



**DEPARTMENT OF COUNSELOR EDUCATION AND FAMILY
STUDIES**

**Clinical Mental Health Counseling Internship
Fieldwork Manual**



2018-2019

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From the Director of Clinical Training

Dear Supervisor,

Thank you for your commitment to invest in Liberty University Clinical Mental Health Counseling Interns. Internship students have completed the majority of their coursework and look forward to the opportunity to demonstrate their knowledge through their supervised counseling experience. As a site supervisor you play a critical role in the development of our students and we sincerely thank you for taking the time to make their supervised clinical experience a positive one.

The purpose of this manual is to introduce both supervisors and students to the requirements of the Internship experience and provide clear expectations and guidelines. I encourage you to read this manual to orient yourself with the requirements of the Internship for both student and supervisor. Some requirements include weekly supervision with an approved clinical supervisor, opportunity to complete a total of 600 hours of supervised counseling work (with a percentage of these hours direct and a percentage indirect), evaluations at various checkpoints, and collaboration with faculty supervisors for student evaluations.

We hope you will take some time to become acquainted with this manual for a comprehensive review of the responsibilities and privileges of the site supervisor role. We sincerely thank you for investing in the training of our students and providing them with an opportunity and an atmosphere to practice their clinical skills.



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*Director of Clinical Training, Clinical Mental Health Counseling;
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School of Behavioral Science**

From the Director of Clinical Training

Dear Student,

Congratulations on reaching this milestone in your Clinical Mental Health Counseling program! The Internship is one of the most crucial professional preparation activities in your educational journey. This experience is meant to be the culminating experience in your program of study by allowing you the opportunity to apply, evaluate, and refine clinical skills by bridging the gap between theory and practice. You will also develop the personal qualities, characteristics and behaviors of a professional counselor as you transition from “trainee” to “professional practitioner.”

All prerequisite coursework has been intended to prepare you for your supervised clinical training experiences. By incorporating what you have learned through your coursework, you can become a reflective practitioner who can use critical thinking and sound decision-making skills that are well-grounded in established research and a biblical worldview.

Effective counselors must be more than mere technicians. Rather, they must be professionals who have a strong theoretical and ethical foundation, have personal mastery of their own beliefs, values, knowledge, and skills, and have the ability to integrate these aspects into their practice.

This manual is designed to help you prepare for and successfully complete the Internship, an integral and indispensable part of Liberty University’s counselor education programs. I encourage you to read and review this manual carefully as you progress through the Internship. We trust that the information will be useful in helping create positive learning experiences between students, supervisors, and faculty while providing quality services to those we are called to help. As the knowledge base in our field rapidly expands, it is clear that students cannot learn everything they need to know about clinical mental health counseling during their coursework. Professional growth and development are ongoing processes, and key patterns for this growth are established during your supervised clinical training experiences.

Finally, as a residential student, you participate in both site supervision and faculty supervision experiences. This manual provides information concerning procedures associated with site supervision. The information found in the course syllabus will guide you through the faculty supervision experience. While it may seem overwhelming at times, be encouraged that your clinical training will be enhanced by this dual input into your professional development. May God continue to richly bless you through your clinical training experience!



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M.A. in Clinical Mental Health Counseling Internship Fieldwork Manual

I. Course Overview

A. Course Description:

This course involves an intensely supervised experience in the student's designated program area at an approved site. Students are required to complete a total of 600 clock hours of counseling and related services, 240 of which are direct client contact hours. While gaining direct service experience with clients, students regularly meet with an approved supervisor. Student counseling performance is evaluated throughout the internship. Written and oral presentations are a basic part of the group supervisory process with a Liberty faculty member via technology. The student's professional development along with the dynamics of the counseling relationship, diagnosis, treatment, and legal/ethical issues are primary areas of focus.

B. Rationale:

This Internship course involves participation in a planned clinical experience in an approved agency or other setting under an approved supervisor. During the Internship experience, status gradually shifts from that of a student to that of a pre-professional. Since most, if not all, required coursework has been completed by this time, Internship students can contribute to the cooperating agency by assisting its staff in carrying out many of the normal clinical activities of that agency. The purpose of the Counseling Internship is to provide a supervised, field-based, work experience that allows students to:

1. Integrate and synthesize theories and techniques learned in the classroom in a real work setting;
2. Develop more fully the personal qualities, characteristics, and behavior of a professional counselor;
3. Transition from "trainee" to "professional practitioner."

C. Prerequisites:

1. CMHC 500, 501, 502, 503/515, 504, 505, 506, 510, 512, 521, 698, 646, 667
2. 3.0 cumulative GPA or above
3. Academically: Good standing
4. Approved Background Check
5. Approval from the Internship Coordinator in order to register for the course
6. Students must submit all of the required paperwork for approval through SharePoint, prior to enrolling in the course
7. Students enrolled on the 2016-2017 CMHC DCP, please note the Internship will be split into 2 required semesters worth 3 credit hours each. Students enrolled in a CMHC DCP prior to 2016-2017 will be permitted to enroll in 3 consecutive semesters of Internship.
8. Students enrolled on the 2018-2019 MFC DCP, please note the Internship will be split into 2 required semesters worth 3 credit hours each. Students enrolled in a MFC DCP prior to 2018-2019 will be permitted to enroll in 3 consecutive semesters of Internship.

Important Note: The prerequisite courses are non-negotiable and must be successfully completed prior to the start of the Internship.

D. Course Objectives:

Upon successful completion of this course, the student will:

1. Develop a counselor identity as evidenced by:
 - a. Active participation in professional development opportunities including: professional

- conference, professional workshops, and/or seminars.
- b. Incorporation of a developmental wellness counseling perspective during interactions with clients and during site and faculty supervision.
 - c. Application of professional literature to practice through the synthesis of peer-reviewed counseling literature into case presentations.
 2. Gain self-supervision skills through a process of self-evaluation and feedback from faculty and site supervisors as evidenced by:
 - a. Collaborative discussion with site supervisors of mid-term evaluations of competencies in developing an action plan to sustain growth and address any scores that are below competency levels.
 - b. Accurate identification of strengths and areas of needed development in knowledge, skills, and case conceptualization.
 - c. Demonstration of sustained improvement from midterm to final evaluations of competencies, with all scores at or above competency levels.
 - d. Self-evaluation of a client-counselor interaction and development of more effective interventions in the revised responses on the verbatim transcript.
 3. Increase skill levels as evidenced by the following:
 - a. Adherence to ethical standards when presenting and obtaining informed consent with clients; including confidentiality, the limitations of confidentiality, process of recording sessions, procedural safeguards to protect the client's identity in handling and viewing of tapes, and the role and responsibilities of the supervisor.
 - b. Application of supervisory feedback and recommendations for skill development given while reviewing recorded sessions in supervision in subsequent sessions.
 - c. Development of new counseling skills and interventions that are targeted to meet client needs.
 - d. Ability to review recorded counseling sessions and prepare a comprehensive case presentation including a written treatment plan.
 4. Demonstrate their ability to apply the ACA code of ethics to their fieldwork as evidenced by the following:
 - a. Application of ethical guidelines when rendering a DSM -5 diagnosis and information to case conceptualization and treatment planning.
 - b. Development of ethically appropriate emergency plans, risk assessments, and other emergency interventions as they are needed.
 - c. Application of a working knowledge of the ACA Code of Ethics through evidence of using appropriate and ethical behaviors and identification of potential ethical dilemmas when interacting with clients.
 - d. Demonstration of ethically appropriate conceptualizations and description of professional behaviors in group supervision.

E. Communication with Instructor, Support Staff and Clinical Director:

All concerns regarding the course are to be communicated to the course instructor. Students may be then referred to the Internship support staff (cmhcinternship@liberty.edu) and/or the Director of Clinical Training. Students may contact the Internship office via email (cmhcinternship@liberty.edu), phone (434-592-4049) or by appointment. Please keep in mind that all communication with the Internship Office will be documented by email so the student and the university have documentation of the outcomes of the communication. Students are expected to be courteous and respectful in all communication with instructors, internship support staff, and clinical director. Unprofessional, discourteous, communication will not be tolerated and will result in remediation procedures up to and including dismissal from the program.

As counselors in training, students should conduct themselves in a way that is consistent with the ACA code of ethics and the Graduate School Honor Code. Thus, students are expected to communicate their concerns and seek to resolve any conflicts or misunderstandings directly with the person with whom the allegation occurred. When a student circumvents the process and contacts the university administration (e.g., Dean, Provost, or Chancellor), this action constitutes retaliation and will be sanctioned accordingly. For more detailed information please refer to the Graduate Student Honor Code:

<http://www.liberty.edu/academics/graduate/index.cfm?PID=19443>

II. Internship Requirements

A. Course Requirements:

The program requires completion of a supervised Internship in the student's designated program area of **600 clock hours**, begun **after successful completion of all prerequisite requirements**. The Internship is intended to reflect the comprehensive work experience of a professional counselor appropriate to the designated program area.

Each student's Internship includes all of the following:

1. Minimum 240 clock hours of direct service through solo-therapy by working with clients through the therapeutic process (clinical in nature) learned during CMHC 505, 512, & 667. Students are not eligible to use Skype, telecounseling, or other digital means of earning Direct Client Contact.
2. A minimum of one hour per week of individual and/or triadic supervision throughout the Internship with the approved site supervisor.
3. 1 ½ hours per week of faculty group supervision for a minimum of 14 weeks with no more than 2 excused absences.
4. The opportunity for the student to become familiar with a variety of professional activities and resources in addition to direct service (e.g., record keeping, assessment instruments, supervision, information and referral, in-service and staff meetings).
5. The opportunity for the student to develop program-appropriate audio/video recordings for use in supervision to receive live supervision of his or her interactions with clients. Students are required to submit at least two video or audio taped counseling sessions with verbatim transcripts. Students not permitted to tape client, will be required to secure a second site that will permit the taping of client sessions. See the syllabus for details.
6. Evaluation of the student's counseling performance throughout the Internship, including documentation of a formal evaluation after the student completes the Internship by a program faculty member in consultation with the site supervisor. Students and site supervisors discuss the site supervisors' evaluation of student performance at four scheduled times throughout the semester. In addition, the faculty supervisor consults with the site supervisor bi-weekly and completes one site visit per semester.

B. Faculty Group Supervision

During the Internship, students will also participate in regular, scheduled group supervision sessions in a classroom format. Group supervision involves working with a member of the counseling faculty working with two or more students using a more tutorial and mentoring form of instruction. Internship students meet every week and count one and half (1 ½) hours of class time towards group supervision.

C. Finding a Site and Supervisor.

The relationship between the student, the site, and the supervisor is an important one. Therefore, students need to be cautious and prudent in picking a site and supervisor. Remember that as a

student, when you interview for a potential placement, you are not only being interviewed, but you are interviewing the site and supervisor to determine a good fit. The choice of an Internship site and supervisor should be a mutual one. Internships students are allowed a maximum of 2 sites and 2 supervisors at any time that have been approved by the Internship Office.

First, make sure the site can offer you enough face-to-face client hours so that you can complete your Internship in the required number of semesters. *Please check your Degree Completion Plan for the number of semesters required.* Second, make sure that the supervisor can meet the requirements for supervision as well as provide you a minimum of one hour of supervision per week. Interview your potential supervisor to determine his/her expectations of you in terms of hours and times you will be available, the duties you will perform, etc. Finally, remember that your relationship with your potential supervisor is a personal, as well as, professional one. You want to select a supervisor with whom you feel you will be able to communicate and work with in a collaborative, professional manner.

A list of currently approved sites may be accessed from the Internship office, CMHCinternship@liberty.edu. You are not limited to these sites; you may submit a site that is not on the list for approval.

Other considerations to keep in mind include:

1. Do the supervisor, activities, and site meet the requirements for CMHC 699? (See appropriate sections in this manual for requirements)
2. Is the clientele of the agency similar to the clientele whom the student wishes to work with during his/her professional career?
3. Is there enough diversity in the clientele to provide a wide range of experiences (e.g., adults, adolescents, children, married couples, singles, group therapy, etc.)?
4. Does the agency have a large enough client base to have adequate face-to-face client hours to meet course requirements?
5. Are qualified supervisors available who are willing to invest the time to provide a quality Internship experience which includes provision of individual supervision?
6. Do they have the credentials (i.e., doctoral level or master's level and licensure) so that a licensing board will accept clinical work completed under their supervision?
7. Is this agency one in which the student might be interested in employment after the Internship is completed?
8. Will the site allow for taped client sessions? ***Students must have at least one site which allows for taped sessions with clients.***

D. Site Supervisor Requirements:

Internship Supervisors must meet the following requirements:

1. A minimum of a master's degree in counseling or a related profession with equivalent qualifications, including appropriate certifications and/or licenses.
2. Must hold a master's degree or above in counseling or a related field.
3. Must have a minimum of two years' professional experience.
4. Knowledge with program requirements and procedures for evaluation.
5. Appropriate training in counseling supervision.
6. Must hold a valid state license at an independent level of practice; i.e., supervisors must be able to practice without being under supervision.
7. Must be in good standing in the profession. For any potential supervisors with a listed disciplinary action against their license (past or present), Liberty University reserves the right to approve or deny the potential supervisor based on the nature of the violation and the disciplinary action taken by the board.

8. Must hold a license that qualifies the individual to provide clinical supervision.
 - a. The following licenses that typically qualify include:
Licensed Professional Counselors (LPC), Licensed Mental Health Counselor (LMHC), Licensed Marriage and Family Therapists (LMFT), Licensed Clinical Psychologists (LCP; with a preferred Psy.D. All other degrees are reviewed on a case by case basis.), Licensed Clinical Social Workers (LCSW), Psychiatrists, and Ph.D. in Counseling (or closely related field) from an accredited university. **Note: Students who plan to seek state licensure in a state other than Virginia upon graduation are responsible to know and understand any unique supervision requirements of their state licensure board.**
 - b. Licenses that **do not** qualify include: School Counselor, Certified Teacher, Limited-Licensed Professional Counselor (LLPC), Licensed Master Social Worker (LMSW), national licenses or certifications, Pastoral Counselors, Master of Divinity, licenses related primarily to ministerial/pastoral duties, and Doctoral degrees that are not in the counseling field or are not from an accredited university.
9. Dual Relationship - Our office has approved students to use their place of employment as their Internship site if the site meets the requirements, such as clinical in nature. When applying students will not be able to use their direct supervisors for their position at their place of employment as their approved supervisor for the CMHC 699 Internship, as the supervisor cannot have dual role (dual relationship). Students will need to locate another licensed individual for their potential supervisor for the internship.

E. Site Supervisor Responsibilities:

The supervisor assesses the student's progress, consults with the student regarding strategies and procedures, consults with the student's professor as needed, and completes four written evaluations of the student during the semester. The supervisor has significant influence on the outcome of the clinical counseling experience. Therefore, the supervisor's relationship with the student is a matter of vital importance. It should serve as a model exemplifying professional behavior in daily counseling activities. The supervisor ensures that relevant work experience, on-site feedback, counseling, and consultation are provided for the student counselor.

Typically, approved site supervisors will:

1. Provide an orientation with the agency and staff for the student unless the supervisor is off-site. This should include such items as agency policies, structure, personnel, and resources.
2. Ensure access to agency manuals, policy statements, and files as needed for the student.
3. Assist the student to refine details of Internship activities appropriate to the specific setting.
4. Provide structure for the student to achieve Internship objectives.
5. Establish **weekly** supervisory meetings in-person with the student. The supervisor uses this time to hear student's self-report of Internship activities, listen to session recordings, provide feedback, plan tasks, and discuss other aspects of the Internship experience with the student. These weekly supervisory meetings are face-to-face. Students are not eligible to use Skype, telephone or digital as a means of earning Individual Supervision hours.
6. Critique observed and recorded interviews. The supervisor shall have access to all recorded counseling sessions by the student.
7. Provide evaluations of the student's counseling skills and progress, review these with the student, and give the original evaluations to the student. The supervisor is responsible for completing all assignments to which they have been assigned in LiveText
8. Initiate immediate contact with the student's professor if problems are encountered with the student during the placement.

F. Site Activities:

Internship sites need to be able to provide students with a variety of clinical activities that meet the course requirements for CMHC 699 Internship. Please refer to the syllabus for the required activities.

G. Facts to Remember:

1. Students must obtain a **minimum of 1 hour of supervision a week**, failure to do so will result in the failure of the course and the loss of hours!
2. Most supervisors give their time and expertise with no monetary reimbursement. Students can help their supervisors by lightening their workload through the cases the student takes on and doing clinically-related tasks to free up supervisors' time.
3. Some supervisors may charge a fee for services rendered. The student is responsible for any financial cost associated with supervision.
4. Students must **check their state board's requirements for supervision** if planning to practice in another state after graduation. Some states have different requirements than Virginia for the supervisor and supervision meets the board's requirements.

III. Things to do Before the Start of Internship:

Please note that in order to complete all of the Internship requirements by the approval deadline, students will need to do several things during the semester prior to the one that they plan to begin their Internship. Because of ethical, legal, and liability precautions that must be taken, the process of registering for this course is more extensive than for other courses. Please read and follow these steps carefully.

A. Background Check policy:

All CMHC students are **required** to **complete a new** criminal background check or re-check prior to Internship approval. Students must submit a copy of background check receipt as part of the application and approval paperwork process through SharePoint. The background check website is at: <http://www.liberty.edu/index.cfm?PID=27644>.

B. Obtain professional liability insurance.

The student is responsible for obtaining insurance in their name and submitting a copy of the policy face sheet to SharePoint as part of the Internship application process. The face sheet should include the student's name, address, amount of coverage, the effective dates of the policy, and the minimum amounts acceptable. Insurance coverage should be at least \$1 million per occurrence and \$3 million aggregate. In addition, students will need to submit this proof of insurance at the end of the semester as a graded assignment. The university will not provide insurance coverage for students.

The following organizations offer professional liability insurance:

- Healthcare Providers Service Organization (HPSO) 1-800-982-9491 or hpsso.com
- American Counseling Association (ACA) 1-800-545-2223
- American Professional Agency, Inc. 1-800-421-6694
- American Association of Christian Counselors (AACC) 1-800-526-8673

*Note: Professional liability insurance coverage must start **on or before** the start of the Internship so that coverage is in effect for the duration of class enrollment. Students must still obtain their own liability insurance even in cases where an Internship student's fieldwork site provides liability insurance coverage for the student.*

C. Complete required approval documents.

Once a site and supervisor have been chosen, the student, site and supervisor complete and sign the

Fieldwork Contract found on the Internship website and submit to SharePoint. The student should retain copies of all documents for his/her own records.

1. **All approval documents must be submitted to the Internship office through the SharePoint submission portal prior to the deadline listed on the Internship website.** No late documents will be accepted. Submission of the above forms does not mean automatic acceptance of the proposed site and/or supervisor: they must be approved first. The university wants to make sure the student's proposed site will provide a good educational experience and that it has adequate oversight and safeguards built in to ensure an appropriate clinical environment.
2. Students need to submit completed Liberty University Affiliation Agreement or an Affiliation Agreement that is approved by Liberty University. Extensions will not be granted for Affiliation Agreements negotiations.

IV. Internship Documentation for Fieldwork Experience:

Internship documentation will be very important not only for this course, but equally so in the years ahead as the student uses it to apply for licensure and/or employment. The course requirements for CMHC 699 are designed to meet the requirements for the Virginia State Board of Professional Counseling. Students who plan to seek licensure in a state other than Virginia after graduation should **verify their state's requirements**.

The following hours must be met during a student's fieldwork experience:

- 600 hours of activities related to the Internship should fall into one of four categories:
 - Direct client contact (minimum of 240 hours required).
 - Individual supervision
 - Must ...
 - meet at least one hour per week with approved supervisor in-person
 - AND**
 - earn a minimum of 25 total hours (1 hour for every 10 Direct Supervision hours earned)
 - Must be on site for a minimum of 10 weeks (per CACREP)
 - If Individual Supervision is skipped one week it may be made up and counted during the week before or after
 - Faculty group supervision (average of 1 ½ hours per week for a minimum of 14 weeks with no more than 2 excused absences).
 - Related activities

Note: The Internship course is a full-semester commitment, even if students complete the required hours before the official end date of the semester.

- **Winter Break (Between Fall semester and Spring semester)**

Our office will allow students to continue to count hours during the Winter Break between semesters of the Internship. The Practicum and Internship Office must receive an official letter, on the site's letterhead, from the approved supervisor. The letter must state that the supervisor understands the student will not be under Liberty University's supervision nor the supervision of a Faculty Supervisor during the break and assumes full responsibility for the student, as students are not enrolled in an Internship course during this four-week break. Students will need to submit this letter with their request for an additional semester of Internship during Fall semester. Please note: This policy only applies to students who are staying at the same site and with the same supervisor from Fall semester to Spring semester. Students must remain enrolled in Spring semester of CMHC 699. If students are unable to complete hours prior to Spring semester but after the final day of Fall semester, students must request a Traditional Incomplete

(a maximum of two-week extensions) from Faculty Supervisors. Students switching sites/supervisors or adding a new site/supervisor, will not be permitted to earn hours over the Winter Break.

V. Grading for Internship

In order to pass CMHC 699, students must complete the following:

- Earn a passing grade for all Course Assignments.
- Obtain at least 600 hours of clinical experience according to the categories listed above (direct client contact, individual supervision, etc.).
- Receive passing evaluations by the supervisor.
- Adhere to the ACA Code of Ethics at all times.
- Complete a minimum of two video or audio recorded sessions with a verbatim transcript submitted in class/faculty supervision.
- Meet the CMHC 699 class attendance policy.
- Traditional Incomplete
 - Traditional Incomplete is given to a student if they are needing a maximum of two-weeks after the last day of the semester to complete the requirements/hours for Internship. Students are to request the traditional incomplete by contacting their Faculty Supervisor.

Though the supervisor's evaluation of the student weighs heavily on students' final grade, students must also successfully complete the other assignments in the class as outlined in the course syllabus.

Pass/No Pass:

Letter Grade Requirement

P (Pass)

Must meet **all** of the requirements below.

- Completes assigned work:
 - **Must** complete **all** clinical work to pass:
 - All evaluations
 - Upload all hours to LiveText and all hours are approved
 - Proof of liability insurance
 - Completes required hours:
- Completes required hours:
 - Internship:
 - Direct: 240
 - Individual Supervision: 1 per week (minimum 25)
 - Faculty group supervision: average of 1 ½ hours per week for a minimum of 14 weeks with no more than 2 excused absences
 - Related: Any other hours completed which pertain to the Internship or are assigned by the Internship Site Supervisor
 - Total: 600
- Should complete all academic work, but will only affect point total not final grade.
 - Discussion boards
 - Peer Consultation Reflection
 - Self-reflections
 - Case Presentations

- Verbatim
- Informed Consent Confirmation
- Recordings and transcriptions
- Quizzes
- Attended and participated in Faculty group supervision (no more than 2 excused absences permitted) and Peer Consultation.
- Received at least 800 points for the semester.

NP (No Pass) If you fail to meet any of the clinical requirements and/or do not earn a minimum of 800 total points for the semester.

Grade Scale Breakdown:

P (Pass): 800-1010

NP (No Pass): 0-799

Late Assignments:

Course Assignments, including discussion boards, exams, and other graded assignments, should be submitted on time.

If the student is unable to complete an assignment on time, then he or she must contact the instructor immediately by email.

Assignments that are submitted after the due date without prior approval from the instructor will receive the following deductions:

1. Late assignments submitted within one week after the due date will receive a 10% deduction.
2. Assignments submitted more than one week and less than 2 weeks late will receive a 20% deduction.
3. Assignments submitted two weeks late or after the final date of the course will not be accepted.
4. Group projects, including group discussion board threads and/or replies, and assignments will not be accepted after the due date.

Special circumstances (e.g. death in the family, personal health issues) will be reviewed by the instructor on a case-by-case basis.

Tests/Exams: Penalties will follow the late assignment policy as stated in the course syllabus.

VI. Professional Behavior Expectations

While at the Internship site and in all interactions with clients, supervisors, peers and LU faculty and staff, students are expected to exhibit attitudes and behaviors consistent with professionalism. This includes, but is not limited to, the following:

- Punctuality and promptness to all appointments.
- Appropriate dress and grooming (Business attire).
- Professional written communication.
- Professional oral communication (this includes correct verb usage and the avoidance of inappropriate language including informal language or slang).
- Adherence to the American Counseling Association's Code of Ethics.
- Be teachable and receptive to feedback given by the supervisor.
- Students must receive passing evaluations on professionalism on the CCS.

VII. Site Dismissal or Course Withdrawal

If, during the Internship, a student fails to successfully demonstrate the required skills in this course and consequently receives failing evaluations or if a student is dismissed from site, the supervisor will also notify the student's professor. The professor will write an incident report and send it to the Program Director and the Internship office of the Department of Counselor Education and Family Studies. The Director of Clinical Training and the Leadership Team will examine the nature and reason for the skills deficit and/or dismissal and refer to the remediation committee if warranted. At this point the student may receive a grade of "F" for the skills deficient and/or dismissal and be placed on hold in the program in order to fulfill remediation procedures aimed to address and resolve the verifiable deficits. The Remediation Committee will determine whether the student is eligible to retake the Internship course.

If the dismissal involves a violation of the University's Honor Code, the professor will fill out an Honor Code Violation form, which will be investigated by the Program Director and Graduate Student Affairs. These remediation procedures can include such things as requiring the student to retake certain courses and/or seek personal counseling, etc. If, after remediation, the student is unable to correct the deficits, the Remediation Committee and the Leadership Team will meet to decide the best course of action for the student up to and including removal from the program. The student has an opportunity to appeal. The final decision regarding a student's hours accrued in the Internship are at the discretion of the Remediation and Leadership Teams based on a thorough evaluation of the incident.

Internship students are required to fulfill their semester-long contract with the site. If a student makes the decision to withdraw from the Internship course, then the student will forfeit all Internship hours earned for that semester. The student will need to re-apply for the Internship in a future semester.

VIII. Professional Competency Expectations and Remediation Process

Supervisors and Liberty University faculty have a professional and ethical responsibility to evaluate students on the following:

- Counseling skills competency
- Professional behaviors
- Personal and professional dispositions
- Ethical competency

As such, the faculty of Liberty will not automatically approve program completion for students who demonstrate deficits that may interfere with future professional competence. Students enrolled in Internship class may be given a failing grade and/or placed on hold and a plan of remediation implemented if any of the following apply:

- Unprofessional or unethical conduct either at the Internship site or in the interaction with Liberty University faculty and staff.
- Any verifiable complaints about the student from the site supervisor or site director.
- Threat of lawsuits toward the site, supervisor, Liberty University or any employee of Liberty University.
- If the supervisor and/or Liberty University faculty determines that the student's current emotional, mental, or physical well-being compromises the integrity of the Internship experience or potentially places the student, or others, in harm's way or an unduly vulnerable position.

The abovementioned behaviors constitute violation of the University's Honor Code, and the

student's professor will fill out an Honor Code Violation form. This will be investigated by the Clinical Director. If warranted, the Director of Clinical Training will bring the issue to the Department of Counselor Education and Family Studies (DCEFS) core faculty. A remediation plan will be formulated in conjunction with the DECFS, the student, and supervisor. The purpose of the remediation plan is to assist the student in correcting any deficits in counseling skills or personal, interpersonal, or ethical problems so that the student may successfully continue in the program. Remediation procedures can include such actions as repeating particular courses, obtaining personal counseling, completing additional assignments, academic dismissal from the DECFS or Liberty University. Once the student has fulfilled all stipulations of the remediation plan, the Leadership Team for the DECFS will meet to decide if the student is ready to continue. In cases involving the Honor Code Violation, students will have an opportunity to appeal.

IX. Students Needing More than the Required Semester(s) to Complete Internship:

In the CMHC 699 Blackboard Course, all students will complete the required "Internship Documentation Quiz". The purpose of this quiz is for the student to inform the Internship Office of his/her intent to complete the Internship during the current semester OR to request an additional semester of the CMHC 699 Internship in the next consecutive semester. In addition to completing the quiz, students requesting an additional semester of the CMHC 699 Internship course must submit a copy of their liability insurance face sheet and updated Fieldwork Contract through the corresponding links. Students seeking a new site or supervisor will need to submit their Internship site or supervisor approval paperwork to cmhcinternship@liberty.edu. The Internship may only be taken for a maximum of 3 terms (9 credit hours) for students enrolled on a 2015-2016 60-hour Professional Counseling degree. Students enrolled on 2016-2017 60-hour Professional Counseling are required to enroll in two semesters of Internship. Students must pay for each additional semester. A grade of "I" (Incomplete) will be posted until all hours and course requirements have been met.

Important Note:

1. If the student fails to enroll in the additional term, then the consecutive enrollment cycle is broken. Thus, the previous hours accumulated towards the Internship will *not* count. The student will also receive a failing grade for the course, until it is retaken and the hours are completed.
2. If a student fails or withdraws from the course at any point during the semester, all earned hours will be lost and the student will have to start earning hours from the beginning.

X. Frequently Asked Questions (Internship CMHC 699)

***Please note students are responsible for determining the state requirements if they plan to practice in a state other than Virginia post-graduation. Please visit the following website to view NBCC's state directory: <http://www.nbcc.org/stateboarddirectory>.**

1. What is the time frame for completing the Internship?

It typically takes a student two full semesters (two 17 week semesters) to complete the Internship. However, the Internship can be completed in one semester and the student is permitted a maximum of three consecutive semesters to complete the Internship. Students are expected to pay for each individual semester of Internship. Internship is a full semester commitment and a student must remain on site even if they complete the minimum required hours.

Students enrolled on the 2016-2017 DCP, please note the Internship will be split into 2 required semesters worth 3 credit hours each. Students enrolled in a DCP prior to 2016- 2017 will be permitted to enroll in 3 consecutive semesters of internship.

2. What do I need to do to enroll in the Internship?

Upon completing the final Gate 3 prerequisites, the student will submit all final documentation and any necessary paperwork outlined in the syllabus for the Internship. This information is also available on the Internship website. Once received, the student's paperwork will go through the approval process. Once the site and supervisor have been approved, the student will be given permission to enroll in CMHC 699. Please note: you may not start accumulating hours towards Internship hours until the start date for the CMHC 699 course.

3. Does Liberty University place students in their Internship sites?

No. Liberty does not place students in their Internship sites. Finding a fieldwork placement is up to the student. However, students may email CMHCinternship@liberty.edu regarding obtaining a list of potential sites.

4. How do I go about finding an Internship site?

You should begin by talking with the people in your area who are currently doing the type of counseling in which you are interested. The best places to start are local community service boards or mental health agencies. These agencies usually have ample experience with Internship students and usually provide a variety of options and opportunities for individual and group counseling. Additionally, they can provide students with a plethora of information regarding the services and opportunities in the students' local areas. Liberty may also have a listing for your state of sites previously used by our students. You can inquire about this list one semester prior to starting the Internship. This list does not guarantee placement for a Liberty University student.

Students are encouraged to approach finding their Internship as a job search and should take advantage of the services provided by the career center to assist students with resume building and interview preparation. Students can find additional information about services offered at the career center: <http://www.liberty.edu/academics/general/career/index.cfm?PID=153>.

5. May I have more than one site?

Yes. If you cannot find one site to supply all the hours needed, you may request an additional site. Before adding the additional site, you must first obtain approval before counting hours at the new site. A student may have no more than two Internship sites at one time. Please seek approval beforehand by emailing the Internship office at CMHCinternship@liberty.edu.

6. What are the requirements for a supervisor?

A supervisor must have a minimum of a master's degree *and* be licensed as a professional Counselor, Clinical Social Worker, or Psychologist; OR, have an earned doctorate in Counseling, Psychology, or a closely related field from a regionally accredited university. Please review the Internship Manual for additional information regarding approved supervision. Supervisors must also hold a valid license in the state where the students are accumulating hours for their Internship. **Students planning to seek licensure in state other than Virginia should check to make sure their supervisor(s) meet state requirements. Students are responsible for researching their state's requirements, as some have very specific qualifications that need to be met if the Internship is to be accepted for licensure purposes.**

7. May I have more than one supervisor?

Yes. If you cannot find one supervisor to supply all the hours needed, you may request an additional supervisor. However, you must first obtain approval before counting any supervision hours with the new supervisor. A student may have no more than two supervisors at one time. Please seek approval beforehand by emailing the Internship office at CMHCinternship@liberty.edu.

8. What are the different types of supervision?

During your Internship, your supervisor is responsible for monitoring your activities and facilitating your learning and skill development experiences. The supervisor not only monitors and evaluates your clinical work, but he or she is also responsible for the quality of services offered to clients. While an ongoing process, you will meet with your supervisor weekly for formal supervision. *Individual Supervision* occurs when this supervision session involves a supervisor and a counseling student. *Triadic Supervision* occurs when the supervision session takes place with the supervisor and two counseling students. *Group Supervision* occurs when there is a supervision session with the supervisor and more than two counseling students.

9. How do I count supervision hours?

If you meet with your supervisor for individual and/or triadic supervision, then you count the time that the meeting lasts (i.e., 1 hour meeting = 1 hour of Individual Supervision). If you and other counselors meet in a group with your supervisor and if you are discussing a variety of cases (both yours and those of other counselors), then you may count the full time that the meeting lasts (i.e., 2 hour meeting = 2 hours of Group Supervision).

10. How many hours are required for the Internship?

Six hundred (600) total hours of counseling related work are required for the Internship. These hourly requirements are divided into the following categories:

1. 240 hours of Face-to-Face counseling
2. 25 hours of Individual Supervision
3. 25 hours of Group Supervision
4. 310 hours of Related Activities

Note: For the purpose of licensure, some states require more than 600 Internship hours.

Therefore, it is imperative that students intending to seek licensure in a state other than Virginia are aware of their own state's requirements and meet whichever are greater.

Liberty does not accept responsibility for knowing state licensure board requirements. This is the sole responsibility of the student.

11. May I count any counseling hours before enrolling in the Internship?

No, hours earned during the Practicum do not count towards Internship.

12. What types of counseling count as Face-to-Face counseling hours?

Face-to-Face counseling hours include individual, group, family, co-therapy, marital, and pre-marital counseling sessions. To qualify as face-to-face hours, counseling sessions must be a minimum of 20 minutes in length. Please see the Internship Manual for additional information.

13. What is the difference between observation and co-therapy?

Co-therapy means that you are actively doing counseling with another therapist, participating in the therapy process, and collaborating on the treatment plan. Observation implies that you are silently observing another therapist while they are counseling.

Observation may occur in the counseling room with the client and therapist, watching a videotaped session, or from behind a one-way mirror.

14. How many hours of observation may I count towards my Face-to-Face Client Contact hours?

You may not count observation hours during the Internship. Any observation hours are reported as a Related Activity.

15. How many hours of co-therapy may I count towards my Face-to-Face Client Contact hours?

You may count all 240 hours as co-therapy, if this is approved by your Internship site.

16. When I do co-therapy, how do I document the session and my hours?

Document co-therapy as you would document solo therapy.

17. When I do group counseling, how do I count my hours?

If you conduct a 1-hour session with 7 group members, the session counts as 1 hour of face-to-face contact, not seven.

18. What are Related Activities hours?

Related activities include time spent doing paperwork, research into counseling issues, seminars, workshops, phone calls to clients, consultation with colleagues, and counseling sessions that last less than 20 minutes. This category does not include hours spent doing coursework for the CMHC 699 class.

19. How do I request an additional semester of Internship?

Students requesting an additional semester of the CMHC 699 Internship course must submit a copy of their liability insurance face sheet and an updated copy of their Fieldwork Contract to CMHCinternship@liberty.edu. Students who are adding or changing their site or supervisor for the next semester must also submit Internship site/supervisor paperwork to the Internship office (CMHCinternship@liberty.edu). Please keep in mind that any hours accrued at a site or with a supervisor who is not approved by the Internship office will not count.

The Internship may only be taken for a maximum of 3 terms (9 credit hours). Students must pay for each additional semester. A grade of 'I' (Incomplete) will be posted until all hours and course requirements have been met.

20. What do I do if I complete my hours early?

If you finish your hours early, you must still fulfill your obligations to your site, attend the faculty supervision, and complete all required course work. You will receive a final grade three weeks after the course has ended. You may then work with registrar in conferring your degree.

21. What if I still have more questions?

For questions or concerns, contact the Internship team at cmhcinternship@liberty.edu. Make sure to include your full name, student ID, and your CMHC 699 course section if currently enrolled in the course.

Appendix B: **Informed Consent**
Example for Video Recording of Counseling Session

Note: Students should have an Informed Consent with any client they are completing taped sessions with. This is a sample informed consent. Students may use this template, or a template provided by their site. This document should NOT be uploaded to Blackboard as it contains client information, but should be kept on file by the student, their site, and the client. Students will submit an Informed Consent Confirmation with their Case Presentations.

CLIENT CONFIDENTIALITY AGREEMENT

I understand that my counselor is a graduate student in the MA in the **insert degree program** program at Liberty University who is providing my counseling sessions as a part of **his or her** practicum or internship course requirements.

I give my permission for my counselor, **insert-your-name**, to video record all or part of the counseling session. I understand that the purpose of the recording is to improve the quality of counseling that I receive. This video will be used only for the purposes of professional training, consultation and/or improving skills in individual supervision (my counselor and **his/her** supervisor) and/or group supervision (my counselor, **his/her** supervisor, and other student counselor trainees). Put another way, these digital video recordings are used for the training and the development of the counseling skills of the counseling student. Recordings are erased after the supervision takes place, unless the recordings are needed for ongoing training. The recording will be erased by **___(fill in date for erasing session)**.

I understand that my counselor, as a student-trainee at Liberty University; is practicing under the supervision of a faculty supervisor, **Fill in Name**, I understand that the content of my counseling sessions and/or video may be discussed with my counselor's supervisor and other counseling graduate students during group supervision solely for the purposes of supervision and ongoing training in counseling skills. During these supervised case presentations, all identifying data will be modified to protect confidentiality, including any submitted paperwork and discussion of the case in supervision.

I understand that my supervisor and counseling graduate students will maintain the same parameters of confidentiality as agreed to when I began the therapeutic relationship. As such, the content of these sessions will be kept confidential. However, the following are exceptions to confidentiality: 1) I report potential harm to self, harm to others, 2) I disclose the abuse of a minor, an elder, or an incapacitated adult, and/or 3) there is a court order or subpoena. I may revoke this authorization at any time by advising my counselor in writing.

Client or Guardian Signature _____

Date _____

Witness: _____ Date: _____

Informed Consent Confirmation

I, _____, agree that I have provided the Liberty University Informed Consent Form to both my site (_____) as well as my client(s). This consent form is now on file at my site.

(Student Signature)

(Date)

I, _____, site supervisor / site director (circle one or both) of _____ agree that _____ (student name) has provided the Liberty University Informed Consent Form to our site as well as their client(s). This consent form is now on file at the site.

(Site Supervisor / Site Director Signature)

(Date)

Appendix C: Video Recording Instructions

For the purposes of faculty supervision and site supervision interns must record three counseling sessions to submit to site supervisors and three counseling sessions to be presented during Faculty Group Supervision.

See Course Schedule for verbatim due dates. Students will submit a verbatim form of a five to eight-minute segment of the recorded session. Faculty will provide feedback on this portion of the session during student's case presentation.

Check and make sure the sound quality is acceptable prior to submitting the sessions to your instructor.

Interns may introduce this exercise with a statement similar to the following, "As you know, I am an intern and counseling student at Liberty University completing my training to become a Licensed Professional Counselor (LPC), as a part of this training my professors would need to review my counseling skills in session via video recording to give me feedback and to assist me in providing the best care and support possible, therefore I need for you to acknowledge you have been informed about how these recordings will be used and provide your permission and consent..."

1. The verbatim form should be submitted, through Blackboard as indicated on the presentation schedule. Please remember to de-identify client information in all written documentation and indicate that the contents are confidential and are to be opened only by the recipient/professor.
2. The sessions should evidence the demonstration of strong basic skills and when appropriate an advanced technique (e.g. empty chair, use of REBT (using chart), etc.). The technique must be appropriate to the treatment goals described in the case conceptualization treatment plan section.
3. Faces of the counselor must be **easily** seen. Seating for these recordings should be in an L or V shape rather than the normal facing each other.

Appendix D: Sample Verbatim Form

Student Counselor's Name: _____

Student Client's Name: _____

Start Time of Clip: _____

End Time of Clip: _____

Directions:

Select a five to eight-minute clip of the video. Type a verbatim transcript of that session (recall verbatim means word for word and includes “umm,” “err” and other filler words. Provide a revised response in the column titled “Rework Counselor’s Statements” for all counselor statements, with the exception of paralinguage. Also, include comments regarding counselor self-awareness and conceptualization throughout for the “Conceptualization and Comments” section.

Client's Statements	Counselor's Statements	Rework Counselor's Statements	Conceptualization Thoughts and Comments	Grader's Comments
<i>What I think is that this is very hard to do. I think that being a good person is almost impossible.</i>	Why do you think it is impossible?	You use the term good person. I am wondering if you could tell me how a good person acts?	I am wondering who has defined for him , a good person and why he doesn't think he is one.	
<i>Because I always screw up.</i>	Always, you don't do anything right ever?	You seem pretty disappointed in yourself, can you explain more about that.?	I am really wondering why is he upset and feeling hopeless about. His face seems so sad too.	
<i>It doesn't feel like it. I do the same thing, over and over. I just can't get my life right.</i>	You sound pretty frustrated.			
<i>I am. I do the same things all the time.</i>	What's an example of something you're doing 'over and over' that is frustrating you?		Here I wanted to tie the sense of frustration to a concrete example. I need to have a better idea about what behaviors/situations are generating this affect.	

Appendix E: Case Presentation Instructions

To protect the confidentiality of your client please refer to them by a pseudo-name in your case presentation.

The case presentation is an opportunity to integrate all learning from the counseling curriculum and will include the following sections/sub-headings:

Demographic Information- this includes family, age, ethnicity, gender, work history, health history.

Presenting Problem- this section includes the problem the client brought to the first session or the problem reported in the intake (sometimes the problem changes or is modified as therapy progresses, however what is reported here is the original presenting problem).

Mental Status Exam- this information should include information on the client's cognitive function such as memory capacity, distorted thought process, etc.

History of the Presenting Problem- this section includes other pertinent information about the client and the problems presented. This will include previous counseling and/or solutions attempted to resolve the issues.

Biopsychosocial History- this section includes background information about the client such as age, family, previous counseling experience, hobbies, etc.

Addiction Screening- this section should include information about screening for addictions such as alcohol addiction, etc.

Risk Assessment- this section should include screening information about harm to self or to others

Theory/Model- this section should include which theoretical model that would benefit the client based on the presenting problem

Diagnosis- this section should include a diagnosis consistent with the DSM-5 criteria and should include primary, secondary and tertiary diagnoses (and all other components as appropriate, see the DSM-5 for more information).

Treatment Planning This section should be integrated with the research/evidence based treatments section. This should include short term, mid-range, and long-term goals and interventions and should be in the format of a chart (see sample form). This is a comprehensive form that includes the presenting problems, diagnosis, goals, and interventions in one form.

Ethics Section- What ethical considerations were addressed or considered in this client's case?

Multi-cultural Section- this section should include multi-cultural considerations. Discuss cautions or perspectives that this culture might have. Provide information that indicates that you recognize the cultural diversity.

Research/Evidence based treatments Section- this section should naturally support the treatment plan with citations from the literature regarding effective treatments and interventions. This section should include 5-10 citations from the peer-reviewed literature regarding evidence-based treatments.

Assessment Section: This should include baseline data from scaling during session one on the presenting problem and a chart including the level on the scale in subsequent sessions, clients attributions of improvements and/or and the various treatment interventions used and content from assessments (such as a genogram, Beck Depression Inventory, etc.) if they are used.

Referral/Access- this section should include additional resources for the client after termination and even during counseling such as community resources for housing, etc.

Appendix F: CMHC 698 Treatment Plan Worksheet

Counselor Name: Client

Name: Case #:

Problem 1.:

Goal 1.:

Objective 1.:

Intervention 1.:

Intervention 2.:

Objective 2.:

Intervention 1.:

Intervention 2.:

Goal 2.:

Objective 1.:

Intervention 1.:

Intervention 2.:

Objective 2.:

Intervention 1.:

Intervention 2.:

Problem 2.:

Goal 1.:

Objective 1.:

Intervention 1.:

Intervention 2.:

Objective 2.:

Intervention 1.:

Intervention 2.:

Goal 2.:

Objective 1.:

Intervention 1.:

Intervention 2.:

Objective 2.:

Intervention 1.:

Intervention 2.:

Appendix G: LiveText Verification of Hours Procedure

	LiveText Time Log	Summary and Verification of Hours Spreadsheet														
Location:	On the right side of your Placement page under the Field Experience Tab	The spreadsheet is available in your Blackboard class, as an assignment on the Dashboard in LiveText, and on our LiveText Webpage. At the Midterm and Final the spreadsheet will need to be uploaded to the Attachments workspace at the bottom of the Placement page under the Field Experience tab														
How to Log Hours:	At the end of each Quarter students should make 1 entry for all hours earned during that quarter for each category of hours. (each quarter is color-coded on the spreadsheet)	Weekly														
Categories of Hours:	<p>Approved by Site-Supervisor:</p> <ul style="list-style-type: none"> • Direct Hours (Direct Client Contact with a client) • Individual Supervision (Approved site supervisor – can be triadic) • Indirect Hours (Related activities associated with your clinical duties) <p>Approved by Faculty Supervisor:</p> <ul style="list-style-type: none"> • Faculty Supervision (Group supervision in the classroom setting) 															
The Hours Format:	<p>All hours for both the Time Log and the Verification of Hours Spreadsheet must be logged in an hours and minutes format. Every entry must have a number in both the hours and minutes places with a colon in between. For example:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><u>Hours of Supervision</u></th> <th style="text-align: center;"><u>How to Enter into Spreadsheet</u></th> </tr> </thead> <tbody> <tr> <td>Two hours and fifty-eight minutes</td> <td style="text-align: center;">2:58</td> </tr> <tr> <td>Twenty-one minutes</td> <td style="text-align: center;">0:21</td> </tr> <tr> <td>Half an hour</td> <td style="text-align: center;">0:30</td> </tr> <tr> <td>Four hours and forty-five minutes</td> <td style="text-align: center;">4:45</td> </tr> <tr> <td>One hour and fifteen minutes</td> <td style="text-align: center;">1:15</td> </tr> <tr> <td>Three hours</td> <td style="text-align: center;">3:00</td> </tr> </tbody> </table>		<u>Hours of Supervision</u>	<u>How to Enter into Spreadsheet</u>	Two hours and fifty-eight minutes	2:58	Twenty-one minutes	0:21	Half an hour	0:30	Four hours and forty-five minutes	4:45	One hour and fifteen minutes	1:15	Three hours	3:00
<u>Hours of Supervision</u>	<u>How to Enter into Spreadsheet</u>															
Two hours and fifty-eight minutes	2:58															
Twenty-one minutes	0:21															
Half an hour	0:30															
Four hours and forty-five minutes	4:45															
One hour and fifteen minutes	1:15															
Three hours	3:00															
Approval	The supervisor must check off and approve each entry in LiveText.	The supervisor will approve the uploaded spreadsheet at the Mid Term and Final through the corresponding assessments.														
Other Information:	<p>Activity and Time: Select one of the following: Only use the below descriptors:</p> <ul style="list-style-type: none"> • First Q (Hours accumulated during the first quarter) • Midterm (Hours accumulated during the second quarter) • Third Q (Hours accumulated during the third quarter) • Final (Hours accumulated during the fourth quarter) <p>If a student has 2 sites hours for each site should be logged separately in the corresponding placement.</p>	<p>The Summary and Verification of Hours Spreadsheet has 3 tabs which must ALL be completed by the end of the semester.</p> <ul style="list-style-type: none"> • Time Log – Hours entered weekly according to the above directions. If a student has 2 sites this tab should only show the hours logged for the site they are completing it for. • Verification of Hours – Log the Total Hours accumulated at ALL sites and for All semesters. • Sites – Document information for All Sites and All semesters. 														