changed to occur remotely, is canceled, or rescheduled, DSPS staff will cancel or modify reservations as appropriate.
8. **Inclement Weather Policy:** In inclement weather, the DSPS may change a meeting from an in-person venue to a virtual/teleconference only.
9. **International Travel:** Use of State-managed IT resources and access of State data outside the United States are strictly prohibited, as they cause an unacceptable level of cybersecurity risk. This prohibition includes all State-provided or State-managed IT resources housed on personal devices. Please advise your Executive Director of any planned international travel commitments that may coincide with board meetings or other board business in advance of your departure.

# Timeline of a Meeting

## **At least 2 weeks (10 business days) prior to the meeting**

Submit Agenda Item suggestions to the Board's Executive Director. Include background materials. Copyright-protected materials must be accompanied by written permission from the publisher to share documents.

## **8 business days prior to the meeting**

The Agenda is drafted. (All agenda materials are due to the Department by 12:00 p.m.)

## **7 business days prior to the meeting**

The draft agenda is submitted to the Executive Director; the Executive Director transmits it to the Chair for review and approval.

## **5 business days prior to the meeting**

The approved agenda is returned to the Board Administration Specialist (BA) for agenda packet production and compilation.

## **4 business days prior to the meeting**

Agenda packets are posted on the DSPS Board SharePoint site and on the Board webpage.

### **Agenda Item Examples:**

- Open Session Items
  - Public Hearings and Administrative Rules Matters
  - Administrative Matters
  - Legislation and Policy Matters
  - Credentialing Matters
  - Education and Exam Issues
  - Public Agenda Requests
  - Current Issues Affecting the Profession
- Closed Session items
  - Deliberations on Proposed Disciplinary Actions
  - Monitoring Matters
  - Professional Assistance Procedure (PAP) Issues
  - Proposed Final Decisions and Orders
  - Orders Fixing Costs/Matters Relating to Costs
  - Credentialing Matters
  - Education and Exam Issues

## **Thursday of the Week Prior to the Meeting**

Agendas are published for public notice on the Wisconsin Public Notices and Meeting Minutes website: [publicmeetings.wi.gov](http://publicmeetings.wi.gov).

## **1 business day after the Meeting**

"Action" lists are distributed to Department staff detailing board actions on closed session business.

## **5 business days after the Meeting**

"To Do" lists are distributed to staff to ensure that board open session decisions are acted on and/or implemented within the appropriate divisions in the Department. Minutes approved by the board are published on the Wisconsin Public Notices and Meeting Minutes website: [publicmeetings.wi.gov](http://publicmeetings.wi.gov).

# **Department of Safety and Professional Services**

## **PER DIEM REPORT**

**INSTRUCTIONS:** Record board-related activities by date, indicate relevant purpose code, the duration of time spent in B-code activities, location, and activity description. Only one \$25.00 per diem payment will be issued on any given calendar day. Submit one form per month and within 60 days of the last activity being reported. Send completed forms to your Board's Administrative Specialist.

### **Purpose Codes:**

## **A CODE Official meetings including Board Meetings, Hearings and Examinations and Test Development Sessions**

(automatic day of per diem) Examples: board, committee, board training or screening panels; Senate Confirmation hearings, legislative and disciplinary hearings, or informal settlement conferences; test administration, test review or analysis events, national testing events, tour of test facilities, etc.

**B CODE** **Other** (One (1) per diem will be issued for every five (5) hours spent in category B, per calendar month): i.e., review of disciplinary cases, consultation on cases, review of meeting materials, board liaison work, e.g., contacts regarding Monitoring, Professional Assistance Procedure, Credentialing, Education and Examinations

**CLAIMANT'S CERTIFICATION** The Board/Council member named above, certifies, in accordance with § 16.53, Wis. Stats., that this account for per diem, is just and correct; and that this claim is for service necessarily incurred in the performance of duties required by the State, as authorized by law. (Rev.04/24)

(Rev.04/24)

Board Member Approval & Date: \_\_\_\_\_

**TOTAL DAYS CLAIMED:** \_\_\_\_\_ @ \$25.00 = \_\_\_\_\_

Supervisor Approval & Date: \_\_\_\_\_

**MARRIAGE AND FAMILY THERAPY, PROFESSIONAL COUNSELING, AND  
SOCIAL WORK EXAMINING BOARD  
2025 Elections and Liaisons**

**Election of Officers**

<b>2025 ELECTION RESULTS</b>	
<b>Chairperson</b>	Tim Strait
<b>Vice Chairperson</b>	Marietta Luster
<b>Secretary</b>	Christopher Webster

**Appointment of Liaisons and Alternates**

<b>LIAISON APPOINTMENTS</b>	
<b>Substance Abuse Disorder Specialty Liaison</b>	Joshua Lee <i>Alternate:</i> Andrea Simon

**State of Wisconsin  
Department of Safety & Professional Services**

**AGENDA REQUEST FORM**

1) Name and title of person submitting the request: Paralegal Richanda Turner, on behalf of Attorney Joseph Ricker		2) Date when request submitted: 12/19/25 Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting	
3) Name of Board, Committee, Council, Sections: MPSW Examining Board			
4) Meeting Date: 01/21/2026	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Reaffirming 2025 delegations and new 2026 delegations	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session		8) Is an appearance before the Board being scheduled? (If yes, please complete <a href="#">Appearance Request</a> for Non-DSPS Staff) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if applicable: N/A
10) Describe the issue and action that should be addressed: The Board members need to review and consider reaffirming 2025 delegations and new delegations for 2026.			
11) Authorization  <u>Richanda Turner</u> <span style="float: right;">12/19/25</span> Signature of person making this request <span style="float: right;">Date</span>			
Supervisor (Only required for post agenda deadline items) <span style="float: right;">Date</span>			
Executive Director signature (Indicates approval for post agenda deadline items) <span style="float: right;">Date</span>			
Directions for including supporting documents: 1. This form should be saved with any other documents submitted to the <a href="#">Agenda Items</a> folders. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. 3. If necessary, provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.			



**State of Wisconsin**  
**DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES**  
**CORRESPONDENCE / MEMORANDUM**

**DATE: January 1, 2026**

**TO: Board, Council, and Committee Members**

**FROM: Legal Counsel**

**SUBJECT: Liaison Definitions and Delegations Explanations**

### **Executive Summary**

This memorandum provides an overview of the liaison roles and common delegation authorities that enable DSPS Boards, Sections, and Committees to efficiently fulfill their statutory responsibilities. It explains the function of each liaison position, such as, Credentialing, Monitoring, PAP, Education and Examination, Legislative, Travel Authorization, and Communication Liaisons, as well as Screening Panel Members, and outlines how these roles support Board operations between meetings. This memorandum also includes model motions for liaisons, Department staff, and Department attorneys to ensure timely processing of credential applications, monitoring requests, disciplinary matters, and administrative tasks. The delegations promote consistency, reduce delays, and allow the Department and Boards to respond promptly to legal and operational needs while maintaining their responsibility to protect public health, safety, and welfare.

### **Overall Purpose of Liaison Appointments**

Each Board/Section (Board) has inherent authority that is established in our Wisconsin Statutes. This authority may change from Board to Board. Further information on your Board's authority can be found in Wis. Stat. ch. 15. Generally, each Board has authority to grant credentials, discipline credential holders, and set standards for education and examinations and unprofessional conduct. In order to efficiently accomplish these tasks, Boards may appoint Liaisons. Liaisons assist with the operations of the Boards' purpose by weighing in on legislative matters, traveling to national conferences, or communicating with stakeholders.

At the first Board meeting of each year, the Department asks the Boards to make Liaison appointments. Your practical knowledge and experience as an appointed member of a professional board are essential in making determinations regularly. The Liaison positions listed below assist

the Department to complete operations between Board meetings. In most cases, Liaisons can make decisions for the full Board in their designated area. However, these areas are determined through the delegation process. Please note a Liaison may also decide to send the delegated matter to the full Board for consideration as appropriate. Delegations assist the Board in defining the roles and authorities of each Liaison and other Board functions.

## **Liaison Definitions**

**Credentialing Liaison:** The Credentialing Liaison is empowered by the Board to review and make determinations regarding certain credential applications. The Credentialing Liaison may be called on by Department staff to answer questions that pertain to qualifications for licensure, which may include whether a particular degree is suitable for the application requirements, whether an applicant's specific work experience satisfies the requirements in statute or rule for licensure, or whether an applicant's criminal or disciplinary history is substantially related to the practice of the profession in such a way that granting the applicant a credential would create a risk of harm to the public. The Credentialing Liaison serves a very important role in the credentialing process. If the Credentialing Liaison has a question on a request, it is advisable for the Liaison to consult further with Department staff or bring the matter to the full Board for consideration.

**Monitoring Liaison:** The Monitoring Liaison is empowered by the Board to make decisions on any credential that is subject to Monitoring either through a disciplinary order or initial licensure. The Department Monitors will send requests from credential holders to the Monitoring Liaison. A common request could be to remove a limitation that has been placed on a credential or to petition for full licensure. The Monitoring Liaison can review these requests and make decisions on behalf of the Board. If the Monitoring Liaison has a question on a request, it is advisable for the Liaison to consult further with Department staff or bring the matter to the full Board for consideration.

**Professional Assistance Procedure (PAP) Liaison:** PAP is a voluntary program open to credential holders with substance abuse issues who wish to seek help by being held accountable through treatment and monitoring by the Department and Board. As part of PAP, the credential holder enters into an agreement with the Department to undergo testing, counseling, or other rehabilitation. The PAP Liaison's role includes responding to credential holders' requests for modifications and terminations of provisions of the agreement. Similar to the Monitoring Liaison, the Department Monitors will send requests from credential holders to the PAP Liaison for further review.

**Education and Examination Liaison:** Some Boards are required by statute or rule to approve qualifying education and examinations. The Education and Examination Liaison provides guidance to Department staff to exercise authority of the Board to approve or decline examinations and educational programs and related requests. This determination requires a level of professional expertise and should be performed by a professional member of the Board. For some Boards, the Education and Examination Liaison will also be tasked with approving continuing education programs and courses.

**Legislative Liaison:** The Legislative Liaison is not the Board's designated lobbyist and should exercise their delegated authority carefully. The Legislative Liaison is permitted to act and speak

on the Board's behalf regarding pending and enacted legislation or actions being considered by the legislature outside of Board meetings. Please review Wis. Stat. ch. 13 for important reminders on lobbying.

**Travel Authorization Liaison:** The Travel Authorization Liaison is authorized to approve a Board member to travel to events and speak or act on the Board's behalf between Board meetings. The Travel Authorization Liaison is called upon to make decisions when sufficient notice was not received, and the full Board could not determine a representative to travel. The Travel Authorization Liaison is tasked with making determinations if the Board appointed representative is not able to attend or if the Board becomes authorized to send additional members as scholarship and funding streams can be unpredictable.

**Communication Liaison:** The Communication Liaison responds to questions that arise on behalf of the Board. The Communication Liaison works with the Department to cultivate an appropriate response which will be sent by the Executive Director or Board Counsel. The Communication Liaison **can** be responsible for all types of communication on behalf of the Board. However, the Board can appoint a separate **Website Liaison** to work with DSPS staff to make changes and ensure the Board webpage contains updated and accurate information. Additionally, for the Boards that are required by statute to produce a newsletter or digest, the Board can appoint a separate **Newsletter/Digest Liaison** to assemble and approve content for those communications.

**Screening Panel Members:** Screening Panel Members review incoming complaints against credential holders and determine which complaints should be opened for investigation and which complaints should be closed without further action. The complexity and amount of work in this role depends substantially on your Board. As a member of the Screening Panel, you are asked to apply your professional expertise to determine if a complaint alleges unprofessional conduct.

## **Delegations Explanations**

### **CREDENTIALING DELEGATIONS**

*The overall purpose of credentialing delegations is to allow the credentialing process to proceed as efficiently and effectively as possible.*

#### **Delegation of Authority to Credentialing Liaison (Generic)**

**MOTION EXAMPLE:** to delegate authority to the Credentialing Liaison(s) to serve as a liaison between the Department and the Board and to act on behalf of the Board in regard to credentialing applications or questions presented to them, including the signing of documents related to applications.

**PURPOSE:** To allow a representative of the Board to assist Department staff with credentialing applications and eliminate the need for the entire Board to convene to consider credential application content or questions. Additionally, it is most efficient to have the designated liaison

who has assisted with the credentialing process be able to effectuate decisions which require a signature.

### **Delegation of Authority to DSPS When Credentialing Criteria is Met**

MOTION EXAMPLE: to delegate credentialing authority to the Department to act upon applications that meet all credentialing statutory and regulatory requirements without Board or Board liaison review.

PURPOSE: To permit Department staff to efficiently issue credentials and eliminate the need for Board/Section/Liaison review when all credentialing legal requirements are met in an application. This delegation greatly decreases the workload of Board members and cuts down processing time on applications.

### **Delegation of Authority for Predetermination Reviews**

MOTION EXAMPLE: to delegate authority to the Department attorneys to make decisions regarding predetermination applications pursuant to Wis. Stat. § 111.335(4)(f).

PURPOSE: In general, the Wisconsin Fair Employment Act (codified in Wis. Stat. Ch. 111) prohibits licensing agencies from discriminating against applicants because of their arrest and/or conviction record. However, there are exceptions which permit denial of a license in certain circumstances. Individuals who do not possess a license have a legal right to apply for a determination of whether they are disqualified from obtaining a license due to their conviction record. This process is called “Predetermination.” Predetermination reviews must be completed within 30 days. This delegation allows Department attorneys to conduct predetermination reviews and efficiently make these legal determinations without need for Board/Section/Liaison review.

### **Delegation of Authority for Conviction Reviews**

MOTION EXAMPLE: to delegate authority to the Department attorneys to review and approve applications with convictions which are not substantially related to the relevant professional practice.

PURPOSE: As used here, “substantially related” is a legal standard that is used in the Wisconsin Fair Employment Act. The concept of what is “substantially related” is informed by case law. This delegation permits Department attorneys to independently conduct conviction reviews and efficiently approve applications if convictions are not substantially related to the practice of the profession. Applications that contain conviction records that may be substantially related to the practice of a profession will still be submitted to the Credentialing Liaison for input.

## **Delegation to DSPS When Applicant's Disciplinary History Has Been Previously Reviewed**

MOTION EXAMPLE: to delegate authority to Department staff to approve applications where Applicant's prior discipline has been approved for a previous credential and there is no new discipline.

PURPOSE: Some Boards offer progressive levels of credentials. This delegation eliminates the need for a re-review of discipline that has already been considered and approved by the Board/Section/Liaison for a lower-level credential.

## **Delegation to DSPS When Applicant's Conviction History Has Been Previously Reviewed**

MOTION EXAMPLE: to delegate authority to Department staff to approve applications where criminal background checks have been approved for a previous credential and there is no new conviction record.

PURPOSE: Some Boards offer progressive levels of credentials. This delegation eliminates the need for a re-review of conviction history that has already been reviewed and approved for a lower-level credential.

## **Delegation of Authority for Reciprocity Reviews**

MOTION EXAMPLE: to delegate authority to the Department attorneys to review and approve reciprocity applications in which the out-of-state license requirements meet Wisconsin license requirements. (Specific legal standards are referenced in the motion depending on credential/profession type.)

PURPOSE: Applications via reciprocity or endorsement require comparison of Wisconsin licensing requirements to the licensing requirements of another jurisdiction. These reviews consider the legal standard for reciprocity, which varies by profession, as well as the specified legal requirements to obtain licensure in the profession. This delegation permits Department attorneys to independently conduct reciprocity reviews and efficiently approve applications if legal standards and requirements are met for licensure. Applications for which reciprocity may not be available will still be submitted to the Credentialing Liaison for input.

## **Delegation of Authority for Military Reciprocity Reviews**

MOTION EXAMPLE: to delegate authority to the Department attorneys to review and approve military reciprocity applications in which the individual meets the requirements of Wis. Stat. § 440.09.

PURPOSE: The law permits service members, former service members, and their spouses to be licensed if they hold licensure in other jurisdictions that qualify them to perform acts authorized by the credential they are seeking in Wisconsin. This is a shortened path to licensure that does not require meeting the specific requirements/standards for licensure/reciprocity in a profession. By law, the Department/Board must expedite the issuance of a reciprocal license via military

reciprocity. This delegation permits Department attorneys to independently conduct military reciprocity reviews and efficiently approve applications if legal standards and requirements are met for licensure. Applications for which reciprocity may not be available will still be submitted to the Credentialing Liaison for input.

### **Delegation of Authority for Application Denial Reviews**

MOTION EXAMPLE: to delegate authority to the Department's attorney supervisors to serve as the Board designee for purposes of reviewing and acting on requests for hearing as a result of a denial of a credential.

PURPOSE: When an application is denied, the applicant has a legal right to appeal the denial determination. Applicants must meet a specified legal standard in order to have an appeal granted. Additionally, Wisconsin law sets specific time frames for appeal decisions. This delegation permits Department attorney supervisors to independently review and efficiently act on requests for hearing as a result of a denial of a credential.

### **Delegation to Department Attorneys to Approve Duplicate Legal Issue**

MOTION EXAMPLE: to delegate authority to Department attorneys to approve a legal matter in connection with a renewal application when that same/similar matter was already addressed by the Board and there are no new legal issues for that credential holder.

PURPOSE: The intent of this delegation is to be able to approve prior discipline by the Board for the renewal applicant. This delegation eliminates the need for a re-review of discipline that has already been considered and approved by the Board/Section/Liaison.

### **Delegation to Department Attorneys to Approve Prior Discipline**

MOTION EXAMPLE: to delegate authority to Department attorneys to approve an applicant's prior professional discipline which resulted in a forfeiture/fine/other monetary penalty, remedial education, and/or reprimand, that is 10 years old or older, and the previously disciplined credential is currently in good standing.

PURPOSE: In order to continue improving processing application legal reviews in a timely matter, this delegation gives Department attorneys authority to approve prior professional discipline which meets all of the following criteria: (1) it is at least ten years old; (2) it resulted in a monetary penalty, remedial education, and/or reprimand; and (3) the previously disciplined credential is currently in good standing.

## **MONITORING DELEGATIONS**

*The overall purpose of monitoring delegations is to be able to enforce the Boards orders and limited licenses as efficiently and effectively as possible. Monitoring delegations have two categories: delegations to the Monitoring Liaison and delegations to the Department Monitor.*

## **Delegation of Authority to Department Monitor**

MOTION EXAMPLE: to delegate authority to the Department Monitor:

- a. to grant full reinstatement of licensure if education is the only limitation and credential holder has submitted the required proof of course completion.
- b. to suspend the credential if the credential holder has not completed Board ordered education, paid costs, paid forfeitures, within the time specified by the Board Order.
- c. to lift a suspension when compliance with education and costs provisions have been met.

PURPOSE: These delegations allow for the Department Monitor to automatically act on requests when certain criteria are met or not met without needing to burden the Monitoring Liaison. The Board can set their own criteria for what actions they would like to be handled by the Department, the Monitoring Liaison, and the full Board.

## **Delegation of Authority to Monitoring Liaison**

MOTION EXAMPLE: to delegate authority to the Monitoring Liaison to approve or deny all requests received from the credential holder.

PURPOSE: These delegations allow the Board to set criteria for what decisions can be made by the Board member(s) serving as the Monitoring Liaison and what matters should be decided by the full Board.

## **Education and Examination Delegations**

MOTION EXAMPLE: to delegate authority to the Education and Examination Liaison(s) to address all issues related to qualifying education, continuing education and examinations. Motion carried unanimously. (Differs by Board.)

PURPOSE: Some Boards are responsible for approving qualifying educational programs or continuing education courses. A delegation is executed in order for an Education and Examination Liaison to make these determinations on behalf of the Board and with assistance of the Department. Additionally, some Boards review examinations and individual scores to qualify for a credential.

## **MISCELLANEOUS DELEGATIONS**

### **Document Signature**

MOTION EXAMPLE: to delegate authority to the Chairperson (or in absence of the Chairperson, the highest-ranking officer or longest serving board member in that succession) to sign documents on behalf of the Board in order to carry out its duties. Motion carried unanimously.

MOTION EXAMPLE: in order to carry out duties of the Board, the Chairperson (or in absence of the Chairperson, the highest-ranking officer or longest serving board member in that succession) has the ability to delegate signature authority for purposes of facilitating the completion of assignments during or between meetings. The members of the Board hereby delegate to the

Executive Director, Board Counsel, or DPD Division Administrator, the authority to sign on behalf of a Board member as necessary. Motion carried unanimously.

**PURPOSE:** To take the action approved at Board meetings, the Department may need to draft correspondence and/or Orders after the meetings have adjourned. These actions then need to be signed by a Board Member. This interaction usually takes place over email and a Board member can authorize the use of their signature that is kept on file.

### **Urgent Matters**

**MOTION EXAMPLE:** in order to facilitate the completion of urgent matters between meetings, the Board delegates its authority to the Chairperson (or, in the absence of the Chairperson, the highest-ranking officer or longest serving Board member in that succession), to appoint liaisons to the Department to act in urgent matters. Motion carried unanimously.

**PURPOSE:** Allows for quick responses to urgent matters that may need Board approval or for which the Department requires guidance from the Board.

### **Delegation to Chief Legal Counsel-Due to Loss of Quorum**

**MOTION EXAMPLE:** to delegate the review and authority to act on disciplinary cases to the Department's Chief Legal Counsel due to lack of/loss of quorum after two consecutive meetings. Motion carried unanimously.

**PURPOSE:** Sometimes Boards can struggle to meet quorum necessary to conduct business. This happens for a multitude of reasons, but this delegation allows for the Boards to have disciplinary cases decided by Chief Legal Counsel if the Board fails to meet quorum for two consecutive meetings.

### **Delegation to Chief Legal Counsel-Stipulated Resolutions**

**MOTION EXAMPLE:** to delegate to the Department's Chief Legal Counsel the authority to act on behalf of the Board concerning stipulated resolutions providing for a surrender, suspension, or revocation of a credential, where the underlying merits involve serious and dangerous behavior, and where the signed stipulation is received between Board meetings. The Board further requests that Chief Legal Counsel only act on such matters when the best interests of the Board, Department, and the Public are best served by acting upon the stipulated resolution at the time the signed stipulation is received versus waiting for the next Board meeting. Motion carried unanimously.

**PURPOSE:** For matters of public safety, it may be necessary to take immediate action on a stipulated agreement rather than allowing a credential holder to continue practicing unencumbered until the next scheduled meeting. This delegation allows Chief Legal Counsel to act on behalf of the Board when there is a stipulated agreement. A stipulated agreement is an agreement to which all relevant parties have consented to the terms.

## **Voluntary Surrenders**

MOTION EXAMPLE: to delegate authority to the assigned case advisor to accept or refuse a request for voluntary surrender pursuant to Wis. Stat. § 440.19 for a credential holder who has a pending complaint or disciplinary matter.

MOTION EXAMPLE: to delegate authority to the Department to accept the voluntary surrender of a credential when there is no pending complaint or disciplinary matter with the Department pursuant to Wis. Stat. § 440.19.

PURPOSE: Credential holders can ask the Boards to accept surrender of their credentials at any time. These delegations are in place for the different situations that arise from those requests. If a credential holder is seeking to surrender their credential because they wish to leave the profession, that can be processed with this delegation by the Department if they have no pending disciplinary complaints. If the credential holder wishes to surrender while they have a pending disciplinary complaint, that request is reviewed by the individual Board member assigned to the case.

## **DLSC Pre-screening**

MOTION EXAMPLE: to delegate pre-screening decision making authority to the DSPS screening attorney for opening cases where the credential holder has failed to respond to allegations contained in the complaint when requested by intake (case will be opened on failure to respond and the merits of the complaint).

PURPOSE: Pre-screening delegations exist so the Board can define specific parameters where the Department can review disciplinary complaints and open those cases if they meet certain criteria. Boards also have the authority to set certain criteria that would allow the Department to review and close a case if the criteria is met.

## **Delegation to Handle Administrative Rule Matters**

MOTION EXAMPLE: to delegate authority to the Chairperson (or, in the absence of the Chairperson, the highest-ranking officer or longest serving Board member in that succession), to act on behalf of the Board regarding administrative rule matters between meetings. Motion carried unanimously.

PURPOSE: In order to advance the administrative rules process, action may need to occur between meetings. This allows for quick responses to urgent matters that may need Board approval or for which the Department requires guidance from the Board.

**MARRIAGE AND FAMILY THERAPY, PROFESSIONAL COUNSELING, AND  
SOCIAL WORK EXAMINING BOARD**  
**2025 DELEGATIONS**  
**JANUARY 22, 2025**

*New Delegations for 2025*

**Delegation to Handle Administrative Rule Matters**

**MOTION:** Terrance Erickson moved, seconded by Jessica Bowers, to delegate authority to the Chairperson (or, in the absence of the Chairperson, the highest-ranking officer or longest serving Board member in that succession), to act on behalf of the Board regarding administrative rule matters between meetings. Motion carried unanimously.

**Review and Approval of 2024 Delegations including new modifications**

**MOTION:** Terrance Erickson moved, seconded by Marietta Luster, to reaffirm all delegation motions made in 2024, as reflected in the January 22, 2025, agenda materials, which were not otherwise modified or amended during the January 22, 2025, meeting. Motion carried unanimously.

*All Combined Delegations for 2025*

**Delegation of Authorities**

**Review and Approval of 2024 Delegations including new modifications**

**MOTION:** Terrance Erickson moved, seconded by Marietta Luster, to reaffirm all delegation motions made in 2024, as reflected in the January 22, 2025, agenda materials, which were not otherwise modified or amended during the January 22, 2025, meeting. Motion carried unanimously.

**Document Signature Delegations**

**MOTION:** Tammy Scheidegger moved, seconded by Sheng Lee Yang, to delegate authority to the Chairperson (or in absence of the Chairperson, the highest-ranking officer or longest serving board member in that succession) to sign documents on behalf of the Board in order to carry out its duties. Motion carried unanimously.

**MOTION:** Tim Strait moved, seconded by Sheng Lee Yang, in order to carry out duties of the Board, the Chairperson (or in absence of the Chairperson, the highest-ranking officer or longest serving board member in that succession) has the ability to delegate signature authority for purposes of facilitating the completion of assignments during or between meetings. The members of the Board hereby delegate to the Executive Director,

Board Counsel or DPD Division Administrator, the authority to sign on behalf of a board member as necessary. Motion carried unanimously.

### **Delegated Authority for Urgent Matters**

**MOTION:** Sheng Lee Yang moved, seconded by Marietta Luster, that in order to facilitate the completion of urgent matters between meetings, the Board delegates its authority to the Chairperson (or, in the absence of the Chairperson, the highest-ranking officer or longest serving board member in that succession), to appoint liaisons to the Department to act in urgent matters. Motion carried unanimously.

### **Substance Abuse Disorder Specialty Liaison(s) Delegation**

**MOTION:** Sheng Lee Yang moved, seconded by Tim Strait, to delegate authority to the Substance Abuse Disorder Specialty Liaison(s) to address all issues pertaining to specialty designations. Motion carried unanimously.

### **Delegation to Handle Administrative Rule Matters**

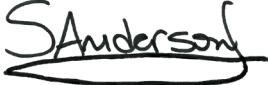
**MOTION:** Terrance Erickson moved, seconded by Jessica Bowers, to delegate authority to the Chairperson (or, in the absence of the Chairperson, the highest-ranking officer or longest serving Board member in that succession), to act on behalf of the Board regarding administrative rule matters between meetings. Motion carried unanimously.

## **Review and Approval of 2025 Delegations including new modifications**

**MOTION:** [Board member name] moved, seconded by [Board member name], to reaffirm all delegation motions made in 2025, as reflected in the January 21, 2026 agenda materials, which were not otherwise modified or amended during the January 21, 2026 meeting. Motion carried [ ].

**State of Wisconsin  
Department of Safety & Professional Services**

**AGENDA REQUEST FORM**

1) Name and title of person submitting the request:  Sofia Anderson, Administrative Rules Coordinator		2) Date when request submitted:  01/08/2026  Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting	
3) Name of Board, Committee, Council, Sections:  Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board			
4) Meeting Date:  January 21, 2026	5) Attachments:  <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page?  11:00 A.M. Public Hearing – Clearinghouse Rule 25-091 MPSW 4, 12, 16, and 20, relating to supervised practice.  1. Review Public Hearing comments and Clearinghouse Report.	
7) Place Item in:  <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session	8) Is an appearance before the Board being scheduled? (If yes, please complete <a href="#">Appearance Request</a> for Non-DSPS Staff)  <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		9) Name of Case Advisor(s), if required:  N/A
10) Describe the issue and action that should be addressed:  The Board will hold a Public Hearing on this rule as required by the rulemaking process.			
11)	Authorization		
		01/08/2026	
Signature of person making this request		Date	
Supervisor (if required)		Date	
<b>Executive Director signature (indicates approval to add post agenda deadline item to agenda) Date</b>			
Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. 3. If necessary, provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.			

STATE OF WISCONSIN  
MARRIAGE AND FAMILY THERAPY, PROFESSIONAL  
COUNSELING, AND SOCIAL WORK EXAMINING BOARD

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IN THE MATTER OF RULE-MAKING : PROPOSED ORDER OF THE  
PROCEEDINGS BEFORE THE : MARRIAGE AND FAMILY THERAPY,  
MARRIAGE AND FAMILY THERAPY, : PROFESSIONAL COUNSELING, AND  
PROFESSIONAL COUNSELING, AND : SOCIAL WORK EXAMINING BOARD  
SOCIAL WORK EXAMINING BOARD : ADOPTING RULES  
: (CLEARINGHOUSE RULE )

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PROPOSED ORDER

An order of the Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board **to amend** MPSW 12.01 (1), (3), 12.02 (1) (intro), (f), (2) (a), and 16.015 (1) (c) (intro) and (3); **to repeal and recreate** MPSW 4 and 16.04; and **to create** MPSW 12.01 (4), (5), 12.02 (3) (d), and 16.05, relating to supervised practice.

Analysis prepared by the Department of Safety and Professional Services.

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ANALYSIS

**Statutes interpreted:**

Section 457, Stats.

**Statutory authority:**

Sections 15.08 (5) (b), 227.11 (2) (a), and 457.03 (1).

**Explanation of agency authority:**

Section 15.08 (5) (b), Stats., provides that an examining board “[s]hall promulgate rules for its own guidance and for the guidance of the trade or profession to which it pertains, and define and enforce professional conduct and unethical practices not inconsistent with the law relating to the particular trade or profession.”

Section 227.11 (2) (a), Stats., states that “[e]ach agency may promulgate rules interpreting the provisions of any statute enforced or administered by the agency, if the agency considers it necessary to effectuate the purpose of the statute...”

Section 457.03 (1), Stats., provides that the examining board can “[u]pon the advice of the social worker section [...] promulgate rules establishing minimum standards for educational programs that must be completed for certification or licensure under this chapter and for supervised clinical training that must be completed for licensure as a clinical social worker, marriage and family therapist, or professional counselor...”

**Related statute or rule:**

None.

**Plain language analysis:**

The Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board reviewed chapters MPSW 4, 12, and 16 to update the current requirements for supervised practice for social workers, professional counselors, and marriage and family therapists who are under supervision in order to ensure clarity for supervisors, trainees, and employers. This review prompted the following changes:

- Repealed and recreated chapter MPSW 4 to establish a parallel organizational structure for its sections, consistent with that of the Professional Counselor and Marriage and Family Therapy chapters.
- Added a supervisor qualification standard to MPSW 4.02 that allows individuals who have held a license as a clinical social worker for 3 years and completed 30 hours of clinical supervision to be eligible to supervise social workers.
- Created MPSW 12.01 (4) and (5) to specify supervised practice activities.
- Amended MPSW 12.02 (1) (f) to include a minimum required clinical supervision education.
- Repealed and recreated section MPSW 16.04 to establish a parallel organizational structure similar to the social worker and professional counselor sections.
- Created a new section MPSW 16.05 titled Supervised Practice to include supervisor's qualifications and responsibilities.
- Added a supervisor qualification standard to MPSW 16.05 to specify that any individual who needs to be reviewed by the marriage and family therapy section as a potential clinical supervisor shall show evidence of 5 years of experience and completion of 30 hours of clinical supervision training.

**Summary of, and comparison with, existing or proposed federal regulation:**

None.

**Summary of public comments received on statement of scope and a description of how and to what extent those comments and feedback were taken into account in drafting the proposed rule:**

The Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board held a preliminary hearing on the scope statement for this rule at its April 16, 2024 meeting. No comments were received.

**Comparison with rules in adjacent states:****Illinois:**

Illinois does not have an equivalent to the Independent Social Worker license in Wisconsin. Applicants for licensure as a clinical social worker must complete 3,000 hours of satisfactory, supervised professional experience if they hold a master's degree, and 2,000 hours of satisfactory, supervised professional experience if they hold a doctorate degree. Applicants with a bachelor's degree in social work must complete 3 years of supervised professional experience after completing the degree. The rules specify that the required number of hours may be obtained either as full-time experience, which is a minimum of 30 hours per week but not more than 40 hours per week, or as part-time experience, which is up to 29 hours per week. The supervisor is required to meet with the applicant an average of at least 4 hours each month. Group supervision may not exceed 5 supervisees. Supervisors must be a certified social worker with clinical experience, a licensed clinical social worker, a diplomate in clinical social work, a designated member of the Academy of Certified Social Workers (ACSW), a Board certified psychiatrist, a licensed clinical psychologist, a supervisor from another state who is a clinical professional credentialed at the highest level required by that state or other appropriate clinical supervisor as approved by the board. [68 IL Admin. Code Section 1470.20]

Illinois has two professional counseling licenses: licensed professional counselor and licensed clinical professional counselor. A licensed professional counselor may not engage in independent practice without supervision of a licensed clinical professional counselor, a licensed clinical social worker, a licensed clinical psychologist, or a psychiatrist. [225 ILCS 107/18] To obtain a licensed clinical professional counselor, an applicant needs to submit proof of completion of the equivalent of 2 years of full-time supervised experience working as a clinical counselor under the direction of a qualified supervisor after completing a master's degree. Applicants who hold a doctorate's degree must complete the equivalent of 2 years of full-time supervised experience, at least one year of which is after the doctorate degree conferral. Internships required as part of the doctoral degree may count toward professional experience. A qualified supervisor means any person who is a licensed clinical professional counselor, licensed clinical social worker, licensed clinical psychologist, licensed marriage and family therapist, or licensed psychiatrist. If the supervision took place outside the state, the supervisor must have been a master's level or doctoral level counselor engaged in clinical professional counseling, clinical psychology, marriage and family therapy, or psychiatry. When a clinical counseling applicant is obtaining supervised experience while physically located in Illinois, the qualified supervisor must be licensed in the state, even if the services are provided to persons located outside the state via telehealth. One year of supervised clinical professional counseling experience shall be 1,680 clock hours in not less than 48 weeks and at least 50% of those hours must consist of direct face to face service to clients, which includes telehealth methods where there is synchronous audio-visual communication with the client. The supervisor shall meet face to face with the applicant at least one hour each week. Group supervision must not exceed 5 supervisees. [68 IL Admin. Code Section 1375.130]

Illinois has two marriage and family therapist licenses: associate licensed marriage and family therapist and licensed marriage and family therapist. The difference is that the associate licensed marriage and family therapist may not practice independently and must

be clinically supervised by a licensed marriage and family therapist. Also, the associate license is only valid for 5 years and may not be renewed. The requirements of the licensed marriage and family therapist include completion of at least 3,000 hours of professional work experience in not less than a 2 year period and no more than 5 years, which includes 1,000 hours of face to face client contact and 200 hours of clinical supervision in marriage and family therapy. [68 IL Admin. Code Section 1283.15] At least 350 hours of the 1,000 hours must involve working with only one client present in therapy sessions as part of the therapy being provided to couples or families, and at least 350 hours of the 1000 hours of face-to-face client contact must involve conjoint therapy, i.e., working with two or more clients present in therapy sessions who are in significant relationships with each other outside the therapy context. [68 IL Admin. Code Section 1283.20] Up to 100 hours of the 200 hours of clinical supervision accumulated during graduate training may be counted toward the total hours of clinical supervision. An eligible supervisor must hold a certification as an approved supervisor or supervisor in-training by the American Association for Marriage and Family Therapy (AAMFT); an active license as a licensed marriage and family therapist with 5 years of clinical experience providing marriage and family therapy; an active clinical membership certification with the AAMFT for at least 5 years; or an active license as a licensed clinical psychologist, a licensed clinical social worker, or a licensed psychiatrist and have 5 years clinical experience providing marriage and family therapy, at least 1,000 hours of conjoint therapy, and either 2 years of experience providing clinical supervision of marriage and family therapy or completed one semester hour of graduate course in marriage and family therapy supervision with at least 15 contact hours or the equivalent prior or during the supervision of an applicant. Supervision is defined as a face-to-face conversation with a supervisor that is live, interactive, and visual. Video supervision sessions must be synchronous and permit verbal and visual interaction during supervision, and must comport with confidentiality regulations and laws, usually in periods of approximately one hour each. Group supervision is limited to a maximum of 6 supervisees. [68 IL Admin. Code Section 1283.25]

#### **Iowa:**

Applicants for licensure as a licensed independent social worker, the Iowa equivalent to a clinical social worker, must complete the clinical supervised experience in a minimum of 2 years and the experience shall consist of at least 3,000 hours of supervised social work practice, which includes at least 1,500 hours of direct client contact and 110 hours of direct supervision. The direct supervision hours shall include at least 24 hours of live or recorded direct observation of client interaction. A maximum of 50 hours of direct supervision may be obtained through group supervision. The content of the clinical supervised experience shall include psychosocial assessments as well as diagnostic practice and treatment using the current edition of the DSM. The rules do not specify how many hours must involve diagnostic practice and treatment. An applicant who has accrued some or all supervised experience in another state without obtaining licensure in that state shall contact the board to determine if some of that experience can be used to obtain licensure in Iowa. Eligible supervisors must hold an active license as an independent level social worker, mental health counselor, or marital and family therapist, have a minimum of 3 years of independent practice, have completed at least 6 hours of continuing education course in

supervision or one graduate level course in supervision, be knowledgeable of the ethical code and licensing rules governing the supervisee. An applicant who completed some or all of the supervised clinical experience in another state without obtaining licensure in that state should contact the board to determine whether some or all of the supervised clinical experience completed can be used to qualify for licensure in Iowa. [481 IAC 895.6 (154C)] Iowa does not have an equivalent to the Independent Social Worker license in Wisconsin.

Applicants for licensure as a mental health counselor or marriage and family therapist, the Iowa equivalent to a professional counselor or marriage and family therapist, must complete the clinical supervised experience in a minimum of 2 years and the experience shall consist of at least 3,000 hours of supervised social work practice, which includes at least 1,500 hours of direct client contact and 110 hours of direct supervision. The direct supervision hours shall include at least 24 hours of live or recorded direct observation of client interaction. A maximum of 50 hours of direct supervision may be obtained through group supervision. The content of the clinical supervised experience shall include psychosocial assessments as well as diagnostic practice and treatment using the current edition of the DSM. The rules do not specify how many hours must involve diagnostic practice and treatment. An applicant who has accrued some or all supervised experience in another state without obtaining licensure in that state shall contact the board to determine if some of that experience can be used to obtain licensure in Iowa. Eligible supervisors must hold an active license as an independent level social worker, mental health counselor, or marital and family therapist, have a minimum of 3 years of independent practice, have completed at least 6 hours of continuing education course in supervision or one graduate level course in supervision, be knowledgeable of the ethical code and licensing rules governing the supervisee. An applicant who completed some or all of the supervised clinical experience in another state without obtaining licensure in that state should contact the board to determine whether some or all of the supervised clinical experience completed can be used to qualify for licensure in Iowa. [481 IAC 891.7 (154D)]

### **Michigan:**

Michigan offers social worker licenses as Bachelor's Social Worker (BSW), Master's Social Worker (MSW) with macro or clinical designations (equivalent to social worker, advanced practice social worker, independent social worker, and clinical social worker). Both BSW and MSW applicants initially receive a one-year limited license, renewable up to 6 times, to gain supervised experience. [MI Admin. Code R 338.2939, R 338.2947] Full licensure requires at least 4,000 hours of post-degree supervised work experience over a minimum of 2 years, under a licensed MSW. Supervision can be individual either in-person or telecommunications with live contact or group with 50% of individual contact reviewing work. Supervisors must conduct at least 4 hours of review per month, with at least 2 hours being individual either in-person or telecommunications. Applicants can accumulate a maximum of 2,080 hours annually, averaging 16-40 hours per week. [MI Admin. Code R 338.2941, R 338.2949] MSW applicants with a macro or clinical designation require an additional 2,000 hours of post-degree experience in their specialty over at least one year, including at least 50 hours of supervisory review. [MI Admin. Code R 338.2949]

Applicants for a professional counselor license must first be issued a limited licensed counselor license to accumulate the supervised experience required for full licensure. The limited license can be renewed annually but for no more than 10 years. Applicants who complete a master's degree must complete 3,000 hours in not less than 2 years and with not less than 100 hours of regularly scheduled supervision under a licensed professional counselor in good standing. Applicants who completed a doctoral degree must complete 1,500 hours in not less than one year and with not less than 50 hours of regularly scheduled supervision. The supervision begins on the issuance of the limited license and continues until the full license is issued. The applicant must be in the immediate physical presence of the supervisor or can be supervised via 2-way real-time audiovisual technology that allows direct, contemporaneous interaction by sight and sound between the supervisor and supervisee. [MI Admin. Code R 338.1774] A licensed professional counselor can provide supervision if provided supervision on or before January 1, 2013, completed training in counseling supervision, and acquired not less than 3 years post-master's practice in counseling; provided supervision for the first time between January 13, 2013, and March 5, 2022, completed training in counseling supervision, and acquired not less than 3 years of post-master's practice in counseling; or currently holds the Approved Clinical Supervisor (ACS) credential from the Center for Credentialing & Education (CCE). An eligible supervisor will also have training in the function of counseling supervision. [MI Admin. Code R 338.1781]

Applicants for a marriage and family therapist license must first be issued a limited license to accumulate the supervised experience required for full licensure. The limited license can be renewed annually and may not be renewed more than 5 times. Applicants for full licensure can complete supervised clinical marriage and family therapy experience in 2 ways: 1) Completing not less than 300 direct client contact hours in not less than 8 consecutive months in conjunction with the applicant's educational program, which could be obtained either in a clinical practicum during graduate education or in a postgraduate marriage and family institute training program accredited by the Council for Higher Education Accreditation (CHEA) or the United States Department of Education; 2) After the completion of the degree, finish a minimum of 1,000 direct contact hours in supervised marriage and family therapy experience, at least  $\frac{1}{2}$  of which was completed with families, couples, or subsystems of families physically present in the therapy room. An eligible supervisor must have a master's or higher graduate degree, and either is a marriage and family therapist, a certified social worker or a social worker, a licensed professional counselor, a physician practicing in a mental health setting, a licensed psychologist, or an approved supervisor or supervisor-in-training through a program conducted by the American Association for Marriage and Family Therapy (AAMFT) and approved by the board. The supervised experience requirement can be waived for applicants who have obtained a doctoral degree in marriage and family therapy. [MCL 333.16909]

#### **Minnesota:**

Minnesota offers four social work licenses: Licensed Social Worker (non-clinical), Licensed Graduate Social Worker (clinical practice under supervision), Licensed Independent Social Worker (clinical practice under supervision), and Licensed

Independent Clinical Social Worker (independent clinical practice). [MN Stats. 148E.050] All supervisors must complete 30 hours of training in supervision through coursework or continuing education and be competent in the activities being supervised. [MN Stats. 148E.120]

General supervision requirements for licensed social worker and non-clinical licensed graduate social worker establish at least 100 hours of supervision during the first 4,000 hours of post-degree practice (4 hours per 160 practice hours). Fifty hours must be one-on-one whether in-person or eye-to-eye electronic media. The remaining 50 hours can be one-on-one or group supervision at a maximum of 6 supervisees. The supervision must be provided by a licensed graduate social worker who has completed the supervised practice requirements, licensed independent social worker, licensed independent clinical social worker, or any other supervisor who meet the supervised practice requirements. [MN Stats. 148E.100, 148E.105] Applicants for licensure as a licensed independent social worker must have obtained at least 100 hours of supervision during the 4,000 hours of postgraduate social work practice. The supervision must be provided by a licensed independent clinical social worker or an alternate supervisor who meets the supervised practice requirements. [MN Stats. 148E.110]

The clinical practice supervision for clinical licensed graduate social worker and licensed independent clinical social worker must have accrued at least 200 hours of supervision in not less than 4,000 hours and not more than 8,000 hours of postgraduate clinical practice, including at least 1,800 hours of direct clinical client contact. This supervision must have a minimum of 4 hours and a maximum of 8 hours of supervision during the 160 hours of practice until the licensed graduate social worker is issued a licensed independent clinical social worker license. The supervisor and the supervisee are required to meet a ratio of 4 hours of supervision during every 160 hours of practice. Of the 200 hours, 100 hours must be through one-on-one supervision, which could be either in person or via eye-to eye electronic media, while maintaining visual contact. The other 100 hours must be provided through one-on-one supervision or group supervision. Group supervision is limited to 6 supervisees. The supervision must be provided by a licensed independent clinical social worker or any other supervisor who meet the supervised practice requirements. [MN Stats. 148E.106, 148E.115]

Applicants for licensure as a licensed professional counselor, the equivalent to the professional counselor in training license in Wisconsin, must submit to the board a plan for supervision during the first 2,000 hours of professional practice or has submitted proof of supervised professional practice that is acceptable to the board. [MN Stats. 148B.33] In order to qualify for a clinical professional counselor license, applicants must complete 4,000 hours of supervised post-master's degree professional practice in clinical services, which includes at least 1,800 hours of clinical client contact. The supervision must be obtained at the rate of 2 hours of supervision per 40 hours of professional practice. At least 75 percent of the required supervision must be received in person or through real-time, two-way interactive audio and visual communication, and the board must allow an applicant to engage in this type of supervision. The remaining 25 percent may be received by telephone or by audio or audiovisual electronic device. At least 50 percent of the

required hours of supervision must be received on an individual basis and the remaining 50 percent may be received in a group setting. [MN Stats. 148B.5301]

Applicants for licensure as a marriage and family therapist must complete not less than 4,000 hours of supervised professional experience, which includes at least 1,000 hours of clinical client contact, in not less than 2 years and at least 500 hours must be working with couples, families, or other relational groups. Supervision must involve at least 200 hours between the supervisor and supervisee of which at least 150 hours must be face-to-face in any 12-month period. At least 100 hours of contact between the supervisor and supervisee must be in an individual setting. [MN Admin. Code 5300.0150] Applicants are allowed to satisfy the requirement for supervised postgraduate experience through real-time, 2-way interactive audio and visual communication. [MN Stats. 148B.33]

**Summary of factual data and analytical methodologies:**

The proposed rules were developed by reviewing chapters MPSW 4, 12, and 16 to ensure that the code is compliant with current standards of practice. No additional factual data or analytical methodologies were used to develop the proposed rules.

**Analysis and supporting documents used to determine effect on small business or in preparation of economic impact analysis:**

The rule draft was posted on the department's website for 14 days to solicit economic impact comments from local governments and small businesses. No comments were received.

**Fiscal Estimate and Economic Impact Analysis:**

The Fiscal Estimate and Economic Impact Analysis is attached.

**Effect on small business:**

These proposed rules do not have an economic impact on small businesses, as defined in s. 227.114 (1), Stats. The Department's Regulatory Review Coordinator may be contacted by email at [Jennifer.Garrett@wisconsin.gov](mailto:Jennifer.Garrett@wisconsin.gov), or by calling (608) 266-2112.

**Agency contact person:**

Sofia Anderson, Administrative Rules Coordinator, Department of Safety and Professional Services, Division of Policy Development, 4822 Madison Yards Way, P.O. Box 14497, Madison, Wisconsin 53708-0497; telephone 608-261-4463; email at [DSPSAdminRules@wisconsin.gov](mailto:DSPSAdminRules@wisconsin.gov).

**Place where comments are to be submitted and deadline for submission:**

Comments may be submitted to Sofia Anderson, Administrative Rules Coordinator, Department of Safety and Professional Services, Division of Policy Development, 4822 Madison Yards Way, P.O. Box 14497, Madison, WI 53708-0497, or by email to [DSPSAdminRules@wisconsin.gov](mailto:DSPSAdminRules@wisconsin.gov). Comments must be received on or before the beginning of the public hearing scheduled for January 21, 2026, to be included in the record of rule-making proceedings.

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#### TEXT OF RULE

SECTION 1. MPSW 4 is repealed and recreated to read:

### **Chapter MPSW 4**

#### **MPSW 4.01 Supervised practice requirement.**

- (1)** Supervision of pre-certification or pre-licensure practice of social work under s. 457.08 (3) (c) and (4) (c), Stats., shall include the direction of social work practice in face-to-face individual or groups sessions of at least one hour duration per 40 hours of supervised practice of social work. Such supervision may be exercised by a person other than an employment supervisor.
- (2)** The one hour per 40 hours supervision requirement may be averaged out over the course of the period of supervision.
- (3)** An applicant who has completed any portion of their supervised social work practice in another state shall be given credit for those hours upon submission of evidence satisfactory to the section that the hours meet the requirements of this chapter.
- (4)** A period of supervised practice of social work shall include, but not be limited to, practice in each of the following activities:
  - (a)** Evaluation and assessment of difficulties in psychosocial functioning of a group or another individual.
  - (b)** Developing plans or policies to alleviate those difficulties.
  - (c)** Intervention, which may include psychosocial evaluation and counseling of individuals, families and groups; advocacy; referral to community resources; and facilitation of organizational change to meet social needs.
- (5)** At the end of the period of supervision, the candidate for certification shall have demonstrated competence in each of the activities listed in sub. (4).

#### **MPSW 4.02 Supervised practice.**

**(1) SUPERVISOR QUALIFICATIONS.** It is the applicant's responsibility to satisfy the social work section that the applicant's supervisor has adequate training, knowledge, and skill to competently supervise any social work service that a supervisee undertakes and meets all the requirements of this chapter. Supervision of the supervised practice of social work may be exercised by any of the following:

- (a)** An individual licensed as a clinical social worker who has received a doctorate degree in social work.
- (b)** An individual licensed as a clinical social worker who has engaged in the equivalent of 5 years of full-time clinical social work.
- (c)** A psychiatrist or a psychologist licensed under ch. 455, Stats.
- (d)** An individual who has held a license as a clinical social worker for 3 years and has completed 30 hours of clinical supervision training through coursework or continuing education.
- (e)** An individual, other than an individual specified in par. (a), (b), (c), or (d), who is approved in advance by the social worker section based upon evidence of 5 years of experience in full-time clinical social work and has completed 30 hours of clinical supervision training through coursework or continuing education.

**(2) SUPERVISOR RESPONSIBILITIES.** The supervisor's responsibilities include all of the following:

- (a)** Exercise discretion as to the frequency, duration, and intensity of the face-to-face supervision session to meet an average of one hour of supervision per week during the supervised practice period.
- (b)** Permit a supervisee to engage in only social work services the supervisor can competently perform.
- (c)** Be available or make appropriate provision for emergency consultation or intervention.
- (d)** Be legally and ethically responsible for the supervised activities of the supervisee.
- (e)** Be able to interrupt or stop the supervisee from practicing in given cases or recommend to the supervisee's employer that the employer interrupt or stop the supervisee from practicing in given cases.
- (f)** To terminate the supervised relationship.

**(3) GROUP SUPERVISION REQUIREMENTS.** Supervision in group sessions shall meet all of the following:

- (a)** The group shall consist of no more than 6 persons for every one person providing supervision.
- (b)** Each person receiving supervision as part of the group session receives one hour credit for each hour that the group meets for supervision but may not credit any time which is primarily social activity with the group or supervisor as part of a supervision session.
- (c)** A supervision session for a group or individual which is provided by more than one supervisor may not be credited for more than the actual time elapsed during the supervision session, not including social activities.
- (d)** Any individual participating in group supervision must also engage in a minimum of one hour per week of individual, face-to-face meeting time between the supervisor and the supervisee, dedicated to the direct clinical discussion and evaluation of the supervisee's practice.

SECTION 2. MPSW 12.01 (1) and (3) are amended to read:

**MPSW 12.01 (1)** Except as provided in sub. (3), an applicant for licensure as a professional counselor under s. 457.12, Stats., shall complete a period of supervised practice while holding a valid professional counselor training license before being eligible for licensure. This supervision shall include the direction of professional counseling practice in face-to-face individual or groups sessions of at least one hour duration per 40 hours of supervised practice of professional counseling. Supervision may be exercised by a person other than an employment supervisor.

**(3)** An applicant who has completed any portion of his or her their supervised professional counseling practice in another state shall be given credit for those hours obtained without a professional counselor training license upon submission of evidence satisfactory to the section that provided the hours meet the all other requirements of this chapter.

SECTION 3. MPSW 12.01 (4) and (5) are created to read:

**MPSW 12.01 (4)** A period of supervised practice of professional counseling shall include, but not be limited to, practice in each of the following activities:

- (a)** Evaluation and assessment of difficulties in psychosocial functioning of a group or another individual.
- (b)** Developing plans or policies to alleviate those difficulties.

(c) Intervention, which may include psychosocial evaluation and counseling of individuals, families and groups; advocacy; referral to community resources; and facilitation of organizational change to meet social needs.

(5) At the end of the period of supervision, the candidate for certification shall have demonstrated competence in each of the activities listed in sub. (4).

SECTION 4. MPSW 12.02 (1) (intro), (f), and (2) (a) are amended to read:

**MPSW 12.02 (1) (intro)** SUPERVISOR QUALIFICATIONS. It is the applicant's responsibility to satisfy the professional counselors section that the applicant's supervisor ~~met all qualifications has adequate training, knowledge, and skill to competently supervise any professional counseling service that a supervisee undertakes and meets all the requirements of this chapter~~. Supervision of the supervised practice of professional counseling may be exercised by any of the following:

(f) An individual, other than an individual specified in pars. (a) to (e), who is approved in advance by the professional counselor section based upon evidence of 5 years of experience in full-time counseling practice and has completed 30 hours of clinical supervision training through coursework or continuing education.

(2) (a) Exercise discretion as to the frequency, duration, and intensity of the face-to-face supervision session to meet an average of one hour of supervision per week per 40 hours of counseling practice during the supervised practice period.

SECTION 5. MPSW 12.02 (3) (d) is created to read:

**MPSW 12.02 (3) (d)** Any individual participating in group supervision must also engage in a minimum of one hour per week of individual, face-to-face meeting time between the supervisor and the supervisee, dedicated to the direct clinical discussion and evaluation of the supervisee's practice.

SECTION 6. MPSW 16.015 (1) (c) (intro) and (3) are amended to read:

**MPSW 16.015 (1) (c)** Submits evidence satisfactory to the marriage and family therapist section that ~~he or she~~ the applicant has done one of the following:

(3) A marriage and family therapist training license authorizes the holder to use any title specified in s. 457.04 (5), Stats., and to practice marriage and family therapy within the practice scope of ~~his or her~~ the licensee's training or supervision during the period in which the license is valid.

SECTION 7. MPSW 16.04 is repealed and recreated to read:

**MPSW 16.04 Supervised practice requirement.**

**(1)** Except as provided in sub. **(3)**, an applicant for licensure as a marriage and family therapist under s. 457.10, Stats., shall complete a period of supervised practice while holding a valid marriage and family therapist training license before being eligible for full licensure. This supervision shall include the direction of marriage and family therapy practice in face-to-face individual or groups sessions of at least one hour duration per 40 hours of supervised practice of marriage and family therapy. Supervision may be exercised by a person other than an employment supervisor.

**(2)** A person with a training license must be supervised.

**(3)** An applicant who has completed any portion of their supervised marriage and family therapy practice in another state shall be given credit for those hours obtained without a marriage and family therapist training license upon submission of evidence satisfactory to the section that the hours meet the requirements of this chapter.

**(4)** A period of supervised practice of marriage and family therapy shall include, but not be limited to, practice in each of the following activities:

**(a)** Evaluation and assessment of difficulties in systemic functioning of a marital or family system.

**(b)** Developing treatment plans or policies to alleviate those difficulties.

**(c)** Intervention, which may include psychosocial evaluation and counseling of families and couples; treatment or resolution of a cognitive, affective, behavioral, nervous, or mental disorder of an individual, couple, or family.

**(5)** At the end of the period of supervision, the candidate for certification shall have demonstrated competence in each of the activities listed in sub. **(4)**.

SECTION 8. MPSW 16.05 is created to read:

**MPSW 16.05 Supervised practice.**

**(1) SUPERVISOR QUALIFICATIONS.** It is the applicant's responsibility to satisfy the marriage and family therapy section that the applicant's supervisor has adequate training, knowledge, and skill to competently supervise any marriage and family therapy service that a supervisee undertakes and meets all the requirements of this chapter. Supervision of the supervised practice of marriage and family therapy may be exercised by any of the following:

**(a)** An individual licensed as a marriage and family therapist who has received a doctorate degree in marriage and family therapy.

**(b)** An individual licensed as a marriage and family therapist who has engaged in the equivalent of 5 years of full-time marriage and family therapy practice.

**(c)** A psychiatrist.

**(d)** A psychologist licensed under ch. 455, Stats.

**(e)** A person who is an American Association for Marriage and Family Therapy approved supervisor or supervisor candidate.

**(f)** An individual, other than an individual specified in par. **(a)** to **(e)**, who the marriage and family therapy section approves in advance based upon evidence of 5 years of experience in full-time systemic therapy and completion of 30 hours of clinical supervision training through coursework and continuing education.

**(2)** SUPERVISOR RESPONSIBILITIES. The supervisor's responsibilities include all of the following:

**(a)** Provide one hour of face-to-face supervision for each 10 client contact hours.

**(b)** Permit a supervisee to engage in only marriage and family therapy services the supervisor can competently perform.

**(c)** Be available or make appropriate provision for emergency consultation and intervention.

**(d)** Be legally and ethically responsible for the supervised activities of the supervisee.

**(e)** Be able to interrupt or stop the supervisee from practicing in given cases or recommend to the supervisee's employer that the employer interrupt or stop the supervisee from practicing in given cases.

**(f)** To terminate the supervised relationship.

**(3)** GROUP SUPERVISION REQUIREMENTS. Supervision in group sessions shall meet all of the following:

**(a)** The group shall consist of no more than 6 persons for every one person providing supervision.

**(b)** Each person receiving supervision as part of the group session receives one hour credit for each hour that the group meets for supervision. Time which is not directly case related may not be counted towards the supervision requirement.

**(c)** A supervision session for a group or individual which is provided by more than one supervisor may not be credited for more than the actual time elapsed during the supervision session.

**(d)** Any individual participating in group supervision must also engage in a minimum of one hour per week of individual, face-to-face meeting time between the supervisor and the supervisee, dedicated to the direct clinical discussion and evaluation of the supervisee's practice.

SECTION 9. EFFECTIVE DATE. The rules adopted in this order shall take effect on the first day of the month following publication in the Wisconsin Administrative Register, pursuant to s. 227.22 (2) (intro.), Stats.

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(END OF TEXT OF RULE)

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**ADMINISTRATIVE RULES**  
**Fiscal Estimate & Economic Impact Analysis**

1. Type of Estimate and Analysis <input checked="" type="checkbox"/> Original <input type="checkbox"/> Updated <input type="checkbox"/> Corrected	2. Date November 11, 2025
3. Administrative Rule Chapter, Title and Number (and Clearinghouse Number if applicable) MPSW 4, 12, 16, and 20	
4. Subject Supervised Practice	
5. Fund Sources Affected <input type="checkbox"/> GPR <input type="checkbox"/> FED <input checked="" type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEG-S	6. Chapter 20, Stats. Appropriations Affected s. 20.165 (1) (g)
7. Fiscal Effect of Implementing the Rule <input type="checkbox"/> No Fiscal Effect <input type="checkbox"/> Increase Existing Revenues <input checked="" type="checkbox"/> Increase Costs <input type="checkbox"/> Decrease Costs <input checked="" type="checkbox"/> Indeterminate <input type="checkbox"/> Decrease Existing Revenues <input type="checkbox"/> Could Absorb Within Agency's Budget	
8. The Rule Will Impact the Following (Check All That Apply) <input type="checkbox"/> State's Economy <input type="checkbox"/> Specific Businesses/Sectors <input checked="" type="checkbox"/> Local Government Units <input type="checkbox"/> Public Utility Rate Payers <input type="checkbox"/> Small Businesses <b>(if checked, complete Attachment A)</b>	
9. Estimate of Implementation and Compliance to Businesses, Local Governmental Units and Individuals, per s. 227.137(3)(b)(1). \$N/A	
10. Would Implementation and Compliance Costs Businesses, Local Governmental Units and Individuals Be \$10 Million or more Over Any 2-year Period, per s. 227.137(3)(b)(2)? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
11. Policy Problem Addressed by the Rule The Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board reviewed chapters MPSW 4, 12, and 16 to update the current requirements for supervised practice for social workers, professional counselors, and marriage and family therapists who are under supervision in order to ensure clarity for supervisors, trainees, and employers. This review prompted the following changes: <ul style="list-style-type: none"><li>• Repealed and recreated chapter MPSW 4 to establish a parallel organizational structure for its sections, consistent with that of the Professional Counselor and Marriage and Family Therapy chapters.</li><li>• Added a supervisor qualification standard to MPSW 4.02 that allows individuals who have held a license as a clinical social worker for 3 years and completed 30 hours of clinical supervision to be eligible to supervise social workers.</li><li>• Created MPSW 12.01 (4) and (5) to specify supervised practice activities.</li><li>• Amended MPSW 12.02 (1) (f) to include a minimum required clinical supervision education.</li><li>• Repealed and recreated section MPSW 16.04 to establish a parallel organizational structure similar to the social worker and professional counselor sections.</li><li>• Created a new section MPSW 16.05 titled Supervised Practice to include supervisor's qualifications and responsibilities.</li><li>• Added a supervisor qualification standard to MPSW 16.05 to specify that any individual who needs to be reviewed by the marriage and family therapy section as a potential clinical supervisor shall show evidence of 5 years of experience and completion of 30 hours of clinical supervision training.</li></ul>	
12. Summary of the Businesses, Business Sectors, Associations Representing Business, Local Governmental Units, and Individuals that may be Affected by the Proposed Rule that were Contacted for Comments. The rule draft was posted on the department's website for 14 days to solicit economic impact comments from local governments and small businesses. No comments were received.	
13. Identify the Local Governmental Units that Participated in the Development of this EIA.	

## **ADMINISTRATIVE RULES** **Fiscal Estimate & Economic Impact Analysis**

None

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14. Summary of Rule's Economic and Fiscal Impact on Specific Businesses, Business Sectors, Public Utility Rate Payers, Local Governmental Units and the State's Economy as a Whole (Include Implementation and Compliance Costs Expected to be Incurred)

DSPS estimates a total of \$22,900.00 in one-time and \$29,300.00 in ongoing staffing costs to implement the rule. The estimated need for 0.5 limited term employee (LTE) is for coordinate board meetings, promulgate rules, internal review and consultation, training, updating systems, update website and forms.. The estimated annual staffing need for a 0.3 full time employee (FTE) is for intake, process, screen and prosecute complaints, para legal duties, prepare reports and inquires, handle increased customer service and record requests. The one-time and annual estimated costs cannot be absorbed in the currently appropriated agency budget.

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15. Benefits of Implementing the Rule and Alternative(s) to Implementing the Rule

The benefit of implementing the rule is to clarify supervision requirements for professional counselors, marriage and family therapists, and social workers. The alternative to this rule would be to not change the MPSW Code sections relating to supervision and supervised practice, which will keep confusion between supervisors, trainees, and employers.

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16. Long Range Implications of Implementing the Rule

The long range implications of implementing this rule is clear requirements for practicing professional counseling, marriage and family therapist, and social workers in Wisconsin.

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17. Compare With Approaches Being Used by Federal Government

N/A

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18. Compare With Approaches Being Used by Neighboring States (Illinois, Iowa, Michigan and Minnesota)

Illinois:

Illinois does not have an equivalent to the Independent Social Worker license in Wisconsin. Applicants for licensure as a clinical social worker must complete 3,000 hours of satisfactory, supervised professional experience if they hold a master's degree, and 2,000 hours of satisfactory, supervised professional experience if they hold a doctorate degree. Applicants with a bachelor's degree in social work must complete 3 years of supervised professional experience after completing the degree. The rules specify that the required number of hours may be obtained either as full-time experience, which is a minimum of 30 hours per week but not more than 40 hours per week, or as part-time experience, which is up to 29 hours per week. The supervisor is required to meet with the applicant an average of at least 4 hours each month. Group supervision may not exceed 5 supervisees. Supervisors must be a certified social worker with clinical experience, a licensed clinical social worker, a diplomate in clinical social work, a designated member of the Academy of Certified Social Workers (ACSW), a Board certified psychiatrist, a licensed clinical psychologist, a supervisor from another state who is a clinical professional credentialed at the highest level required by that state or other appropriate clinical supervisor as approved by the board. [68 IL Admin. Code Section 1470.20]

Illinois has two professional counseling licenses: licensed professional counselor and licensed clinical professional counselor. A licensed professional counselor may not engage in independent practice without supervision of a licensed clinical professional counselor, a licensed clinical social worker, a licensed clinical psychologist, or a psychiatrist. [225 ILCS 107/18] To obtain a licensed clinical professional counselor, an applicant needs to submit proof of completion of the equivalent of 2 years of full-time supervised experience working as a clinical counselor under the direction of a qualified supervisor after completing a master's degree. Applicants who hold a doctorate's degree must complete the equivalent of 2 years of full-time supervised experience, at least one year of which is after the doctorate degree conferral. Internships required as part of the doctoral degree may count toward professional experience. A qualified supervisor means any person who is a licensed clinical professional counselor, licensed clinical social worker, licensed clinical psychologist, licensed marriage and family therapist, or licensed psychiatrist. If the supervision took place outside the state, the supervisor must have been a master's level or doctoral level counselor engaged in clinical professional counseling, clinical psychology, marriage and family therapy, or psychiatry. When a clinical counseling applicant is

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obtaining supervised experience while physically located in Illinois, the qualified supervisor must be licensed in the state, even if the services are provided to persons located outside the state via telehealth. One year of supervised clinical professional counseling experience shall be 1,680 clock hours in not less than 48 weeks and at least 50% of those hours must consist of direct face to face service to clients, which includes telehealth methods where there is synchronous audio-visual communication with the client. The supervisor shall meet face to face with the applicant at least one hour each week. Group supervision must not exceed 5 supervisees. [68 IL Admin. Code Section 1375.130]

Illinois has two marriage and family therapist licenses: associate licensed marriage and family therapist and licensed marriage and family therapist. The difference is that the associate licensed marriage and family therapist may not practice independently and must be clinically supervised by a licensed marriage and family therapist. Also, the associate license is only valid for 5 years and may not be renewed. The requirements of the licensed marriage and family therapist include completion of at least 3,000 hours of professional work experience in not less than a 2 year period and no more than 5 years, which includes 1,000 hours of face to face client contact and 200 hours of clinical supervision in marriage and family therapy. [68 IL Admin. Code Section 1283.15] At least 350 hours of the 1,000 hours must involve working with only one client present in therapy sessions as part of the therapy being provided to couples or families, and at least 350 hours of the 1000 hours of face-to-face client contact must involve conjoint therapy, i.e., working with two or more clients present in therapy sessions who are in significant relationships with each other outside the therapy context. [68 IL Admin. Code Section 1283.20] Up to 100 hours of the 200 hours of clinical supervision accumulated during graduate training may be counted toward the total hours of clinical supervision. An eligible supervisor must hold a certification as an approved supervisor or supervisor in-training by the American Association for Marriage and Family Therapy (AAMFT); an active license as a licensed marriage and family therapist with 5 years of clinical experience providing marriage and family therapy; an active clinical membership certification with the AAMFT for at least 5 years; or an active license as a licensed clinical psychologist, a licensed clinical social worker, or a licensed psychiatrist and have 5 years clinical experience providing marriage and family therapy, at least 1,000 hours of conjoint therapy, and either 2 years of experience providing clinical supervision of marriage and family therapy or completed one semester hour of graduate course in marriage and family therapy supervision with at least 15 contact hours or the equivalent prior or during the supervision of an applicant. Supervision is defined as a face-to-face conversation with a supervisor that is live, interactive, and visual. Video supervision sessions must be synchronous and permit verbal and visual interaction during supervision, and must comport with confidentiality regulations and laws, usually in periods of approximately one hour each. Group supervision is limited to a maximum of 6 supervisees. [68 IL Admin. Code Section 1283.25]

Iowa:

Applicants for licensure as a licensed independent social worker, the Iowa equivalent to a clinical social worker, must complete the clinical supervised experience in a minimum of 2 years and the experience shall consist of at least 3,000 hours of supervised social work practice, which includes at least 1,500 hours of direct client contact and 110 hours of direct supervision. The direct supervision hours shall include at least 24 hours of live or recorded direct observation of client interaction. A maximum of 50 hours of direct supervision may be obtained through group supervision. The content of the clinical supervised experience shall include psychosocial assessments as well as diagnostic practice and treatment using the current edition of the DSM. The rules do not specify how many hours must involve diagnostic practice and treatment. An applicant who has accrued some or all supervised experience in another state without obtaining licensure in that state shall contact the board to determine if some of that experience can be used to obtain licensure in Iowa. Eligible supervisors must hold an active license as an independent level social worker, mental health counselor, or marital and family therapist, have a minimum of 3 years of independent practice, have completed at least 6 hours of continuing education course in supervision or one graduate level course in supervision, be knowledgeable of the ethical code and licensing rules governing the supervisee. An applicant who completed some or all of the supervised clinical experience in another state without obtaining licensure in that state should contact the board to determine whether some

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or all of the supervised clinical experience completed can be used to qualify for licensure in Iowa. [481 IAC 895.6 (154C)] Iowa does not have an equivalent to the Independent Social Worker license in Wisconsin.

Applicants for licensure as a mental health counselor or marriage and family therapist, the Iowa equivalent to a professional counselor or marriage and family therapist, must complete the clinical supervised experience in a minimum of 2 years and the experience shall consist of at least 3,000 hours of supervised social work practice, which includes at least 1,500 hours of direct client contact and 110 hours of direct supervision. The direct supervision hours shall include at least 24 hours of live or recorded direct observation of client interaction. A maximum of 50 hours of direct supervision may be obtained through group supervision. The content of the clinical supervised experience shall include psychosocial assessments as well as diagnostic practice and treatment using the current edition of the DSM. The rules do not specify how many hours must involve diagnostic practice and treatment. An applicant who has accrued some or all supervised experience in another state without obtaining licensure in that state shall contact the board to determine if some of that experience can be used to obtain licensure in Iowa. Eligible supervisors must hold an active license as an independent level social worker, mental health counselor, or marital and family therapist, have a minimum of 3 years of independent practice, have completed at least 6 hours of continuing education course in supervision or one graduate level course in supervision, be knowledgeable of the ethical code and licensing rules governing the supervisee. An applicant who completed some or all of the supervised clinical experience in another state without obtaining licensure in that state should contact the board to determine whether some or all of the supervised clinical experience completed can be used to qualify for licensure in Iowa. [481 IAC 891.7 (154D)]

Michigan:

Michigan offers social worker licenses as Bachelor's Social Worker (BSW), Master's Social Worker (MSW) with macro or clinical designations (equivalent to social worker, advanced practice social worker, independent social worker, and clinical social worker). Both BSW and MSW applicants initially receive a one-year limited license, renewable up to 6 times, to gain supervised experience. [MI Admin. Code R 338.2939, R 338.2947] Full licensure requires at least 4,000 hours of post-degree supervised work experience over a minimum of 2 years, under a licensed MSW. Supervision can be individual either in-person or telecommunications with live contact or group with 50% of individual contact reviewing work. Supervisors must conduct at least 4 hours of review per month, with at least 2 hours being individual either in-person or telecommunications. Applicants can accumulate a maximum of 2,080 hours annually, averaging 16-40 hours per week. [MI Admin. Code R 338.2941, R 338.2949] MSW applicants with a macro or clinical designation require an additional 2,000 hours of post-degree experience in their specialty over at least one year, including at least 50 hours of supervisory review. [MI Admin. Code R 338.2949]

Applicants for a professional counselor license must first be issued a limited licensed counselor license to accumulate the supervised experience required for full licensure. The limited license can be renewed annually but for no more than 10 years. Applicants who complete a master's degree must complete 3,000 hours in not less than 2 years and with not less than 100 hours of regularly scheduled supervision under a licensed professional counselor in good standing. Applicants who completed a doctoral degree must complete 1,500 hours in not less than one year and with not less than 50 hours of regularly scheduled supervision. The supervision being on the issuance of the limited license and continues until the full license is issued. The applicant must be in the immediate physical presence of the supervisor or can be supervised via 2-way real-time audiovisual technology that allows direct, contemporaneous interaction by sight and sound between the supervisor and supervisee. [MI Admin. Code R 338.1774] A licensed professional counselor can provide supervision if provided supervision on or before January 1, 2013, completed training in counseling supervision, and acquired not less than 3 years post-master's practice in counseling; provided supervision for the first time between January 13, 2013, and March 5, 2022, completed training in counseling supervision, and acquired not less than 3 years of post-master's practice in counseling; or currently holds the Approved Clinical Supervisor (ACS) credential from the Center for Credentialing &

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Education (CCE). An eligible supervisor will also have training in the function of counseling supervision. [MI Admin. Code R 338.1781]

Applicants for a marriage and family therapist license must first be issued a limited license to accumulate the supervised experience required for full licensure. The limited license can be renewed annually and may not be renewed more than 5 times. Applicants for full licensure can complete supervised clinical marriage and family therapy experience in 2 ways: 1) Completing not less than 300 direct client contact hours in not less than 8 consecutive months in conjunction with the applicant's educational program, which could be obtained either in a clinical practicum during graduate education or in a postgraduate marriage and family institute training program accredited by the Council for Higher Education Accreditation (CHEA) or the United States Department of Education; 2) After the completion of the degree, finish a minimum of 1,000 direct contact hours in supervised marriage and family therapy experience, at least  $\frac{1}{2}$  of which was completed with families, couples, or subsystems of families physically present in the therapy room. An eligible supervisor must have a master's or higher graduate degree, and either is a marriage and family therapist, a certified social worker or a social worker, a licensed professional counselor, a physician practicing in a mental health setting, a licensed psychologist, or an approved supervisor or supervisor-in-training through a program conducted by the American Association for Marriage and Family Therapy (AAMFT) and approved by the board. The supervised experience requirement can be waived for applicants who have obtained a doctoral degree in marriage and family therapy. [MCL 333.16909]

Minnesota:

Minnesota offers four social work licenses: Licensed Social Worker (non-clinical), Licensed Graduate Social Worker (clinical practice under supervision), Licensed Independent Social Worker (clinical practice under supervision), and Licensed Independent Clinical Social Worker (independent clinical practice). [MN Stats. 148E.050] All supervisors must complete 30 hours of training in supervision through coursework or continuing education and be competent in the activities being supervised. [MN Stats. 148E.120]

General supervision requirements for licensed social worker and non-clinical licensed graduate social worker establish at least 100 hours of supervision during the first 4,000 hours of post-degree practice (4 hours per 160 practice hours). Fifty hours must be one-on-one whether in-person or eye-to-eye electronic media. The remaining 50 hours can be one-on-one or group supervision at a maximum of 6 supervisees. The supervision must be provided by a licensed graduate social worker who has completed the supervised practice requirements, licensed independent social worker, licensed independent clinical social worker, or any other supervisor who meet the supervised practice requirements. [MN Stats. 148E.100, 148E.105] Applicants for licensure as a licensed independent social worker must have obtained at least 100 hours of supervision during the 4,000 hours of postgraduate social work practice. The supervision must be provided by a licensed independent clinical social worker or an alternate supervisor who meets the supervised practice requirements. [MN Stats. 148E.110]

The clinical practice supervision for clinical licensed graduate social worker and licensed independent clinical social worker must have accrued at least 200 hours of supervision in not less than 4,000 hours and not more than 8,000 hours of postgraduate clinical practice, including at least 1,800 hours of direct clinical client contact. This supervision must have a minimum of 4 hours and a maximum of 8 hours of supervision during the 160 hours of practice until the licensed graduate social worker is issued a licensed independent clinical social worker license. The supervisor and the supervisee are required to meet a ratio of 4 hours of supervision during every 160 hours of practice. Of the 200 hours, 100 hours must be through one-on-one supervision, which could be either in person or via eye-to eye electronic media, while maintaining visual contact. The other 100 hours must be provided through one-on-one supervision or group supervision.

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Group supervision is limited to 6 supervisees. The supervision must be provided by a licensed independent clinical social worker or any other supervisor who meet the supervised practice requirements. [MN Stats. 148E.106, 148E.115]

Applicants for licensure as a licensed professional counselor, the equivalent to the professional counselor in training license in Wisconsin, must submit to the board a plan for supervision during the first 2,000 hours of professional practice or has submitted proof of supervised professional practice that is acceptable to the board. [MN Stats. 148B.33] In order to qualify for a clinical professional counselor license, applicants must complete 4,000 hours of supervised post-master's degree professional practice in clinical services, which includes at least 1,800 hours of clinical client contact. The supervision must be obtained at the rate of 2 hours of supervision per 40 hours of professional practice. At least 75 percent of the required supervision must be received in person or through real-time, two-way interactive audio and visual communication, and the board must allow an applicant to engage in this type of supervision. The remaining 25 percent may be received by telephone or by audio or audiovisual electronic device. At least 50 percent of the required hours of supervision must be received on an individual basis and the remaining 50 percent may be received in a group setting. [MN Stats. 148B.5301]

Applicants for licensure as a marriage and family therapist must complete not less than 4,000 hours of supervised professional experience, which includes at least 1,000 hours of clinical client contact, in not less than 2 years and at least 500 hours must be working with couples, families, or other relational groups. Supervision must involve at least 200 hours between the supervisor and supervisee of which at least 150 hours must be face-to-face in any 12-month period. At least 100 hours of contact between the supervisor and supervisee must be in an individual setting. [MN Admin. Code 5300.0150] Applicants are allowed to satisfy the requirement for supervised postgraduate experience through real-time, 2-way interactive audio and visual communication. [MN Stats. 148B.33]

19. Contact Name	20. Contact Phone Number
Sofia Anderson	608-261-4463

This document can be made available in alternate formats to individuals with disabilities upon request.

**ADMINISTRATIVE RULES**  
**Fiscal Estimate & Economic Impact Analysis**

**ATTACHMENT A**

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1. Summary of Rule's Economic and Fiscal Impact on Small Businesses (Separately for each Small Business Sector, Include Implementation and Compliance Costs Expected to be Incurred)

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2. Summary of the data sources used to measure the Rule's impact on Small Businesses

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3. Did the agency consider the following methods to reduce the impact of the Rule on Small Businesses?

- Less Stringent Compliance or Reporting Requirements
- Less Stringent Schedules or Deadlines for Compliance or Reporting
- Consolidation or Simplification of Reporting Requirements
- Establishment of performance standards in lieu of Design or Operational Standards
- Exemption of Small Businesses from some or all requirements
- Other, describe:

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4. Describe the methods incorporated into the Rule that will reduce its impact on Small Businesses

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5. Describe the Rule's Enforcement Provisions

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6. Did the Agency prepare a Cost Benefit Analysis (if Yes, attach to form)

- Yes
- No



# Wisconsin Legislative Council

## RULES CLEARINGHOUSE

**Scott Grosz**  
Clearinghouse Director

**Anne Sappenfield**  
Legislative Council Director

**Margit Kelley**  
Clearinghouse Assistant Director

### CLEARINGHOUSE RULE 25-091

#### Comments

**[NOTE: All citations to “Manual” in the comments below are to the Administrative Rules Procedures Manual, prepared by the Legislative Council Staff and the Legislative Reference Bureau, dated November 2020.]**

#### 2. Form, Style and Placement in Administrative Code

- a. Within the material created by ss. MPSW 4.02 (2) and 16.05 (2), ensure that each subunit following an introduction completes the idea and results in a complete sentence when read with the introduction. Additionally, consider modifying s. MPSW 12.02 (2) for consistency with this comment.
- b. Throughout the proposed rule, hyperlinks should not be indicated with underscored text, and more generally, underscored text should not be present in treatments to create or repeal and recreate rule provisions.

#### 4. Adequacy of References to Related Statutes, Rules and Forms

- a. The “Statutes Interpreted” section of the rule analysis should cite to “Chapter 457, Stats.” instead of “Section 457, Stats.”.
- b. The material created within s. MPSW 4.01 (2) should make clear that the requirement it is referring to is the requirement “under sub. (1)”.
- c. Consider removing the phrase “but not limited to” within ss. MPSW 4.01 (4) (intro.), 12.01 (4) (intro.), and 16.04 (4) (intro.), since it is not clear how someone could comply with the requirement under each respective sub. (5) if they must later demonstrate competence in other unlisted activities. Alternatively, correct the citation to “sub. (4)” within ss. MPSW 4.01 (5), 12.01 (5), and 16.04 (5) to “sub. (4) (a) to (c)” so it is clear those three activities listed are the only ones for which a person must demonstrate competence. Additionally, it is not clear how a person must demonstrate such competence required under sub. (5) to the board. Consider modifying that material to require that a supervisor of a pre-certification or pre-licensure candidate must affirm such competence, or consider another enforcement mechanism for this requirement.
- d. Should the description of the rate of supervision be aligned between s. MPSW 4.01 (1) and (2) (one hour per 40 hours) and s. MPSW 4.02 (2) (a) (one hour of supervision per week)?

e. Should the description of the rate of supervision be aligned between s. MPSW 16.04 (1) (one hour per 40 hours of supervised practice) and s. MPS 16.05 (2) (a) (one hour for each 10 client contact hours)?

## **5. Clarity, Grammar, Punctuation and Use of Plain Language**

a. The word “training” should be added after “30 hours of clinical supervision” within the second bullet point in the plain language analysis of the rule summary.

b. The plain language analysis section of the rule summary could condense the first and fifth bullet point to read something like: “Repealed and recreated ch. MPSW 4 and modified ch. MPSW 16 to establish an organizational structure for supervised practice of the Marriage and Family Therapy and Social Work sections consistent with that of the Professional Counselor section.”.

c. Usage of commas and semicolons should be reviewed for consistency between ss. MPSW 4.01 (4) (c), 12.01 (4) (c), and 16.04 (4) (c).

# Draft that includes Clearinghouse report comments

STATE OF WISCONSIN  
MARRIAGE AND FAMILY THERAPY, PROFESSIONAL  
COUNSELING, AND SOCIAL WORK EXAMINING BOARD

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IN THE MATTER OF RULE-MAKING : PROPOSED ORDER OF THE  
PROCEEDINGS BEFORE THE : MARRIAGE AND FAMILY THERAPY,  
MARRIAGE AND FAMILY THERAPY, : PROFESSIONAL COUNSELING, AND  
PROFESSIONAL COUNSELING, AND : SOCIAL WORK EXAMINING BOARD  
SOCIAL WORK EXAMINING BOARD : ADOPTING RULES  
: (CLEARINGHOUSE RULE 25-091)

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## PROPOSED ORDER

An order of the Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board **to amend** MPSW 12.01 (1), (3), 12.02 (1) (intro), (f), (2) (a), and 16.015 (1) (c) (intro) and (3); **to repeal and recreate** MPSW 4 and 16.04; and **to create** MPSW 12.01 (4), (5), 12.02 (3) (d), and 16.05, relating to supervised practice.

Analysis prepared by the Department of Safety and Professional Services.

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## ANALYSIS

### **Statutes interpreted:**



**Chapter 457**, Stats.

### **Statutory authority:**

Sections 15.08 (5) (b), 227.11 (2) (a), and 457.03 (1).

### **Explanation of agency authority:**

Section 15.08 (5) (b), Stats., provides that an examining board “[s]hall promulgate rules for its own guidance and for the guidance of the trade or profession to which it pertains, and define and enforce professional conduct and unethical practices not inconsistent with the law relating to the particular trade or profession.”

Section 227.11 (2) (a), Stats., states that “[e]ach agency may promulgate rules interpreting the provisions of any statute enforced or administered by the agency, if the agency considers it necessary to effectuate the purpose of the statute...”

Section 457.03 (1), Stats., provides that the examining board can “[u]pon the advice of the social worker section [...] promulgate rules establishing minimum standards for educational programs that must be completed for certification or licensure under this chapter and for supervised clinical training that must be completed for licensure as a clinical social worker, marriage and family therapist, or professional counselor...”

## **Draft that includes Clearinghouse report comments**

### **Related statute or rule:**

None.

### **Plain language analysis:**

The Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board reviewed chapters MPSW 4, 12, and 16 to update the current requirements for supervised practice for social workers, professional counselors, and marriage and family therapists who are under supervision in order to ensure clarity for supervisors, trainees, and employers. This review prompted the following changes:

- Repealed and recreated chapter MPSW 4 and modified chapter MPSW 16 to establish an organizational structure for supervised practice of the Marriage and Family Therapy and Social Work sections consistent with that of the Professional Counselor section.
- Added a supervisor qualification standard to MPSW 4.02 that allows individuals who have held a license as a clinical social worker for 3 years and completed 30 hours of clinical supervision **training** to be eligible to supervise social workers.
- **Created** MPSW 12.01 (4) and (5) to specify supervised practice activities.
- Amended MPSW 12.02 (1) (f) to include a minimum required clinical supervision education.
- Repealed and recreated section MPSW 16.04 to establish a parallel organizational structure similar to the social worker and professional counselor sections.
- Created a new section MPSW 16.05 titled Supervised Practice to include supervisor's qualifications and responsibilities.
- Added a supervisor qualification standard to MPSW 16.05 to specify that any individual who needs to be reviewed by the marriage and family therapy section as a potential clinical supervisor shall show evidence of 5 years of experience and completion of 30 hours of clinical supervision training.

### **Summary of, and comparison with, existing or proposed federal regulation:**

None.

### **Summary of public comments received on statement of scope and a description of how and to what extent those comments and feedback were taken into account in drafting the proposed rule:**

The Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board held a preliminary hearing on the scope statement for this rule at its April 16, 2024, meeting. No comments were received.

### **Comparison with rules in adjacent states:**

## **Draft that includes Clearinghouse report comments**

### **Illinois:**

Illinois does not have an equivalent to the Independent Social Worker license in Wisconsin. Applicants for licensure as a clinical social worker must complete 3,000 hours of satisfactory, supervised professional experience if they hold a master's degree, and 2,000 hours of satisfactory, supervised professional experience if they hold a doctorate degree. Applicants with a bachelor's degree in social work must complete 3 years of supervised professional experience after completing the degree. The rules specify that the required number of hours may be obtained either as full-time experience, which is a minimum of 30 hours per week but not more than 40 hours per week, or as part-time experience, which is up to 29 hours per week. The supervisor is required to meet with the applicant an average of at least 4 hours each month. Group supervision may not exceed 5 supervisees. Supervisors must be a certified social worker with clinical experience, a licensed clinical social worker, a diplomate in clinical social work, a designated member of the Academy of Certified Social Workers (ACSW), a Board certified psychiatrist, a licensed clinical psychologist, a supervisor from another state who is a clinical professional credentialed at the highest level required by that state or other appropriate clinical supervisor as approved by the board. [68 IL Admin. Code Section 1470.20]

Illinois has two professional counseling licenses: licensed professional counselor and licensed clinical professional counselor. A licensed professional counselor may not engage in independent practice without supervision of a licensed clinical professional counselor, a licensed clinical social worker, a licensed clinical psychologist, or a psychiatrist. [225 ILCS 107/18] To obtain a licensed clinical professional counselor, an applicant needs to submit proof of completion of the equivalent of 2 years of full-time supervised experience working as a clinical counselor under the direction of a qualified supervisor after completing a master's degree. Applicants who hold a doctorate's degree must complete the equivalent of 2 years of full-time supervised experience, at least one year of which is after the doctorate degree conferral. Internships required as part of the doctoral degree may count toward professional experience. A qualified supervisor means any person who is a licensed clinical professional counselor, licensed clinical social worker, licensed clinical psychologist, licensed marriage and family therapist, or licensed psychiatrist. If the supervision took place outside the state, the supervisor must have been a master's level or doctoral level counselor engaged in clinical professional counseling, clinical psychology, marriage and family therapy, or psychiatry. When a clinical counseling applicant is obtaining supervised experience while physically located in Illinois, the qualified supervisor must be licensed in the state, even if the services are provided to persons located outside the state via telehealth. One year of supervised clinical professional counseling experience shall be 1,680 clock hours in not less than 48 weeks and at least 50% of those hours must consist of direct face to face service to clients, which includes telehealth methods where there is synchronous audio-visual communication with the client. The supervisor shall meet face to face with the applicant at least one hour each week. Group supervision must not exceed 5 supervisees. [68 IL Admin. Code Section 1375.130]

Illinois has two marriage and family therapist licenses: associate licensed marriage and family therapist and licensed marriage and family therapist. The difference is that the

## **Draft that includes Clearinghouse report comments**

associate licensed marriage and family therapist may not practice independently and must be clinically supervised by a licensed marriage and family therapist. Also, the associate license is only valid for 5 years and may not be renewed. The requirements of the licensed marriage and family therapist include completion of at least 3,000 hours of professional work experience in not less than a 2 year period and no more than 5 years, which includes 1,000 hours of face to face client contact and 200 hours of clinical supervision in marriage and family therapy. [68 IL Admin. Code Section 1283.15] At least 350 hours of the 1,000 hours must involve working with only one client present in therapy sessions as part of the therapy being provided to couples or families, and at least 350 hours of the 1000 hours of face-to-face client contact must involve conjoint therapy, i.e., working with two or more clients present in therapy sessions who are in significant relationships with each other outside the therapy context. [68 IL Admin. Code Section 1283.20] Up to 100 hours of the 200 hours of clinical supervision accumulated during graduate training may be counted toward the total hours of clinical supervision. An eligible supervisor must hold a certification as an approved supervisor or supervisor in-training by the American Association for Marriage and Family Therapy (AAMFT); an active license as a licensed marriage and family therapist with 5 years of clinical experience providing marriage and family therapy; an active clinical membership certification with the AAMFT for at least 5 years; or an active license as a licensed clinical psychologist, a licensed clinical social worker, or a licensed psychiatrist and have 5 years clinical experience providing marriage and family therapy, at least 1,000 hours of conjoint therapy, and either 2 years of experience providing clinical supervision of marriage and family therapy or completed one semester hour of graduate course in marriage and family therapy supervision with at least 15 contact hours or the equivalent prior or during the supervision of an applicant. Supervision is defined as a face-to-face conversation with a supervisor that is live, interactive, and visual. Video supervision sessions must be synchronous and permit verbal and visual interaction during supervision, and must comport with confidentiality regulations and laws, usually in periods of approximately one hour each. Group supervision is limited to a maximum of 6 supervisees. [68 IL Admin. Code Section 1283.25]

### **Iowa:**

Applicants for licensure as a licensed independent social worker, the Iowa equivalent to a clinical social worker, must complete the clinical supervised experience in a minimum of 2 years and the experience shall consist of at least 3,000 hours of supervised social work practice, which includes at least 1,500 hours of direct client contact and 110 hours of direct supervision. The direct supervision hours shall include at least 24 hours of live or recorded direct observation of client interaction. A maximum of 50 hours of direct supervision may be obtained through group supervision. The content of the clinical supervised experience shall include psychosocial assessments as well as diagnostic practice and treatment using the current edition of the DSM. The rules do not specify how many hours must involve diagnostic practice and treatment. An applicant who has accrued some or all supervised experience in another state without obtaining licensure in that state shall contact the board to determine if some of that experience can be used to obtain licensure in Iowa. Eligible supervisors must hold an active license as an independent level social worker, mental health counselor, or marital and family therapist, have a minimum of 3 years of

## **Draft that includes Clearinghouse report comments**

independent practice, have completed at least 6 hours of continuing education course in supervision or one graduate level course in supervision, be knowledgeable of the ethical code and licensing rules governing the supervisee. An applicant who completed some or all of the supervised clinical experience in another state without obtaining licensure in that state should contact the board to determine whether some or all of the supervised clinical experience completed can be used to qualify for licensure in Iowa. [481 IAC 895.6 (154C)] Iowa does not have an equivalent to the Independent Social Worker license in Wisconsin.

Applicants for licensure as a mental health counselor or marriage and family therapist, the Iowa equivalent to a professional counselor or marriage and family therapist, must complete the clinical supervised experience in a minimum of 2 years and the experience shall consist of at least 3,000 hours of supervised social work practice, which includes at least 1,500 hours of direct client contact and 110 hours of direct supervision. The direct supervision hours shall include at least 24 hours of live or recorded direct observation of client interaction. A maximum of 50 hours of direct supervision may be obtained through group supervision. The content of the clinical supervised experience shall include psychosocial assessments as well as diagnostic practice and treatment using the current edition of the DSM. The rules do not specify how many hours must involve diagnostic practice and treatment. An applicant who has accrued some or all supervised experience in another state without obtaining licensure in that state shall contact the board to determine if some of that experience can be used to obtain licensure in Iowa. Eligible supervisors must hold an active license as an independent level social worker, mental health counselor, or marital and family therapist, have a minimum of 3 years of independent practice, have completed at least 6 hours of continuing education course in supervision or one graduate level course in supervision, be knowledgeable of the ethical code and licensing rules governing the supervisee. An applicant who completed some or all of the supervised clinical experience in another state without obtaining licensure in that state should contact the board to determine whether some or all of the supervised clinical experience completed can be used to qualify for licensure in Iowa. [481 IAC 891.7 (154D)]

### **Michigan:**

Michigan offers social worker licenses as Bachelor's Social Worker (BSW), Master's Social Worker (MSW) with macro or clinical designations (equivalent to social worker, advanced practice social worker, independent social worker, and clinical social worker). Both BSW and MSW applicants initially receive a one-year limited license, renewable up to 6 times, to gain supervised experience. [MI Admin. Code R 338.2939, R 338.2947] Full licensure requires at least 4,000 hours of post-degree supervised work experience over a minimum of 2 years, under a licensed MSW. Supervision can be individual either in-person or telecommunications with live contact or group with 50% of individual contact reviewing work. Supervisors must conduct at least 4 hours of review per month, with at least 2 hours being individual either in-person or telecommunications. Applicants can accumulate a maximum of 2,080 hours annually, averaging 16-40 hours per week. [MI Admin. Code R 338.2941, R 338.2949] MSW applicants with a macro or clinical designation require an additional 2,000 hours of post-degree experience in their specialty over at least one year, including at least 50 hours of supervisory review. [MI Admin. Code R 338.2949]

## **Draft that includes Clearinghouse report comments**

Applicants for a professional counselor license must first be issued a limited licensed counselor license to accumulate the supervised experience required for full licensure. The limited license can be renewed annually but for no more than 10 years. Applicants who complete a master's degree must complete 3,000 hours in not less than 2 years and with not less than 100 hours of regularly scheduled supervision under a licensed professional counselor in good standing. Applicants who completed a doctoral degree must complete 1,500 hours in not less than one year and with not less than 50 hours of regularly scheduled supervision. The supervision being ~~s~~ on the issuance of the limited license and continues until the full license is issued. The applicant must be in the immediate physical presence of the supervisor or can be supervised via 2-way real-time audiovisual technology that allows direct, contemporaneous interaction by sight and sound between the supervisor and supervisee. [MI Admin. Code R 338.1774] A licensed professional counselor can provide supervision if provided supervision on or before January 1, 2013, completed training in counseling supervision, and acquired not less than 3 years post-master's practice in counseling; provided supervision for the first time between January 13, 2013, and March 5, 2022, completed training in counseling supervision, and acquired not less than 3 years of post-master's practice in counseling; or currently holds the Approved Clinical Supervisor (ACS) credential from the Center for Credentialing & Education (CCE). An eligible supervisor will also have training in the function of counseling supervision. [MI Admin. Code R 338.1781]

Applicants for a marriage and family therapist license must first be issued a limited license to accumulate the supervised experience required for full licensure. The limited license can be renewed annually and may not be renewed more than 5 times. Applicants for full licensure can complete supervised clinical marriage and family therapy experience in 2 ways: 1) Completing not less than 300 direct client contact hours in not less than 8 consecutive months in conjunction with the applicant's educational program, which could be obtained either in a clinical practicum during graduate education or in a postgraduate marriage and family institute training program accredited by the Council for Higher Education Accreditation (CHEA) or the United States Department of Education; 2) After the completion of the degree, finish a minimum of 1,000 direct contact hours in supervised marriage and family therapy experience, at least  $\frac{1}{2}$  of which was completed with families, couples, or subsystems of families physically present in the therapy room. An eligible supervisor must have a master's or higher graduate degree, and either is a marriage and family therapist, a certified social worker or a social worker, a licensed professional counselor, a physician practicing in a mental health setting, a licensed psychologist, or an approved supervisor or supervisor-in-training through a program conducted by the American Association for Marriage and Family Therapy (AAMFT) and approved by the board. The supervised experience requirement can be waived for applicants who have obtained a doctoral degree in marriage and family therapy. [MCL 333.16909]

### **Minnesota:**

Minnesota offers four social work licenses: Licensed Social Worker (non-clinical), Licensed Graduate Social Worker (clinical practice under supervision), Licensed Independent Social Worker (clinical practice under supervision), and Licensed

## **Draft that includes Clearinghouse report comments**

Independent Clinical Social Worker (independent clinical practice). [MN Stats. 148E.050] All supervisors must complete 30 hours of training in supervision through coursework or continuing education and be competent in the activities being supervised. [MN Stats. 148E.120]

General supervision requirements for licensed social worker and non-clinical licensed graduate social worker establish at least 100 hours of supervision during the first 4,000 hours of post-degree practice (4 hours per 160 practice hours). Fifty hours must be one-on-one whether in-person or eye-to-eye electronic media. The remaining 50 hours can be one-on-one or group supervision at a maximum of 6 supervisees. The supervision must be provided by a licensed graduate social worker who has completed the supervised practice requirements, licensed independent social worker, licensed independent clinical social worker, or any other supervisor who meet the supervised practice requirements. [MN Stats. 148E.100, 148E.105] Applicants for licensure as a licensed independent social worker must have obtained at least 100 hours of supervision during the 4,000 hours of postgraduate social work practice. The supervision must be provided by a licensed independent clinical social worker or an alternate supervisor who meets the supervised practice requirements. [MN Stats. 148E.110]

The clinical practice supervision for clinical licensed graduate social worker and licensed independent clinical social worker must have accrued at least 200 hours of supervision in not less than 4,000 hours and not more than 8,000 hours of postgraduate clinical practice, including at least 1,800 hours of direct clinical client contact. This supervision must have a minimum of 4 hours and a maximum of 8 hours of supervision during the 160 hours of practice until the licensed graduate social worker is issued a licensed independent clinical social worker license. The supervisor and the supervisee are required to meet a ratio of 4 hours of supervision during every 160 hours of practice. Of the 200 hours, 100 hours must be through one-on-one supervision, which could be either in person or via eye-to eye electronic media, while maintaining visual contact. The other 100 hours must be provided through one-on-one supervision or group supervision. Group supervision is limited to 6 supervisees. The supervision must be provided by a licensed independent clinical social worker or any other supervisor who meet the supervised practice requirements. [MN Stats. 148E.106, 148E.115]

Applicants for licensure as a licensed professional counselor, the equivalent to the professional counselor in training license in Wisconsin, must submit to the board a plan for supervision during the first 2,000 hours of professional practice or has submitted proof of supervised professional practice that is acceptable to the board. [MN Stats. 148B.33] In order to qualify for a clinical professional counselor license, applicants must complete 4,000 hours of supervised post-master's degree professional practice in clinical services, which includes at least 1,800 hours of clinical client contact. The supervision must be obtained at the rate of 2 hours of supervision per 40 hours of professional practice. At least 75 percent of the required supervision must be received in person or through real-time, two-way interactive audio and visual communication, and the board must allow an applicant to engage in this type of supervision. The remaining 25 percent may be received by telephone or by audio or audiovisual electronic device. At least 50 percent of the

## **Draft that includes Clearinghouse report comments**

required hours of supervision must be received on an individual basis and the remaining 50 percent may be received in a group setting. [MN Stats. 148B.5301]

Applicants for licensure as a marriage and family therapist must complete not less than 4,000 hours of supervised professional experience, which includes at least 1,000 hours of clinical client contact, in not less than 2 years and at least 500 hours must be working with couples, families, or other relational groups. Supervision must involve at least 200 hours between the supervisor and supervisee of which at least 150 hours must be face-to-face in any 12-month period. At least 100 hours of contact between the supervisor and supervisee must be in an individual setting. [MN Admin. Code 5300.0150] Applicants are allowed to satisfy the requirement for supervised postgraduate experience through real-time, 2-way interactive audio and visual communication. [MN Stats. 148B.33]

### **Summary of factual data and analytical methodologies:**

The proposed rules were developed by reviewing chapters MPSW 4, 12, and 16 to ensure that the code is compliant with current standards of practice. No additional factual data or analytical methodologies were used to develop the proposed rules.

### **Analysis and supporting documents used to determine effect on small business or in preparation of economic impact analysis:**

The rule draft was posted on the department's website for 14 days to solicit economic impact comments from local governments and small businesses. No comments were received.

### **Fiscal Estimate and Economic Impact Analysis:**

The Fiscal Estimate and Economic Impact Analysis is attached.

### **Effect on small business:**

These proposed rules do not have an economic impact on small businesses, as defined in s. 227.114 (1), Stats. The Department's Regulatory Review Coordinator may be contacted by email at [Jennifer.Garrett@wisconsin.gov](mailto:Jennifer.Garrett@wisconsin.gov), or by calling (608) 266-2112.

### **Agency contact person:**

Sofia Anderson, Administrative Rules Coordinator, Department of Safety and Professional Services, Division of Policy Development, 4822 Madison Yards Way, P.O. Box 14497, Madison, Wisconsin 53708-0497; telephone 608-261-4463; email at [DSPSAdminRules@wisconsin.gov](mailto:DSPSAdminRules@wisconsin.gov).

### **Place where comments are to be submitted and deadline for submission:**

## **Draft that includes Clearinghouse report comments**

Comments may be submitted to Sofia Anderson, Administrative Rules Coordinator, Department of Safety and Professional Services, Division of Policy Development, 4822 Madison Yards Way, P.O. Box 14497, Madison, WI 53708-0497, or by email to [DSPSAAdminRules@wisconsin.gov](mailto:DSPSAAdminRules@wisconsin.gov). Comments must be received on or before the beginning of the public hearing scheduled for January 21, 2026, to be included in the record of rule-making proceedings.

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### TEXT OF RULE

SECTION 1. MPSW 4 is repealed and recreated to read:

## **Chapter MPSW 4**

### **MPSW 4.01 Supervised practice requirement.**

- (1) Supervision of pre-certification or pre-licensure practice of social work under s. 457.08 (3) (c) and (4) (c), Stats., shall include the direction of social work practice in face-to-face individual or groups sessions of at least one hour duration per 40 hours of supervised practice of social work. Such supervision may be exercised by a person other than an employment supervisor.
- (2) The one hour per 40 hours supervision requirement **specified in sub. (1)** may be averaged out over the course of the period of supervision.  
  
(3) An applicant who has completed any portion of their supervised social work practice in another state shall be given credit for those hours upon submission of evidence satisfactory to the section that the hours meet the requirements of this chapter.
- (4) A period of supervised practice of social work shall **include practice** in each of the following activities:  

  - (a) Evaluation and assessment of difficulties in psychosocial functioning of a group or another individual.
  - (b) Developing plans or policies to alleviate those difficulties.
  - (c) Intervention, which may include psychosocial evaluation and counseling of individuals, families, and groups; advocacy; referral to community resources; and facilitation of organizational change to meet social needs.
- (5) At the end of the period of supervision, the candidate for certification shall have demonstrated competence in each of the activities listed in sub. (4) (a) to (c).

### **MPSW 4.02 Supervised practice.**

## **Draft that includes Clearinghouse report comments**

**(1) SUPERVISOR QUALIFICATIONS.** It is the applicant's responsibility to satisfy the social work section that the applicant's supervisor has adequate training, knowledge, and skill to competently supervise any social work service that a supervisee undertakes and meets all the requirements of this chapter. Supervision of the supervised practice of social work may be exercised by any of the following:

- (a)** An individual licensed as a clinical social worker who has received a doctorate degree in social work.
- (b)** An individual licensed as a clinical social worker who has engaged in the equivalent of 5 years of full-time clinical social work.
- (c)** A psychiatrist or a psychologist licensed under ch. 455, Stats.
- (d)** An individual who has held a license as a clinical social worker for 3 years and has completed 30 hours of clinical supervision training through coursework or continuing education.
- (e)** An individual, other than an individual specified in par. (a), (b), (c), or (d), who is approved in advance by the social worker section based upon evidence of 5 years of experience in full-time clinical social work and has completed 30 hours of clinical supervision training through coursework or continuing education.

**(2) SUPERVISOR RESPONSIBILITIES.** The supervisor's responsibilities include all of the following:



- (a)** **Exercising** discretion as to the frequency, duration, and intensity of the face-to-face supervision session to meet an average of one hour of supervision per week during the supervised practice period.
- (b)** **Permitting** a supervisee to engage in only social work services the supervisor can competently perform.
- (c)** Be available or make appropriate provision for emergency consultation or intervention.
- (d)** Be legally and ethically responsible for the supervised activities of the supervisee.
- (e)** Be able to interrupt or stop the supervisee from practicing in given cases or recommend to the supervisee's employer that the employer interrupt or stop the supervisee from practicing in given cases.
- (f)** To terminate the supervised relationship.

## **Draft that includes Clearinghouse report comments**

**(3) GROUP SUPERVISION REQUIREMENTS.** Supervision in group sessions shall meet all of the following:

- (a)** The group shall consist of no more than 6 persons for every one person providing supervision.
- (b)** Each person receiving supervision as part of the group session receives one hour credit for each hour that the group meets for supervision but may not credit any time which is primarily social activity with the group or supervisor as part of a supervision session.
- (c)** A supervision session for a group or individual which is provided by more than one supervisor may not be credited for more than the actual time elapsed during the supervision session, not including social activities.
- (d)** Any individual participating in group supervision must also engage in a minimum of one hour per week of individual, face-to-face meeting time between the supervisor and the supervisee, dedicated to the direct clinical discussion and evaluation of the supervisee's practice.

SECTION 2. MPSW 12.01 (1) and (3) are amended to read:

**MPSW 12.01 (1)** Except as provided in sub. (3), an applicant for licensure as a professional counselor under s. 457.12, Stats., shall complete a period of supervised practice while holding a valid professional counselor training license before being eligible for licensure. This supervision shall include the direction of professional counseling practice in face-to-face individual or groups sessions of at least one hour duration per 40 hours of supervised practice of professional counseling. Supervision may be exercised by a person other than an employment supervisor.

**(3)** An applicant who has completed any portion of his or her their supervised professional counseling practice in another state shall be given credit for those hours obtained without a professional counselor training license upon submission of evidence satisfactory to the section that provided the hours meet the all other requirements of this chapter.

SECTION 3. MPSW 12.01 (4) and (5) are created to read:

**MPSW 12.01 (4)** A period of supervised practice of professional counseling shall include, but not be limited to, practice in each of the following activities:

- (a)** Evaluation and assessment of difficulties in psychosocial functioning of a group or another individual.
- (b)** Developing plans or policies to alleviate those difficulties.

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(c) Intervention, which may include psychosocial evaluation and counseling of individuals, families, and groups; advocacy; referral to community resources; and facilitation of organizational change to meet social needs.

(5) At the end of the period of supervision, the candidate for certification shall have demonstrated competence in each of the activities listed in sub. (4) (a) to (c).

SECTION 4. MPSW 12.02 (1) (intro), (f), and (2) (a) are amended to read:

**MPSW 12.02 (1) (intro)** SUPERVISOR QUALIFICATIONS. It is the applicant's responsibility to satisfy the professional counselors section that the applicant's supervisor ~~met all qualifications has adequate training, knowledge, and skill to competently supervise any professional counseling service that a supervisee undertakes and meets all the requirements of this chapter~~. Supervision of the supervised practice of professional counseling may be exercised by any of the following:

(f) An individual, other than an individual specified in pars. (a) to (e), who is approved in advance by the professional counselor section based upon evidence of 5 years of experience in full-time counseling practice and has completed 30 hours of clinical supervision training through coursework or continuing education.

(2) (a) Exercise discretion as to the frequency, duration, and intensity of the face-to-face supervision session to meet an average of one hour of supervision per week per 40 hours of counseling practice during the supervised practice period.

SECTION 5. MPSW 12.02 (3) (d) is created to read:

**MPSW 12.02 (3) (d)** Any individual participating in group supervision must also engage in a minimum of one hour per week of individual, face-to-face meeting time between the supervisor and the supervisee, dedicated to the direct clinical discussion and evaluation of the supervisee's practice.

SECTION 6. MPSW 16.015 (1) (c) (intro) and (3) are amended to read:

**MPSW 16.015 (1) (c)** Submits evidence satisfactory to the marriage and family therapist section that ~~he or she~~ the applicant has done one of the following:

(3) A marriage and family therapist training license authorizes the holder to use any title specified in s. 457.04 (5), Stats., and to practice marriage and family therapy within the practice scope of ~~his or her~~ the licensee's training or supervision during the period in which the license is valid.

SECTION 7. MPSW 16.04 is repealed and recreated to read:

**MPSW 16.04 Supervised practice requirement.**

## **Draft that includes Clearinghouse report comments**

**(1)** Except as provided in sub. (3), an applicant for licensure as a marriage and family therapist under s. 457.10, Stats., shall complete a period of supervised practice while holding a valid marriage and family therapist training license before being eligible for full licensure. This supervision shall include the direction of marriage and family therapy practice in face-to-face individual or groups sessions of at least one hour duration per 40 hours of supervised practice of marriage and family therapy. Supervision may be exercised by a person other than an employment supervisor.

**(2)** A person with a training license must be supervised.

**(3)** An applicant who has completed any portion of their supervised marriage and family therapy practice in another state shall be given credit for those hours obtained without a marriage and family therapist training license upon submission of evidence satisfactory to the section that the hours meet the requirements of this chapter.

**(4)** A period of supervised practice of marriage and family therapy shall include, but not be limited to, practice in each of the following activities:

**(a)** Evaluation and assessment of difficulties in systemic functioning of a marital or family system.

**(b)** Developing treatment plans or policies to alleviate those difficulties.

**(c)** Intervention, which may include psychosocial evaluation and counseling of families and couples; and treatment or resolution of a cognitive, affective, behavioral, nervous, or mental disorder of an individual, couple, or family.

**(5)** At the end of the period of supervision, the candidate for certification shall have demonstrated competence in each of the activities listed in sub. (4) (a) to (c).

SECTION 8. MPSW 16.05 is created to read:

### **MPSW 16.05 Supervised practice.**

**(1) SUPERVISOR QUALIFICATIONS.** It is the applicant's responsibility to satisfy the marriage and family therapy section that the applicant's supervisor has adequate training, knowledge, and skill to competently supervise any marriage and family therapy service that a supervisee undertakes and meets all the requirements of this chapter. Supervision of the supervised practice of marriage and family therapy may be exercised by any of the following:

**(a)** An individual licensed as a marriage and family therapist who has received a doctorate degree in marriage and family therapy.

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- (b)** An individual licensed as a marriage and family therapist who has engaged in the equivalent of 5 years of full-time marriage and family therapy practice.
- (c)** A psychiatrist.
- (d)** A psychologist licensed under ch. 455, Stats.
- (e)** A person who is an American Association for Marriage and Family Therapy approved supervisor or supervisor candidate.
- (f)** An individual, other than an individual specified in par. (a) to (e), who the marriage and family therapy section approves in advance based upon evidence of 5 years of experience in full-time systemic therapy and completion of 30 hours of clinical supervision training through coursework and continuing education.

**(2)** **SUPERVISOR RESPONSIBILITIES.** The supervisor's responsibilities include all of the following:

- (a)** **Providing** one hour of face-to-face supervision for each 10 client contact hours.
- (b)** **Permitting** a supervisee to engage in only marriage and family therapy services the supervisor can competently perform.
- (c)** Be available or make appropriate provision for emergency consultation and intervention.
- (d)** Be legally and ethically responsible for the supervised activities of the supervisee.
- (e)** Be able to interrupt or stop the supervisee from practicing in given cases or recommend to the supervisee's employer that the employer interrupt or stop the supervisee from practicing in given cases.
- (f)** To terminate the supervised relationship.

**(3)** **GROUP SUPERVISION REQUIREMENTS.** Supervision in group sessions shall meet all of the following:

- (a)** The group shall consist of no more than 6 persons for every one person providing supervision.
- (b)** Each person receiving supervision as part of the group session receives one hour credit for each hour that the group meets for supervision. Time which is not directly case related may not be counted towards the supervision requirement.

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**(c)** A supervision session for a group or individual which is provided by more than one supervisor may not be credited for more than the actual time elapsed during the supervision session.

**(d)** Any individual participating in group supervision must also engage in a minimum of one hour per week of individual, face-to-face meeting time between the supervisor and the supervisee, dedicated to the direct clinical discussion and evaluation of the supervisee's practice.

SECTION 9. EFFECTIVE DATE. The rules adopted in this order shall take effect on the first day of the month following publication in the Wisconsin Administrative Register, pursuant to s. 227.22 (2) (intro.), Stats.

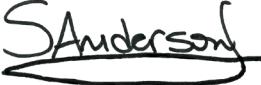
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(END OF TEXT OF RULE)

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**State of Wisconsin  
Department of Safety & Professional Services**

**AGENDA REQUEST FORM**

1) Name and title of person submitting the request:  Sofia Anderson, Administrative Rules Coordinator		2) Date when request submitted:  01/08/2026  Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting
3) Name of Board, Committee, Council, Sections:  Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board		
4) Meeting Date:  January 21, 2026	5) Attachments:  <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page?  Administrative Rule Matters – Discussion and Consideration  1. Pending or Possible Rulemaking Projects.
7) Place Item in:  <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session	8) Is an appearance before the Board being scheduled? (If yes, please complete <a href="#">Appearance Request</a> for Non-DSPS Staff)  <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if required:  N/A
10) Describe the issue and action that should be addressed:  Attachments: <ul style="list-style-type: none"><li>• MPSW Rule Projects chart.</li></ul>		
11) Authorization   01/08/2026		
Signature of person making this request		Date
Supervisor (if required)		Date
Executive Director signature (indicates approval to add post agenda deadline item to agenda) Date		
Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. 3. If necessary, provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.		

**MPSW Examining Board**  
**Rule Projects (updated 01/08/2026)**

<b>Clearinghouse Rule Number</b>	<b>Scope #</b>	<b>Scope Expiration</b>	<b>Code Chapter Affected</b>	<b>Relating clause</b>	<b>Synopsis</b>	<b>Current Stage</b>	<b>Next Step</b>
25-091	018-24	08/12/2026	MPSW 4, 12, 16, and 20	Supervision requirements	The objective of the proposed rule will be to revise the relevant sections of the MPSW code that refer to supervised practice and approving completion of hours to social workers, professional counselors, and marriage and family therapists who are under supervision.	Public Hearing to be held at the January meeting.	Submission of final rule draft and legislative report to Governor's Office for review.
25-040	052-24	11/20/2026	MPSW 1 to 20	Counseling Compact	The objective of this rule is to implement the statutory changes from 2023 Wisconsin Act 55, which establishes Wisconsin as a member of the Professional Counselor's Counseling Compact.	Rule effective December 1, 2025.	N/A