

CERTIFIED CLINICAL SUPERVISOR (CCS)



This credential is for the alcohol and other drug abuse, criminal justice addictions, or co-occurring disorders clinical supervisor. This is an international credential that is recognized throughout the world via reciprocity.

A clinical supervisor is directly involved with staff development dealing with the clinical skills and competencies of persons providing counseling. The format for supervision is commonly one-to-one and/or small groups on a regular basis. Methods for review often include case review and discussion, utilizing direct and indirect observations of a counselor's clinical work.

THE SIX CCS PERFORMANCE DOMAINS

1. Counselor Development
2. Professional & Ethical Standards
3. Program Development & Quality Assurance
4. Performance Evaluation
5. Administration
6. Treatment Knowledge

EXPERIENCE AND SUPERVISION REQUIREMENTS

- Five years (10,000 hours) of paid, supervised employment as an alcohol and other drug abuse counselor, criminal justice addictions professional, or co-occurring disorders professional.
- An associate's degree in behavioral science may substitute for 1000 hours; a bachelor's degree in behavioral science may substitute for 2000 hours; a master's degree in behavioral science may substitute for 4000 hours.
- Two years (4,000 hours) of paid, supervised employment as an alcohol and other drug abuse, criminal justice addictions, or co-occurring disorders clinical supervisor. These 2 years may be included in the 5 years of counseling employment and must include the provision of 200 contact hours of face-to-face clinical supervision (see pages 4 and 7). Of the 200 hours of face-to-face clinical supervision, 100 hours may be performed electronically in real time.

EDUCATION REQUIREMENTS

Academic Requirements:

- Applicant must hold a current and valid CCDC, CCJP or CCDP credential OR a specialty substance abuse credential in another professional discipline in human services at a Master's level or higher.

Specialized Training:

- 30 hours of education specific to clinical supervision with a minimum of 4 hours in each domain with the exception of the Treatment Knowledge domain (see Education/Training Form, page 6).
- In-service training is defined as "training provided within an agency by an agency employee, which has been approved by MABPCB." Training provided within an agency by an outside consultant or professional is not considered as in-service, and is measured by the same standards as other general training hours. Maximum in-service hours for the CCS application is 5 hours.
- Hours of education are measured at 60 minutes = 1 clock hour. College credits are measured by their hours described in official college catalogs or transcripts with a typical 3-credit course = 36 clock hours. Exceptions are evaluated on an individual basis. All education must be documented.

EXAMINATION

Applicants must pass the IC&RC International Written Clinical Supervisor Examination (see page 2).

CODE OF ETHICS

Applicants must sign a clinical supervisor specific code of ethics statement or affirmation statement (see page 8). The certification board must have a written enforcement and appeals mechanism to maintain ethical standards.

RESIDENCY REQUIREMENT

To be certified in Maryland, one must live or work in Maryland 51 % of the time. A valid certification from an adjacent ICRC member board will be honored in Maryland, if the counselor lives in that other state, and commutes to work in Maryland.

FEES

Certification: (includes application and exam fees) (fees must accompany application and materials)	\$250
Recertification:	\$100
Retest:	\$150
Exam Cancellation/Rescheduling:	\$ 25

CERTIFICATION TIME PERIOD

MABPCB certification encompasses two calendar years commencing on the date of successful completion of the examination. Two dates, date of issue and valid through, will appear on the certificate along with a certification number.

APPEAL PROCESS

The purpose of appeal is to determine if MABPCB accurately, adequately and fairly reviewed applicant's file. A letter requesting an appeal must be made to MABPCB in writing within 30 days of the notification of the board's action. A person shall be considered notified five days after the relevant date of mailing. The written appeal will be sent to the Executive Committee who in turn will thoroughly review the entire application and materials to determine whether or not applicant should have been denied approval. Applicant will be notified in writing as to the findings of the Executive Committee.

EXAMINATION INFORMATION

Type: This credential requires successful completion of the IC&RC exam which is offered as a computer based exam. Three hours are permitted to complete the 150 question, multiple choice exam. Candidates will be notified by MABPCB, once application for certification is approved, on how to register for the computer based exam.

Content: The IC&RC Job Task Analysis for this credential identified domains which make up the questions in the exam. Within each domain are several identified tasks that provide the basis for questions in the exam.

Candidate Guide: The domains, including the knowledge and skill areas of each domain, sample exam questions, and a list of references are included in the free Candidate Guide. Candidate Guides will be sent to candidates upon application approval. Candidate Guides are also available from the MABPCB website at www.MABPCB.com by clicking on "Forms."

Study Guides: Professional study guides have been published for several of the exams including ADC, CCS, CCDP and CCJP. Study Guides are available for sale from DLCAS at www.ReadyToTest.com.

Dates: The IC&RC exam is offered on demand at approved testing centers thereby allowing candidates to test on a date and time convenient for them. Candidates will receive information from MABPCB on registering for on demand testing once application for certification is approved.

Locations: There are five computer based testing sites in and around the Maryland area – Annapolis, Bel Air, and Columbia are in Maryland. Those who live on the Eastern Shore may choose to test in Georgetown, Delaware, and those in Western Maryland may opt for Morgantown, West Virginia. Candidates can choose whichever testing site is closest for their travel.

Special Situations: Individuals with disabilities and/or religious obligations that require modifications in exam

administration may request specific procedure changes, in writing, to MABPCB no fewer than 60 days prior to the scheduled exam date. With the written request, candidate must provide official documentation of the disability or religious issue. Contact MABPCB on what constitutes official documentation. MABPCB will make arrangements for appropriate modifications to its procedures when documentation supports this need.

Cancellation/Rescheduling Policy: Candidates are required to arrive on time for their exam. Candidates who arrive late will not be permitted to test and will be charged a \$150.00 cancellation/rescheduling fee. Candidates who cancel or reschedule their exam less than five days prior to their scheduled date will be charged the full testing fee. Candidates who cancel or reschedule more than five days before their scheduled date will be charged a \$25.00 cancellation / rescheduling fee.

Retest: Candidates failing the exam can retest after a 60 day wait period from date of last taking the exam. Candidates will be sent retest instructions from MABPCB.

RECERTIFICATION

To maintain the high standards of this professional practice and to assure continuing awareness of new knowledge in the field, MABPCB requires recertification every two years.

To be recertified as a CCS, an individual must:

1. Hold a current and valid CCS certificate issued by MABPCB;
2. Acquire 6 hours of MABPCB approved clinical supervisor specific education received within the two year recertification cycle which may be part of the 40 hours obtained for the prerequisite credential.
3. Verify that you have reviewed, read and will uphold by practice the MABPCB Code of Ethical Conduct for professional behavior;
4. Complete an application and pay the recertification fee.

LAPSED CERTIFICATION

The completed recertification application should be received at MABPCB prior to the expiration date. If the application is incomplete, applicant will be notified by phone or email depending on what has been indicated by applicant.

There is no grace period. If the recertification is not completed by the expiration date, the individual will no longer hold a CCS and no further use of the CCS is permitted until the individual has recertified.

All certified professionals should review the recertification application well in advance of the expiration date. A \$15 per month Reinstatement Fee over and above the Recertification \$150 Fee is due if the recertification is late between one day and 12 months. After 12 months, no recertification is possible and applicant would have to reapply for the credential, meeting all current requirements.

INTERNATIONAL CERTIFICATION & RECIPROCITY CONSORTIUM (IC&RC)

The purpose of the IC&RC is:

- to promote uniform professional standards and quality assurance for the alcohol and drug profession and to give the profession greater visibility throughout the United States and other countries;
- to negotiate reciprocity agreements for alcohol and drug professionals with certification bodies throughout the United States and other countries;
- to provide support services, including consultation and training to all states in all areas of certification, such as establishment of standards, evaluation of competence, establishment and training of boards and committees;
- to provide information on certification and certification activities throughout the United States and other countries;
- to provide an International Certificate (ICCS) for counselors meeting specified qualifications certified by individual IC&RC member certification boards. Any IC&RC clinical supervisor is eligible.
- to promote uniform professional standards in CCS specialty disciplines.

Certified professionals in the state of Maryland have reciprocity with many certifying bodies throughout the United States and other countries as well as all of the armed services. For reciprocity process and/or a listing of member boards, please contact the MABPCB Office.

APPLICATION FOR CCS

Form can be completed and saved. You may then print the appropriate pages to submit to MABPCB.

Other past or current MABPCB credentials held: CCDC CCJP CCDP

Date: _____ Date of Birth: _____ Male Female

Name: _____ SSN: _

Home Address: _____

City: _____ State: ____ Zip: _

County: _____ Home Phone: _____ Email: _____
(required)

Position/Title: _____ Employer: _____

Employer Address: _____

City: _____ State: ____ Zip: _

County: _____ Work Phone: _____ Ext: _____

Dates Employed – Counseling : _____ Hours per Week: _____

Immediate Supervisor: _____ Title: _

Phone: _____ Email: _____

College/University: _____ Name on Transcript: _____

If MABPCB needs to contact you, please indicate your preference: Email Phone

Why are you pursuing certification?
(required) _____

I hereby attest that the applicant is working in a position where a minimum of 51% of his/her time is spent providing direct, primary clinical supervision.

The applicant has primary responsibility for supervising addiction, criminal justice addictions, or co-occurring disorders counseling in individual and/or group settings, treatment plan preparation, documentation of client progress and is clinically supervised by an individual who is knowledgeable in addictions.

Supervisor's Signature

Have you ever received any disciplinary action from another certification or licensing authority? Yes No
If yes, please explain in full on a separate sheet.

Fee of \$250 check/MO (payable to MABPCB)

Please print your name as it should appear on your certificate:

PREVIOUS EMPLOYMENT, IF APPLICABLE

Include letter (on company letterhead) from previous employer verifying your duties and dates employed.

Name of Employer: _____

Address: _____

City: _____

State: _____

Zip: _____

Your Title: _____

Hours per Week: _____

Dates Employed: _____

Immediate Supervisor: _____

Primary Responsibilities: _____

Name of Employer: _____

Address: _____

City: _____

State: _____

Zip: _____

Your Title: _____

Hours per Week: _____

Dates Employed: _____

Immediate Supervisor: _____

Primary Responsibilities: _____

Name of Employer: _____

Address: _____

City: _____

State: _____

Zip: _____

Your Title: _____

Hours per Week: _____

Dates Employed: _____

Immediate Supervisor: _____

Primary Responsibilities: _____

SUPERVISION

To Supervisor: Please complete this form indicating applicant's on-the-job supervision. This form is not intended to document applicant's total number of hours worked but rather the hours of on-the-job supervision you have provided the applicant. Supervision is a formal or informal process that is administrative, evaluative, clinical, and supportive. It can be provided by more than one person, it ensures quality of clinical care, and extends over time. Supervision includes observation, mentoring, coaching, evaluating, inspiring, and creating an atmosphere that promotes self-motivation, learning, and professional development. In all aspects of the supervision process, ethical and diversity issues must be in the forefront.

Applicant's Name: _____

I hereby attest that a minimum of 200 hours of supervision in the domains have been attained by the above-named applicant. At least 10 hours in each of the domains with the exception of the Treatment Knowledge domain were received as outlined below.

CCDC DOMAINS

OF HOURS RECEIVED IN EACH

- | | |
|--|-------|
| 1. Counselor Development | _____ |
| 2. Professional & Ethical Standards | _____ |
| 3. Program Development & Quality Assurance | _____ |
| 4. Performance Evaluation | _____ |
| 5. Administration | _____ |
| 6. Treatment Knowledge | _____ |

TOTAL MUST BE AT LEAST 200 HOURS

Supervisor's Signature _____

Date _____

CCS CODE OF ETHICAL CONDUCT

UNLAWFUL CONDUCT

- Rule 1.1** Once certified, a clinical supervisor shall not be convicted for any misdemeanor or felony relating to the individual's ability to provide substance abuse and other behavioral health services as determined by MABPCB.
- Rule 1.2** A clinical supervisor shall not be convicted of any crime that involves the use of any controlled or psychoactive substance.

SEXUAL MISCONDUCT

- Rule 2.1** A clinical supervisor shall, under no circumstances, engage in sexual activities or sexual contact with persons served, whether such contact is consensual or forced.
- Rule 2.2** A clinical supervisor shall not engage in sexual activities or sexual contact with persons' relatives or other individuals with whom persons served maintain a close personal relationship when there is a risk of exploitation or potential harm to the person.
- Rule 2.3** A clinical supervisor shall not engage in sexual activities or sexual contact with former persons served because of the potential harm to the person.
- Rule 2.4** A clinical supervisor shall not provide clinical services to individuals with whom they have had a prior sexual relationship.

FRAUD-RELATED CONDUCT

- Rule 3.1** A clinical supervisor shall not:
1. present or cause to be presented a false or fraudulent claim, or any proof in support of such claim, to be paid under any contract or certificate of insurance;
 2. prepare, make, or subscribe to a false or fraudulent account, certificate, affidavit, proof of loss, or other document or writing, with knowledge that the same may be presented or used in support of a claim for payment under a policy of insurance; or
 3. present or cause to be presented a false or fraudulent claim or benefit application, or any false or fraudulent proof in support of such a claim or benefit application, or false or fraudulent information, which would affect a future claim or benefit application, or be paid under any employee benefit program;
 4. seek to have an employee commit fraud or assist in an act of commission or omission to aid fraud related behavior.
- Rule 3.2** An individual shall not use misrepresentation in the procurement of certification or recertification, or assist another in the preparation or procurement of certification or recertification through misrepresentation. The term "misrepresentation" includes but is not limited to the misrepresentation of professional qualifications, education, certification, accreditation, affiliations, employment experience, the plagiarism of application and recertification materials, or the falsification of references.
- Rule 3.3** An individual shall not use a title designation, credential or license, firm name, letterhead, publication, term, title, or document which states or implies an ability, relationship, or qualification that does not exist and to which they are not entitled.
- Rule 3.4** A clinical supervisor shall not provide service under a false name or a name other than the name under which his or her certification or license is held.

- Rule 3.5** A clinical supervisor shall not sign or issue, in their professional capacity, a document or a statement that the professional knows or should have known to contain a false or misleading statement.
- Rule 3.6** A clinical supervisor shall not produce, publish, create, or partake in the creation of any false, fraudulent, deceptive, or misleading advertisement.
- Rule 3.7** A clinical supervisor who participates in the writing, editing, or publication of professional papers, videos/films, pamphlets or books must act to preserve the integrity of the profession by acknowledging and documenting any materials and/or techniques or people (i.e. co-authors, researchers, etc.) used in creating their opinions/papers, books, etc. Additionally, any work that is photocopied prior to receipt of approval by the author is discouraged. Whenever and wherever possible, the clinical supervisor should seek permission from the author/creator of such materials. The use of copyrighted materials without first receiving author approval is against the law and, therefore, in violation of the Code of Ethical Conduct.

EXPLOITATION OF CLIENTS

- Rule 4.1** A clinical supervisor shall not develop, implement, or maintain exploitative relationships with persons served and/or family members of persons served.
- Rule 4.2** A clinical supervisor shall not misappropriate property from persons served and/or family members of persons served.
- Rule 4.3** A clinical supervisor shall not enter into a relationship with a person which involves financial gain to the clinical supervisor or a third party resulting from the promotion or the sale of services unrelated to the provision of services or of goods, property, or any psychoactive substance.
- Rule 4.4** A clinical supervisor shall not promote to a person for their personal gain any treatment, procedure, product, or service.
- Rule 4.5** A clinical supervisor shall not ask for nor accept gifts or favors from persons served and/or family members of persons.
- Rule 4.6** A clinical supervisor shall not offer, give, or receive commissions, rebates, or any other forms of remuneration for a person referral.
- Rule 4.7** A clinical supervisor shall not accept fees or gratuities for professional work from a person who is entitled to such services through an institution and/or agency by which the co-occurring disorders professional is employed.

PROFESSIONAL STANDARDS

- Rule 5.1** A clinical supervisor shall not in any way participate in discrimination on the basis of race, color, sex, sexual orientation, age, religion, national origin, socio-economic status, political belief, psychiatric or psychological impairment, or physical disability.
- Rule 5.2** A clinical supervisor who fails to seek therapy for any psychoactive substance abuse or dependence, psychiatric or psychological impairment, emotional distress, or for any other physical health related adversity that interferes with their professional functioning shall be in violation of this rule. Where any such conditions exist and impede their ability to function competently, a clinical supervisor must request inactive status of their MABPCB credential for medical reasons for as long as necessary.

- Rule 5.3** A clinical supervisor shall meet and comply with all terms, conditions, or limitations of a certification or license.
- Rule 5.4** A clinical supervisor shall not engage in conduct that does not meet the generally accepted standards of practice.
- Rule 5.5** A clinical supervisor shall not perform services outside of their area of training, expertise, competence, or scope of practice.
- Rule 5.6** A clinical supervisor shall not reveal confidential information obtained as the result of a professional relationship, without the prior written consent from the recipient of services, except as authorized or required by law.
- Rule 5.7** The clinical supervisor shall not permit publication of photographs, disclosure of person or community served names or records, or the nature of services being provided without securing all requisite releases from the person, or parents or legal guardians of the persons.
- Rule 5.8** The clinical supervisor shall not discontinue professional services to a person nor shall they abandon the person without facilitating an appropriate closure of professional services for the person.
- Rule 5.9** A clinical supervisor shall not fail to obtain an appropriate consultation or make an appropriate referral when the person's problem is beyond their area of training, expertise, competence, or scope of service.
- Rule 6.0** A clinical supervisor shall maintain respect for institution policies and management functions of the agencies and institutions within which the services are being performed but will take initiative toward improving such policies when it will better serve the interest of the person. The clinical supervisor should adhere to any agency or institutional rules/regulations unless doing so violates a person's confidentiality.

SAFETY & WELFARE

- Rule 6.1** A clinical supervisor shall not administer to himself or herself any psychoactive substance to the extent or in such manner as to be dangerous or injurious to a recipient of services, to any other person, or to the extent that such use of any psychoactive substance impairs the ability of the professional to safely and competently provide services.
- Rule 6.2** All clinical supervisors are mandated child abuse reporters.

RECORD KEEPING

- Rule 7.1** A clinical supervisor shall not falsify, amend, or knowingly make incorrect entries or fail to make timely essential entries into the person's record.

ASSISTING UNQUALIFIED/UNLICENSED PRACTICE

- Rule 8.1** A clinical supervisor shall not refer a person served to a person that he/she knows or should have known is not qualified by training, experience, certification, or license to perform the delegated professional responsibility.

DISCIPLINE IN OTHER JURISDICTIONS

- Rule 9.1** A clinical supervisor holding a certification, license, or other authorization to practice issued by any certification authority or any state, province, territory, tribe, or federal government

whose certification or license has been suspended, revoked, placed on probation, or other restriction or discipline shall promptly alert the Board of such disciplinary action.

COOPERATION WITH THE BOARD

Rule 10.1 A clinical supervisor shall cooperate in any investigation conducted pursuant to this Code of Ethical Conduct and shall not interfere with an investigation or a disciplinary proceeding or attempt to prevent a disciplinary proceeding or other legal action from being filed, prosecuted, or completed. Interference attempts may include but are not limited to:

1. the willful misrepresentation of facts before the disciplining authority or its authorized representative;
2. the use of threats or harassment against, or an inducement to, any client or witness in an effort to prevent them from providing evidence in a disciplinary proceeding or any other legal action;
3. the use of threats or harassment against, or an inducement to, any person in an effort to prevent or attempt to prevent a disciplinary proceeding or other legal action from being filed, prosecuted or completed;
4. refusing to accept and/or respond to a letter of complaint, allowing a credential to lapse while an ethics complaint is pending, or attempting to resign a credential while an ethics complaint is pending. Violation of this rule under these circumstances will result in the immediate and indefinite suspension of the clinical supervisor's credential until the ethical complaint is resolved.

Rule 10.2 A clinical supervisor shall:

1. not make a false statement to the MABPCB or any other disciplinary authority;
2. promptly alert colleagues informally to potentially unethical behavior so said colleague could take corrective action;
3. report violations of professional conduct of other certified professionals to the appropriate licensing/disciplinary authority when he/she knows or should have known that another certified professional has violated ethical standards and has failed to take corrective action after informal intervention.

Rule 10.3 A clinical supervisor shall report any uncorrected violation of the Code of Ethical Conduct within 90 days of alleged violation. Failure to report a violation may be grounds for discipline.

Rule 10.4 A clinical supervisor with firsthand knowledge of the actions of a respondent or a complainant shall cooperate with the MABPCB investigation or disciplinary proceeding. Failure or an unwillingness to cooperate in the MABPCB investigation or disciplinary proceeding shall be grounds for disciplinary action.

Rule 10.5 A clinical supervisor shall not file a complaint or provide information to the MABPCB, which he/she knows or should have known, is false or misleading.

Rule 10.6 In submitting information to MABPCB, a clinical supervisor shall comply with any requirements pertaining to the disclosure of person information established by the federal or state government.

Signature: _____

Date: _____

RELEASE
(must be notarized below)

I hereby request that MABPCB grant the credential to me based on the following assurances and documentation:

I subscribe to and commit myself to professional conduct in keeping with the MABPCB Code of Ethical Conduct;

I hereby certify that the information given herein is true and complete to the best of my knowledge and belief. I also authorize any necessary investigation and the release of manuscripts and other personal information relative to my certification. Falsification of any records or documents in my application will nullify this application and will result in denial or revocation of certification;

I consent to the release of information contained in my application and any other pertinent data submitted to or collected by MABPCB to officers, members, and staff of the aforementioned Board;

I consent to authorize MABPCB to gather information from third parties regarding continuing education and employment and understand that such communication shall be treated as confidential;

Allegations of ethical misconduct reported to MABPCB before, during, or after application for certification is made will be investigated by MABPCB and could result in the nullification of the application or denial or revocation of certification.

Signature: _____

Date: _____

On this the _____ day of _____, 20____, by me _____

a notary public, the undersigned officer, personally appeared: _____,

known to me or satisfactorily proven to be the person whose name is subscribed to the within instrument and acknowledged that she/he executed the same for the purposes therein contained.

In witness whereof, I hereby set my hand and official seal. Sworn and subscribed before me this _____ day of _____, 20_____.

Notary Public

SEAL:

DIRECTIONS/CHECKLIST

- Official transcript required sent directly from college/university to the MABPCB Office.

- Certificates of attendance for trainings.

- All required documentation to support employment (i.e. letters from former employers verifying employment, current job description, signed and dated by applicant and supervisor on agency letterhead).

- Copy of FBI background check within the past 12 months, if not currently licensed or certified by the State of Maryland. If currently licensed or certified, provide copy.

- Sign and date the Code of Ethical Conduct.

- Release form notarized.

- Supervision form completed and signed by supervisor.

- Fee of \$250. May be paid by check/money order (payable to MABPCB). One-half of fee is refundable if application is denied or cancelled prior to the exam – no refund if application is denied or cancelled after exam.

When the application is approved, you will be notified about scheduling the exam. If there are any problems with the application, you will be notified by email or phone.

Keep a photocopy of the entire application. Send your completed application, copies of certificates of attendance, attachments, and fee by certified mail to:

MABPCB
10807 Falls Rd., PO Box # 1376
Brooklandville, MD 21022

Phone: (866) 537-5340

Website: www.MAPCB.wordpress.com Email: admin@MAPCB.com