

Angelica Ford, MS, LMFT
North Carolina Licensed Marriage and Family Therapist
Credential/License Number: 01484
2741 Campus Walk Avenue, Bldg 400, Ste 300, Durham, NC 27705
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Therapist/Trainee: _____
Address: _____
Phone: _____
Email: _____
Place of Employment: _____

Philosophy of Supervision

I obtained a MS in Marriage and Family Therapy from East Carolina University in 2021. I am currently licensed independently as an MFT in the state of North Carolina, and my license is in good-standing. I specialize in providing therapy services to couples, families, students, and helping professionals. I utilize Bowenian, Narrative, and Experiential theory and practice from a systemic, collaborative, trauma-informed, and culturally-responsive stance. My style of supervision is highly collaborative, systemic, and attentive to self-of-therapist exploration.

Purpose of this Contract

Supervisee is entering into this contract with Angelica Ford, LMFT voluntarily for the purpose of accruing supervision hours for North Carolina-state LMFT licensure.

Licensure

Angelica Ford, LMFT is independently licensed in the state of North Carolina and a candidate for the designation of approved supervisor. Ms. Ford is currently completing training requirements for the AAMFT Approved-Supervisor designation under the mentorship of Erin Ballard (License Number: 1572). Erin Ballard is an approved supervisor and mentor in North Carolina. Supervisor Candidate Verification Form is available at any time by supervisee's request.

While Ms. Ford is approved, by North Carolina-state statute, to provide supervision to pre-licensed clinicians pursuing licensure, she has no formal affiliation with the North Carolina Marriage and Family Therapy Licensure Board and cannot guarantee a supervisee will be approved for licensure.

Supervisee is encouraged to: 1) Apply for acceptance to take the National Exam, 2) Apply for North Carolina-state Marriage and Family Associate License, 3) Develop system of documenting supervised hours, and 4) be familiar with North Carolina-state licensure requirements.

Method, Frequency, and Duration of Supervision

Supervision will be provided in-person at 2741 Campus Walk Avenue, Bldg 400, Ste 300, Durham, NC 27705 or via HIPAA compliant telehealth (Google Meet), generally for 1 hour at a frequency of one to four times per month. Frequency and duration of supervision meetings may be reduced or increased based on supervisor and supervisee discussion.

This supervision agreement is typically expected to continue for at least two years, as this is generally the time frame in which supervisees are pursuing independent state licensure. This agreement will be reviewed and/or updated yearly or at the discretion of either the supervisor or supervisee.

Financial Arrangements

Financial policies are set whether supervision is held in person or via telehealth. A credit card will be placed on file and payment will be taken at time of service through secure online portal.

Fees:

Individual supervision: \$85

Dyadic supervision: \$50

Group supervision: \$30

Late cancel: \$20

As part of their benefits package, employees of Family Solutions and Wellness Center, PLLC, receive 1 hour of supervision per 40 hours of direct client contact or minimum of once a month from Angelica Ford, LMFT. Those in need of additional supervision will pay the full fee for additional meetings.

Supervisor and Supervisee Responsibilities

Supervisor and supervisee both adhere to the AAMFT Code of Ethics. Supervisee is responsible for being familiar with AAMFT Code of Ethics as well as North Carolina state ethics and statutes.

Supervisee will attend supervision meetings in a timely fashion, communicate the need to reschedule or cancel within 24 business hours, be prepared to engage in supervision on cases, engage in self-of-therapist work as indicated, and promptly alert supervisor of all urgent clinical issues. Examples of urgent clinical issues include but are not limited to: suicidal, self-injurious, homicidal, severely incapacitated clients; clients otherwise in need of an emergent higher level-of-care; and immediately impending involvement with legal system or intervention of a governing entity.

Supervisor will be available by telephone call supervisor in urgent/crisis situations and may provide directive guidance to supervisee in these cases. Supervisor will attend supervision meetings in a timely fashion, communicate the need to reschedule or cancel within 24 business hours, and present to supervision prepared to provide case supervision.

Supervisor will encourage self-of-therapist exploration in supervision meetings. It is possible that supervisor may recommend personal psychotherapy for supervisee to aid in resolution of self-of-therapist issues.

Self-of therapist issues/Countertransference issues are inherent in the therapist-client relationship. Self-of-therapist exploration is critical in providing safe, ethical, and helpful treatment to complex family systems. Supervisor will only engage these topics as they appear to be interfering with client care, and as mentioned, may recommend (and document this recommendation) personal psychotherapy for supervisees.

Notification of Supervision Status to clients

Supervisee will, preferably both verbally and in writing, make known their status as a supervisee to all of their clients at the onset of treatment. Supervisee will identify Angelica Ford, LMFT as their supervisor in informed consent.

Goal-Setting and Evaluation

Supervisor and supervisee will engage in goal setting at outset, midpoint, and end-stages of supervision.

Informal evaluation and feedback will occur verbally throughout the course of supervision. Formal evaluation will occur through completion of the Basic Skills Evaluation Device (BSED) at outset, midpoint, and end-stages of supervision.

The following goals have been identified for supervision:

1. _____

2. _____

Confidentiality and its Limitations

Supervisor-supervisee relationship affords supervisees privacy and confidentiality. It is critical for supervisees to feel safe sharing sensitive or difficult information.

Limits to confidentiality include but may not be limited to: immediate threat of suicide, homicide, or serious injury of another (duty to warn); suspected maltreatment of child or vulnerable adult (mandated reporting); court ordered release of records.

Supervisor may be ethically required to report to other supervisory or regulatory bodies (such as state licensing board) without authorization or knowledge on part of supervisee in cases of supervisee impairment presenting concerns for client well-being or for professional gate-keeping purposes.

Documentation and Record-Keeping

This contract, goal-setting document, BSED, and meeting notes for each supervision meeting are kept in supervisee file. Supervisor will also maintain copies of any records related to verification of supervised hours.

Supervisee is responsible for tracking their supervised hours and submitting hours to supervisor to be approved.

Emergency Procedures

At all times, but especially in emergency or crisis situations (suicide, homicide, imminently dangerous client, man-made or natural disaster, etc.), supervisee will adhere to North Carolina state statutes, agency protocol/policy, and AAMFT Code of Ethics.

In the event of death or incapacitation of supervisor, Erin Ballard, LMFT is responsible for handling records and contacting clients as well as supervisees.

Dispute Resolution Mechanism

It is expected that supervisor and supervisee will discuss disagreements, miscommunications, or other concerns that arise throughout supervision when they occur or in an otherwise timely manner. Conflict is a part of human nature, and it would be highly unlikely that a supervisory relationship proceeded without at least a miscommunication or two. It is expected that all parties involved remain open, unguarded, and receptive to processing conflict and integrating feedback.

Supervisee has right to report formal grievances that remain unresolved to the following: North Carolina Marriage and Family Therapy Licensing Board (NCMFTLB). Supervisee retains the right to terminate supervision contract, though remains responsible to tracking, logging, and obtaining verification for all supervised hours. Given the inherent power differential in supervisor-supervisee relationship, supervisor may request a qualified designee to participate in dispute resolution.

Supervisor will make every attempt to resolve disputes in a manner that is cooperative and respectful while still adhering to ethical codes and state statutes. Supervisor retains the right to report grievances to NCMFTLB in the event an ethical dilemma persists despite resolution attempts.

Technology and Social Media Policy

Virtual supervision will be provided through HIPAA compliant medium (Google Meet).

I am reachable by email for the purposes of non-urgent scheduling/meeting clarification questions; please allow 24 business hours for email response. If you need something sooner, always call me directly. In keeping with the need to protect client confidentiality, supervisee WILL NOT email client clinical information to supervisor at any time.

Supervisee Date

Supervisor/Angelica Ford, MS, LMFT Date