WEST VIRGINIA CERTIFICATION BOARD FOR ADDICTION AND PREVENTION PROFESSIONALS

436 12th Street, Suite C Dunbar, WV 25064 (304) 768-2942 (304) 768-1562 FAX

APPLICATION FOR CLINICAL SUPERVISOR CERTIFICATION

THE ENTIRE APPLICATION MUST BE TYPED AND THE ORIGINAL AND ONE COPY MUST BE SUBMITTED.

Guidelines and Procedures for Completing the Certification Process Please read the enclosed materials carefully BEFORE you complete any portion of the application.

It is the responsibility of the applicant to meet all deadlines and be aware of all test dates, etc. If a deadline for submission of documentation is missed, a late fee will be assessed. If documentation is submitted so late that the Board does not have time to consider the material, testing may be deferred to the next testing cycle. Therefore, TIMELY SUBMISSION OF ALL FEES AND MATERIALS is of utmost importance.

Payment of fees is best made by Postal Money Order or Cashier Check, since personal checks that are returned for insufficient funds will cause you to be assessed a penalty fee of \$20.00 beyond the bank charge for such, and can cause your application to be too late to process.

THIS APPLICATION PACKET CONTAINS:

- 1. WVCBAPP Clinical Supervisor Certification Manual
- 2. Clinical Supervisor Performance Domains
- 3. NAADAC Code of Ethics (WVCBAPP's adopted Code of Ethics)
- 4. Application
- 5. Demographic Data Form
- 6. Copy of current photo ID

CERTIFICATION PROCEDURES AND GUIDELINES

Completion Period: An applicant has one certification period (two years) from the date of passing the written test, to meet all other requirements for certification. If an individual does not complete all requirements, he/she must reapply to continue in the process. In addition, an applicant must retake the written test if he/she has not completed all other requirements within two years of the date that the written test was passed.

Eligibility Period for Tests: In order to be eligible to take the written test, the applicant's portfolio (application and all related materials) must be substantially complete. Incomplete applications will be returned, or the applicant will be notified of the deficiencies and will be required to submit additional documentation to correct all deficiencies. A fee will be assessed for each individual item submitted to correct deficiencies.

APPLICATION FOR CLINICAL SUPERVISOR CERTIFICATION THE ENTIRE APPLICATION MUST BE TYPED

A. FEES

I understand that the application process requires pre-payment of the NON-REFUNDABLE application fee. I also understand that a computer based test (CBT) fee (\$200) will be due later in the process for CS applicants. I have enclosed a check, postal money order or cashier's check. I wish to be considered as an applicant for certification as:

() Clinical Supervisor (CS) \$75.00					
SIGNATURE	DATE	SOCIAL SECURITY NUMBER			
PRINT YOUR NAME HERE					

WEST VIRGINIA CERTIFICATION BOARD FOR ADDICTION AND PREVENTION PROFESSIONALS

B. DEMOGRAPHIC DATA You must submit a photocopy of a government-issued photo

ID with this application. This same photo ID must be brought to the testing center. You will not be admitted to test unless the name by which you were pre-registered by WVCBAPP matches the name on the ID.

DATE:	SOCIAL SECURITY NUMBER:			
NAME: LAST	MIDDLE	FIRST	Maiden or Nickna	ame
PREFERRED ADI		Γ, P.O. BOX APT. NUMB	ER/SUITE	
	CITY		STATE	ZIP
ALTERNATE AD	DRESS:			
	STREE	Γ, P.O. BOX APT. NUMB	ER/SUITE	
	CITY		STATE	ZIP
WORK PHONE: _		HOME PHO	NE:	
FAX NUMBER:		E-MAIL :		
BUSINESS NAME	OR AGENCY:			
COUNTY:				
GENDER: ()FEMA	ALE ()MALE B	IRTH DATE:		
RACE:				
(OPTIONAL, US	ED FOR STATISTICA	L PURPOSES ONLY)	-	
ARE YOU IN PRIV	VATE PRACTIO	CE?()YES()NO		
HIGHEST ACADE	MIC DEGREE:	FIELD C	F STUDY:	
CERTIFICATIONS	S: () ADC () A	AADC () CCJP () PS1 () PS2	
LICENSES: ()SO	OCIAL WORK ()COUNSELING	()MEDICINE	

()PSYCHOLOGY ()NURSING
()OTHER
FIRST YEAR OF EMPLOYMENT IN THE ADDICTION FIELD:
APPLICATION FOR CLINICAL SUPERVISOR CERTIFICATION
C. QUALIFYING EXPERIENCE
List your most recent employment first. Select ONLY those work experiences which fit the description of qualifying work experience as described in the Certification Manual. "Full-time Equivalent Work" means that you spent at least 35 hours per week in work-related activities One MAY NOT earn more than one year's experience in one year.
1. WORK EXPERIENCE SPECIFIC TO ADDICTION COUNSELING: If addiction counseling experience represents only a portion or percentage of a full-time job, report ONLY the addiction counseling work in this category. Example: You have a full-time job that is 20% administrative, 20% addiction counseling, and 60% counseling other populations. Only the addiction counseling should be reported here.
EMPLOYER/AGENCY:
YOUR JOB TITLE:
ADDRESS:
SUPERVISOR:PHONE:
() Paid Position () Volunteer Position
BRIEFLY DESCRIBE JOB DUTIES:
DATES: Beginning// Ending//_ (a) Total Number of Months:
What percentage of full time equivalent was this job? (b)%

What percentage of your work time was dedicated to addiction counseling? (d) %				
Multiply actual number of months worked $©$ by the percentage of work time dedicated to addiction counseling (d For example: a half time job that lasted six months and was spent on addiction counseling specific work 25% of time: 6 months (a) X 50% (b) = 3 months $©$ X 25% (d) = .75 month. Enter that number: months of addiction counseling specific work. ************************************				
EMPLOYER/AGENCY:				
YOUR JOB TITLE:				
ADDRESS:				
SUPERVISOR:PHONE:				
() Paid Position () Volunteer Position				
BRIEFLY DESCRIBE JOB DUTIES:				
DATES: Beginning// Ending// (a) Total Number of Months:				
What percentage of full time equivalent was this job? (b)%				
Multiply the total number of months (a) by that percentage (b) = \mathbb{Q} actual months worked				
What percentage of your work time was dedicated to addiction counseling? (d) %				
Multiply actual number of months worked \textcircled{o} by the percentage of work time dedicated to addiction counseling (d). For example: a half time job that lasted six months and was spent on addiction counseling specific work 25% of the time: 6 months (a) X 50% (b) = 3 months \textcircled{o} X 25% (d) = .75 month.				
Enter that number: months of addiction counseling specific work.				
EMPLOYER/AGENCY:				
YOUR JOB TITLE:				
ADDRESS:				

SUPERVISOR: PHONE:
() Paid Position () Volunteer Position
BRIEFLY DESCRIBE JOB DUTIES:
DATES: Beginning// Ending// (a) Total Number of Months:
What percentage of full time equivalent was this job? (b)%
Multiply the total number of months (a) by that percentage (b) = © actual months worked
What percentage of your work time was dedicated to addiction counseling? (d) %
Multiply actual number of months worked $\textcircled{0}$ by the percentage of work time dedicated to addiction counseling (d). For example: a half time job that lasted six months and was spent on addiction counseling specific work 25% of the time: 6 months (a) X 50% (b) = 3 months $\textcircled{0}$ X 25% (d) = .75 month.
Enter that number: months of addiction counseling specific work.
FOR BOARD USE ONLY: WORK EXPERIENCE SPECIFIC TO ADDICTION COUNSELING: MONTHS TOTAL

$^{\circ}$	WODK	EXPERIENCE	CDECIFIC TO	ADDICTION OF INICA	T
۷.	WUNN	DALDRICK	orecipie to	ADDICTION CLINICA	L

SUPERVISION: If clinical supervision experience represents only a portion or percentage of a full-time job, report **ONLY** the clinical supervision work in this category. Example: You have a full-time job that is 20% addiction counseling, 20% counseling other populations and 60% clinical supervision. Only the addiction clinical supervision should be reported here.

EMPLOYER/AGENCY:				
YOUR JOB TITLE:				
ADDRESS:				
SUPERVISOR:				
() Paid Position () Volunteer Position				
BRIEFLY DESCRIBE JOB DUTIES:				
DATES: Beginning// Ending// (a) Total Number of Months:				
What percentage of full time equivalent was this job? (b) _	%			
Multiply the total number of months (a) by that percentage (b) = \mathbb{O}	actual months worked			
What percentage of your work time was dedicated to addiction course	ling? (d) %			

Multiply actual number of months worked © by the percentage of work time dedicated to addiction counseling (d). For example: a half time job that lasted six months and was spent on addiction counseling specific work 25% of the time: 6 months (a) X 50% (b) = 3 months © X 25% (d) = .75 month.

Enter that number: months of addiction counseling specific work. ***********************************
EMPLOYER/AGENCY:
YOUR JOB TITLE:
ADDRESS:
SUPERVISOR:PHONE:
() Paid Position () Volunteer Position
BRIEFLY DESCRIBE JOB DUTIES:
DATES: Beginning// Ending// (a) Total Number of Months:
What percentage of full time equivalent was this job? (b)%
Multiply the total number of months (a) by that percentage (b) = © actual months worked
What percentage of your work time was dedicated to addiction counseling? (d) %
Multiply actual number of months worked $@$ by the percentage of work time dedicated to addiction counseling (d). For example: a half time job that lasted six months and was spent on addiction counseling specific work 25% of the time: 6 months (a) X 50% (b) = 3 months $@$ X 25% (d) = .75 month.
Enter that number: months of addiction counseling specific work. ***********************************
EMPLOYER/AGENCY:
YOUR JOB TITLE:
ADDRESS:

SUPERVISOR:	PHONE:					
() Paid Position () Volunteer Position						
BRIEFLY DESCRIBE JOB DUTIES:						
DATES: Beginning/ Ending (a) Total Number of Months:						
What percentage of full time equivalent w	as this job? (b)%					
Multiply the total number of months (a) by that per-	centage (b) = © actual months worked					
What percentage of your work time was dedicated	to addiction counseling? (d) %					
	e percentage of work time dedicated to addiction counseling (d). and was spent on addiction counseling specific work 25% of the $(d) = .75$ month.					
Enter that number: months of addic ***********************************	************					
YOUR JOB TITLE:						
ADDRESS:						
SUPERVISOR:	PHONE:					
() Paid Position () Volunteer Position						
BRIEFLY DESCRIBE JOB DUTIES:						
DATES: Beginning/ Ending _ (a) Total Number of Months:						

What percentage of full time equivalent was this job? (b)%
Multiply the total number of months (a) by that percentage (b) = © actual months worked
What percentage of your work time was dedicated to addiction counseling? (d) %
Multiply actual number of months worked © by the percentage of work time dedicated to addiction counseling (d). For example: a half time job that lasted six months and was spent on addiction counseling specific work 25% of the time: 6 months (a) \times 50% (b) = 3 months © \times 25% (d) = .75 month. Enter that number: months of addiction counseling specific work.
FOR BOARD USE ONLY: WORK EXPERIENCE SPECIFIC TO ADDICTION CLINICAL SUPERVISION: MONTHS TOTAL MONTHS TOTAL
D. SUPERVISION
TO SUPERVISOR: Please complete this form indicating this applicant's on the job supervision in providing clinical supervision. This form is not intended to document applicant's total number of hours worked but rather the hours of face to face supervision this applicant has provided to counselors.
Applicant's Name:
I hereby attest that minimum of 200 clock hours of face to face supervision in the following performance domains have been provided to counselors by the above named applicant as outlined below.
PERFORMANCE DOMAINS # HOURS PROVIDED IN EACH
1. Counselor Development
2. Professional and Ethical Standards
3. Program Development and Quality Assurance
4. Assessing Counselor Competencies and Performance
5. Treatment Knowledge
TOTAL MUST BE AT LEAST 200 HOURS

SUPERVISOR SIGNA	TURE	SUPERVISO	OR PRINT NAME
DATE			
E. EDUCATION/TRA	AINING IN CLINICA	L SUPERVISION	J
TRANSCRIPTS OR THIRTY (30) HOU SUPERVISION IS I EACH OF THE FIVE	URS OF DIDACTION REQUIRED. THIS M	ATTENDANCE, 2 C EDUCATION/ UST INCLUDE I a minimum of six	E FORM OF OFFICIAL FOR ALL HOURS LISTED. TRAINING IN CLINICAL EDUCATION/TRAINING IN (6) hours in each domain). For
	cempted from this rule.	Webinars are als	ge and University classes taken so excluded from this rule. No riod.
COURSE TITLE	SPONSOR	DATE	# CONTACT HOURS
BRIEFLY DESCRIBE	E CONTENT OF EDUC	CATION:	

RELEVANT TO THE	FOLLOWING PERFO	ORMANCE DOMA	AIN:	
() Counselor Developn	nent () Professional and	d Ethical Standards	s () Treatment Knowledge	
() Program Development & Quality Assurance ()Assessing Counselor Competencies & Performance				
**************************************	**************************************	**************************************	**************************************	
BRIEFLY DESCRIBE	CONTENT OF EDUC	CATION:		
RELEVANT TO THE	FOLLOWING PERFO	DRMANCE DOMA	AIN:	
() Counselor Developm	nent () Professional and	d Ethical Standards	s () Treatment Knowledge	
() Program Developme	nt & Quality Assurance	e ()Assessing Cou Performance	nselor Competencies &	
**************************************	**************************************	**************************************	**************************************	
BRIEFLY DESCRIBE	CONTENT OF EDUC	CATION:		
RELEVANT TO THE	FOLLOWING PERFO	RMANCE DOMA	AIN:	
() Counselor Developm	nent () Professional and	d Ethical Standards	s () Treatment Knowledge	
() Program Developme	nt & Quality Assurance	e ()Assessing Cou	nselor Competencies &	

Performance

**************************************	************** SPONSOR	**************************************	**************************************
BRIEFLY DESCRIBE	CONTENT OF EDUC	ATION:	
RELEVANT TO THE	FOLLOWING PERFO	RMANCE DOMA	IN:
() Counselor Developm	ent () Professional and	Ethical Standards	() Treatment Knowledge
() Program Developmen	nt & Quality Assurance	()Assessing Coun Performance	selor Competencies &
********	********	******	*********
See	next 4 pages to doc	ument distance	e learning.
	DISTANCI	E LEARNING	
For	1.1	ation Form arning Approval plying for Initial C	ertification
	P	art I	
DATE OF APPLICATI	ON		
APPLICANT'S NAME			
APPLICANT'S ADDRE	ESS		
APPLICANT'S PHONE	NUMBER		
INSTITUTION SPONS	ORED BY:		

ADDRESS
PHONE NUMBER
Part II
EDUCATION TRAINING DESCRIPTION
ease read the enclosed "Counselor Core Functions" and "Skill and Knowledge" forms a eck mark the items which will be emphasized in the training event. If you are applying proval for an event which has several different sessions and presenters, please make multiplies of the attached form. Complete one form per session.
hen you receive the letter of approval for this training, keep it along with other documentation lated to your application for initial certification. This form is not to be used for re-certification.
nereby attest that all information provided in this application is true and valid to the best of moving the second
uthorizing Signature Name Printed Date
A COPY OF A BROCHURE, SCHOOL BULLETIN OR COURSE DESCRIPTION MUST ACCOMPANY THIS
DISTANCE LEARNING
EDUCATION TRAINING DESCRIPTION
AME OF SESSION
ATE(S) OF SESSION
BJECTIVES FOR SESSION

INSTRUCTORS CREDENTIALS including licenses, certifications and academic degrees (please attach resume)
OTHER INFORMATION USEFUL IN EVALUATING TRAINING FOR THE PURPOSE OF WVCBAPP CERTIFICATION BOARD ENDORSEMENT:
NUMBER OF CONTACT HOURS FOR THIS SESSION
* ONE CONTACT HOUR EQUALS 60 MINUTES OF CONTINUED STRUCTURED LEARNING EXPERIENCE.

DISTANCE LEARNING

Please check mark all which will be addressed by the training **12 CORE FUNCTIONS OF ADDICTION COUNSELING**

() SCREENING: The process by which a client is determined appropriate and eligible for

admission to a particular program.

() INTAKE: The administrative and initial assessment procedures for admission to a program.
() ORIENTATION: Describing to the client the following: general nature and goals of the program; rules governing client conduct and infractions that can lead to disciplinary action or discharge from the program; in a non-residential program, the hours during which services are available; treatment costs to be borne by the client, if any; and client's rights.
() ASSESSMENT: Those procedures by which a counselor/program identifies and evaluates an individual's strengths, weaknesses, problems and needs for the development of a treatment plan.
() TREATMENT PLANNING: Process by which the counselor and the client identify and rank problems needing resolution; establish agreed upon immediate and long-term goals; and decide upon a treatment process and the resources to be utilized.
() COUNSELING (Individual, Group and Significant Others): The utilization of special skills to assist individuals, families or groups in achieving objectives through exploration of a problem and its ramifications; examination of attitudes and feelings; consideration of alternative solutions; and decision-making.
() CASE MANAGEMENT: Activities which bring services, agencies, resources or people together within a planned framework of action toward the achievement of established goals. It may involve liaison activities and collateral contacts.
() CRISIS INTERVENTION: Those services which respond to an alcohol and/or other drug abuser's needs during acute emotional and/or physical distress.
() CLIENT EDUCATION: Provision of information to individuals and groups concerning alcohol and other drugs abuse and the available services and resources.
() REFERRAL: Identifying the needs of a client that cannot be met by the counselor or agency and assisting the client to utilize the support systems and community resources available.
() REPORTS AND RECORD KEEPING: Charting the results of the assessment and treatment plan, writing reports, progress notes, discharge summaries and other client-related data.
() CONSULTATION WITH OTHER PROFESSIONALS IN REGARD TO CLIENT TREATMENT/SERVICES: Relating with in-house staff or outside professionals to assure comprehensive, quality care for the client.

DISTANCE LEARNING

Please check mark all which will be addressed by the training

SKILLS AND KNOWLEDGE AREAS OF ADDICTION COUNSELING
(Please see the Counselor Certification Manual for a Complete List)

() Human Behavior
() Signs and Symptoms of Alcohol and Other Drug Abuse (including pharmacological factors
() Behavioral Addictions (including gambling, eating disorders, sexual addiction)
() Counseling Approaches, Modalities, Philosophies, Techniques, Methods and Objectives
() Working Therapeutically With Individuals, Groups and Families
() Communication Skills
() Establishing Rapport
() Continuum of Care (including Case Management)
() DUI Safety and Treatment
() Federal, State and Local Statutes, Administrative Rules and Regulations
() Ethics
() Chemical Dependency Resources at the Federal, State and Local Level (including agencies, organizations, facilities)
() How to Refer to and utilize 12 Step and Other Support Groups (Attendance at 12 Step meetings is not included)
() Clinical Supervision
() Other (please describe and be specific)
FOR BOARD USE ONLY: TOTAL HOURS EDUCATION/TRAINING

F. RESUME - Please attach a complete, typewritten resume.

G. CERTIFICATION OF TRUTH

1. APPLICANT

MUST BE NOTARIZED

I hereby certify that the statements contained in this application and supporting documents, given for consideration of my application for certification as a Clinical Supervisor are, to the best of my knowledge, true and correct.

I further certify that I have read and subscribe to and abide by the WVCBAPP Code of Ethics, based on the NAADAC code of ethics. I authorize the Board to conduct inquiries or interviews as they deem necessary.

Signature of Applicant	
STATE OF WEST VIRGINIA,	
COUNTY OF, TO-WIT:	
Subscribed and signed this day of	
My commission expires:	
Notary Public	
2. Supervisor MUST BE NOTARIZED	
I hereby certify that the statements contained in this application and supporting docume given for consideration of my supervisee's application for certification as a Clinical Supervare, to the best of my knowledge, true and correct.	
Signature of Supervisor	
STATE OF WEST VIRGINIA,	
COUNTY OF, TO-WIT:	
Subscribed and signed thisday of	
My commission expires:	
Notary Public	

WVCBAPP Certification Professionals

Education &Training

1. What is the highest degree or level of	education you have <u>completed</u> ?
O High school or GED O Associate's degree or trade school O Bachelor's degree	O Master's degree O Doctoral degree O Prefer not to say
2. What year did you complete your high	nest level of education?
3. In what state did you complete your h	ighest level of education?
School/Program Name	
4. Do you have a National Provider Iden	tification (NPI) number?
O Yes (write-in number)	O No O Prefer not to say
5. Please mark any counseling certificat	ions you currently hold:
Certification: O Certified Alcohol and Drug Counselor O Certified Advanced Alcohol and Drug Co O Certified Clinical Supervisor O Certified Prevention Specialist O Certified Criminal Justice Addictions Pro O National Certified Counselor O National Certified Addiction Counselor I O National Certified Addiction Counselor II O Master Addictions Counselor O Certified Clinical Mental Health Counselor O National Certified School Counselor Year obtained: ———————————————————————————————————	fessional
O Social Worker O Psychologist O School Psychologist	O Licensed Professional Counselor O Marriage and Family Therapist O Physician Assistant

O MD or DO O CNA or LPN		•	ed Nurse or APRN
7. Are you a clinical sup	ervisor?		
O Yes	O No		
7a If yes, about he Practice Characte		do you superv	rise currently?
8. What best describes y	our current em	ployment statu	s?
O Full-time O Part-time O Not currently working O Retired		O Per diem O Voluntee O Prefer no	er
If not currently work	king or retired,	skip to Demo	graphics—Question 24
9. What best describes y	our PRIMARY e	employment po	sition?
requires a WVCBAPP cer	tification bstance use disc APP certification	order services ar	nd/or prevention position that nd/or prevention position that disorder services
please answer question	ons 10 - 15 ; if	NOT please s	nd/or prevention position, kip to question 16*** RY position arrangement?
O Self-employed O Salaried employment O Hourly employment	O Tempora O Other (s O Prefer no	pecify):	
11. What is the address position?	where you sper	d most of your	time for your PRIMARY
Number	Street		
City		State	Zip Code

12. About how many people are usually on	your caseload?	
13. Which type of setting most closely desolocation?	cribes to your PRIMARY practice	
O Specialized substance use disorder outpatient treatment facility O Community health center O Mental health clinic O Methadone clinic O Primary or specialist medical care O Child welfare O Criminal justice O Hospital Federal Government hospital O Non-federal hospital: Inpatient O Non-federal hospital: General Medical	O Non-federal hospital: Psychiatric O Non-federal hospital: Other - e.g. nursing home unit O Private practice O Rehabilitation O Detox O Residential setting O Recovery support services O School health service O Faith-based setting O Other (specify):	
14. What best describes your employment	plans for the next 12 months?	
O Increase hours O Decrease hours O Seek another position in substance use disc O Seek a position in another field	O Retire O Continue as you are Order O Unknown O Prefer not to say	
15. Do you ever use telehealth in your prim persons in recovery or prevention by mean		
O Yes O No 15a. If yes, about what percentage of telehealth in your primary position?	your time with a client is delivered by	
O Less than 25% O 25%-50%	O 50%-75% O More than 75%	
15b. If yes, which best describes the your primary position?	population you see using telehealth in	
O All are located in West Virginia O Most are located in West Virginia O About half are located in West Virgin O Most are located out of the state of V O All are located out of the state of West	Vest Virginia	

***16. Do you have a SECO	NDARY employment position?		
O Yes ***If no, please	O No e skip to Demographics—Que	estion 24 ***	
17. What best describes yo	ur SECONDARY employment po	osition?	
requires a WVCBAPP certific O Actively working in a subst does not require a WVCBAP	ance use disorder service and/or p	orevention position that	
<u> </u>	e use disorder services and/o ons 18 - 23; if NOT please ski	•	
18. Which of the following larrangement?	best describes your SECONDAF	RY position	
O Self-employed O Salaried employment O Hourly employment	O Locum tenens / temporary O Other (specify): O Prefer not to say		
19. What is the address wh position?	ere you spend most time for yo	ur SECONDARY	
Number	Street		
City	State	Zip Code	
20. About how many people are usually on your caseload?			

ETHICAL CODE OF CONDUCT

It is the policy of the West Virginia Certification Board for Addiction and Prevention Professionals to promote and safeguard the quality, effectiveness and competence of professional addiction counselors through the insistence of adherence to its Code of Ethics by all WVCBAPP certified clinical supervisors.

The ethics committee recommends an ethical code of conduct for adoption by the Board of Directors. Currently, the Board has adopted the NAADAC code of ethics. The ethics committee has jurisdiction over all matters of violation and misconduct by certified clinical supervisors in the state of West Virginia. It immediately and thoroughly investigates such charges and makes recommendation to the Board of Directors for appropriate action.

NCC AP: The National Certification Commission for Addiction Professionals

CODE OF ETHICS: Approved 10.09.2016 can be obtained and reviewed online at www.naadac.org or www.wvcbapp.org or in the Clinical Supervisor Manual