

Ethical and Practical Considerations for Independent Practice in the Private Sector: Implications of Recent Rules Changes

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PRESENTED AT THE 2018 TASP CONVENTION

Agenda

- APA: Master's Training Summit
- TSBEP: Rules change
- Implications for those trained as school psychologists
- Practice outside of schools

NASP

- Can I practice school psychology privately without a doctorate?
 - A few states offer licensure to practice privately for master's-level psychologists
 - A few states offer licensure that allows work under the supervision of a doctoral psychologist
 - Ethically, school psychologists are required to follow the rules of their state as well as professional standards for practice

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State Credentialing: Independent Practice for School Psychologists¹

- **Florida:** license for school psychologists through Office of School Psychology that allows for practice in private sector; master's or specialist degree in school psychology is acceptable
- ***Illinois:** individuals with school psychology credentials can provide clinical psychological services outside the school setting under the supervision of a licensed clinical psychologist
- **Indiana:** school psychologists can hold "Independent Practice Endorsement" (separate from psychology license), but must be employed (at developmental center, state hospital, public or private hospital, mental health center, rehabilitation center, private school, or public school) at least 30 hours per week

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State Credentialing: Independent Practice for School Psychologists¹

- **Massachusetts:** Board grants licensure as an Educational Psychologist with 2 years of supervised experience as a school psychologist; allows for private practice and does not require a doctoral degree
- **Ohio:** Board offers School Psychologist Licensure allowing practice outside of schools; minimum of a master's degree in school psychology
- **Pennsylvania:** currently permits school psychologists certified through the Department of Education to engage in private practice outside of the school environment due to an exception in the Pennsylvania state psychological licensure law; exemption eliminated June 30, 2018

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State Credentialing: Independent Practice for School Psychologists¹

- **West Virginia:** work outside of the school system may be done by Level 2, Licensed School Psychologist, Independent Practitioner, through the WV Board of Examiners of Psychology
- **Wisconsin:** must apply through the Department of Safety and Professional Services in order to practice outside of schools; designation titled Private Practice School Psychologist (at least a specialist's degree)

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APA Proceedings of the Summit on Master's Training in Psychological Practice²

- Consensus Statement
 - Need to bring additional scientifically informed, and culturally and linguistically responsible, practitioners to all populations
 - Need to bring additional practitioners to meet need
 - Can be accomplished by the development of a model of training and credentialing for master's level practitioners in psychology
 - Will greatly enhance the reach of the field (psychology)

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APA Proceedings of the Summit on Master's Training in Psychological Practice²

- Consensus Statement
 - APA should embrace training and accreditation for master's degree training programs
 - APA should advocate for licensing and consistent titling of master's trained individuals
 - But maintain doctoral degree as entry level for psychologists
 - And clearly distinguish the master's level practitioners from psychologists (doctoral level)

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APA Proceedings of the Summit on Master's Training in Psychological Practice²

- Consensus Statement
 - *Master's level training should include access to a level of regulation/licensure that permits them to be competitive with other master's level providers of behavioral health services*
 - "Licensed" and "psychology/psychological" should be included in the title

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TSBEP: Number of Licensees³

- At the close of FY2017
 - 4,900 LPs
 - 230 PLPs
 - 950 LPAs
 - 3,158 LSSPs

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**Texas Health and Human Services:
Number of Licensees (2017)⁴**

	Total	Ratio (prof.: population)
Psychologists (all)	7,787	3,698
Licensed Professional Counselors	23,339	1,234
Marriage and Family Therapists	3,629	8,809
Licensed Clinical Social Workers	7,720	3,730

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Entry Levels for Mental Health Professionals

Licensed Professional Counselors	Master's Level
Licensed Mental Health Counselors	Master's Level
Licensed Clinical Social Workers	Master's Level
Licensed Marriage and Family Therapists	Master's Level
Behavioral Analysts	Master's Level

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Statement on Master's Summit and APA Policy Regarding the Doctoral Standard⁵

- Purpose of the Summit (2016) was to explore whether APA should embrace the training of psychological practitioners at the master's level
- *Summit proceedings do not represent APA policy*
- Current policy (APA Model Licensing Act) affirms doctoral degree as minimal educational level for entry into professional practice as a psychologist

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Trend in Master's Degree Practice⁶

- Independent licensure for Master's Degree in Psychology

1999	2016
2	5
Vermont, West Virginia	Kansas*, Kentucky*, Oregon*, Vermont, West Virginia

- **+ Texas* (2017)**
- **separate psychology licensure for master's level (with potential for independent practice)*

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Trend in Master's Degree Practice⁶

- Limited licensure or registration for Master's Degree in Psychology

1999	2016
23	15
Alabama, Alaska, Arkansas, California, Delaware, Iowa, Kansas, Kentucky, Maine, Michigan, Minnesota, Nevada, New Hampshire, New Mexico, North Carolina, North Dakota, Oklahoma, Oregon, Pennsylvania, South Carolina, Tennessee, Texas, & Wyoming	Alabama, Alaska, California, Kansas, Kentucky, Maine, Maryland, Michigan, Nebraska, New Mexico, North Carolina, Oregon, Tennessee, Texas, & Wyoming

- ***Under supervision***

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APA Guidelines on Core Learning Goals for Master's Degree Graduates in Psychology⁷

- Approved by the APA Council of Representatives (March 2018)
 - Purpose to develop goals and learning outcomes applicable to any subfield of psychology (including school psychology)
 - NOT to address or challenge the doctoral requirement for those licensed for independent practice of psychology

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APA Guidelines on Core Learning Goals for Master's Degree Graduates in Psychology⁷

- Core Learning Goals for Master's Degree Graduates in Psychology
 - i. Knowledge base in psychology
 - ii. Scientific mindedness
 - iii. Ethical and social responsibility in a diverse world
 - iv. Communication
 - v. Professional development

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TSBEP Rules Change³

- During December 2016 public hearing before Sunset Advisory Commission, commission members learned that there was no express statutory basis for the lifetime supervision requirement for LPAs
 - *After review, board had concerns that supervision requirement could be susceptible to legal challenge*
- Some members of the commission expressed interest in ensuring the board was not creating unnecessary barriers within the profession
 - *Thereby limiting the number of qualified providers available to practice independently (and meet need)*

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TSBEP Rules Change

- In November 2017, TSBEP adopted rules permitting independent practice for qualified licensed psychological associates (LPA)
 - *Practice without the supervision of a LP*
- Texas Register, Title 22, Part 21, Chapter 463, Rule §463.8

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TSBEP LPA Requirements⁸

- Graduate degree in “psychology” of at least 60 semester credit hours
 - *Coursework in (a) psychological foundations, (b) research and statistics, (c) applied psychology, (d) assessment, (e) interventions, and (f) scientific and professional, legal, and ethical issues*
- Pass all examinations (EPPP [500, 70%], jurisprudence [90%])

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TSBEP LPA Requirements⁸

- **At least 6 semester credit hours of practicum, internship, or other structured experience (with applicant’s degree program) under supervision of a LP**
- May practice independently if:
 - Demonstrates at least 3,000 hours of post-degree experience under supervision of LP
 - Experience obtained in not less than 24 or more than 48 consecutive months
 - Experience obtained in not more than 3 placements

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TSBEP LPA Requirements⁸

- LPAs meeting requirements shall be approved for independent practice, but remain subject to all board rules
 - Including rule relating to competency (465.9)
- LPA authorized to practice independently must inform all patients/clients whether the licensee holds a masters, specialist, or doctoral degree⁹
 - And differences between levels of training and education received in different types of programs

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Why should I care?

- If you have no interest in working outside of public (or private) schools, you shouldn't
- But, if you do
 - Curricular requirements for LPA license are met by most specialist-level programs
 - Potential for employment outside of schools (including independent practice if obtaining LPA, in part on LSSP training and experience)

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Why should I care?

- But, if you do
 - Necessary to obtain pre and post graduation fieldwork under supervision of a LP
 - *TSBEP: LSSPs may utilize experience acquired under that license if the experience was supervised by a LP*

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Professional Issues

- TSBEF emphasizes:
 - 465.9 – Competency
 - Licensees provide only services for which they have the education, skills, and training to perform competently
- **All licensees (regardless of license type, degree program) are already subject to 465.9**

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Professional Issues

- APA Ethical Principles of Psychologists and Code of Conduct
 - Includes ethical principles that may be unfamiliar to those receiving training in master's/specialist level school psychology programs
 - Certain principles, standards of practice don't typically apply to school psychologists

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Professional Issues

- APA Ethical Principles of Psychologists and Code of Conduct¹⁰
 - Section 4: Privacy and Confidentiality
 - Section 5: Advertising and Other Public Statements
 - Section 6: Record Keeping and Fees

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Professional Issues

- Examination for Professional Practice in Psychology (EPPP)
- Pass rate of first time test takers (2015-2017)¹¹
 - Designated/Accredited Doctoral Programs: 80.81%
 - Masters Degree Only: 53.12%
 1. Research methods and statistics
 2. Assessment and diagnosis
 3. Social and cultural bases of behaviors

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Behavioral & Educational Solutions, P.C.

Symposium session presented at the annual meeting of the Texas Association of School Psychologist, Dallas, TX, 2018.

Behavioral & Educational Solutions, P.C.

Alfred J Amado | PhD | NCSP | Licensed Psychologist



Training

- Texas A&M University, School Psychology
- University of Florida, Bachelor's of Science in Psychology

Work Experiences

- President of Behavioral & Educational Solutions, PC
- APA Congressional Fellow
- Assistant Professor, University of Maryland, School Psychology Program.
- Program Administrator/ Faculty, Nova Southeastern University, School Psychology Program.
- Post-doctoral Fellowships, Johns Hopkin
- Internship, Dallas ISD
- Therapy Aide, Diabetes Project Unit - University of Florida.

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Where do School Psychologists Work?

	Primary Place of Employment	
	2007	2012
Public Schools	83.1%	83.7%
Private Schools	5.2%	6.2%
Faith-Based Schools	2.1%	2.5%
University	6.5%	7.4%
Independent Practice	4.1%	3.5%
Hospital / Medical	1.3%	0.8%
State Educ. Dept	0.8%	.6%
Other	2.8%	3.6%

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Secondary Place of Employment		
	2007	2012
Public Schools	3.27%	2.9%
Private Schools	0.75%	0.7%
Faith-Based Schools	0.23%	.7%
University	7.78%	7.8%
Independent Practice	8.59%	5.8%
Hospital / Medical	0.40%	0.7%
State Educ. Dept	0.29%	.4%
Other	1.95%	2.6%

Curtis, M. J., Castillo, J. M., Gellley, C., 2012
Curtis, M. J., Lopez, A. D., Batsche, G. M., Minch, D., & Abshier, D., 2007

- Behavioral & Educational Solutions, P.C.**
- ## Transferable Skillset
- normal and abnormal development,
 - school organizational systems,
 - learning theory,
 - counseling theory and practice,
 - statistics and research,
 - measurement & evaluation,
 - applied behavior analysis,
 - psychological assessment,
 - consultation skills,
 - diversity or multiculturalism,
 - Advocacy.

- Behavioral & Educational Solutions, P.C.**
- ## Starting a Business in Texas
- Step 1 - Write Your Business Plan.
 - Step 2 - Choose Your Business Location
 - Step 3 - Finance Your Business
 - Step 4 - Business Structure and Registration
 - Step 5 - Business Tax Responsibilities
 - Step 6 - Business Licenses and Permits by Business Type
 - Step 7 - Business Employer Requirements
- To learn more, visit
<https://www.twc.state.tx.us/businesses>,
<https://www.sba.gov/>

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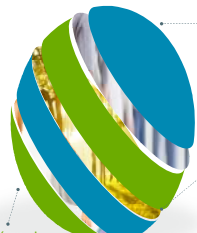
Business Model Aligned with Mission

Provide solutions, education, support, and resources to parents and children across government agencies (local, state, and federal), not-for-profit agencies, schools, and our clinic.

Provide multidisciplinary services for ALL clients by thru strong collaborative relationships between the family, individual, and local systems.

70% of our clients receive services where they live, work, and learn.

30% receive services in our new clinic.



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Are you creating a Job or a Business?

2008 2008 Company Inception, in July 2012 we opened our 1st Office

2013 Hired 1st Full-time Employee

2017 Moved into New Office 3x larger than 1st Office


2018 We are 60+ Full-time Employees Across 5 States

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School-based Services

- Comprehensive Psychological Evaluations
- Psycho-Educational Evaluations
- Attention & Executive Function Evaluations
- Developmental Evaluations
- Disability Determination Evaluaitons
- Juvenile Age of Jurisdiction and Transfer Evaluations
- Parental Fitness Evaluations
- Immigration Evaluations
- Private School Entrance Evaluations

1



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Clinic-based Services

2

- Individual Therapy
 - Play
 - Child
 - Pre-Teen
 - Adolescent
 - Young Adult
- Therapeutic Groups
 - Social Skills
 - Parenting
 - New Fathers
 - Post-Partum Depression
 - Executive Function
- Family Therapy
- Reunification Therapy




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Behavioral Services

3

- Applied Behavioral Analysis
- Functional Behavioral Assessments
- Behavioral Intervention Plans
- Academic Interventions
- Parent Coaching



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Mental Health Consultation

4

- Understanding Children's Needs
- Identifying Emotional Concerns
- Educational Advocacy
- Recognizing Developmental Problems
- Interpreting Test Results
- Finding Appropriate Clinicians
- Establishing Goals and Objectives
- Finding Solutions to Academic Problems
- Resolving Family Conflict



Behavioral & Educational Solutions, P.C.


Government Contracting



5 Behavioral & Educational Solutions, PC has been providing services 1 -4 since 2009. In 2015 we were awarded our first federal contract, and currently have 4 contracts providing counseling, consultation, psycho-education to ALL branches of the military across mid-Atlantic states

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Our Website



Is a great resource, including new patient forms, services, blog, monthly newsletters, team biographies and more.

Please visit our website and learn more.
www.BESDC.com

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Our Clients



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