

**Mr. Fulani A. Doughty, EdD, LPC, NCC, CRC, ICAADC, ACS**

311 Spring Street Washington, GA 30673

Phone: 706-678-5667; Email: Fadcounseling@gmail.com

## **PROFESSIONAL DISCLOSURE/INFORMED CONSENT**

Because of my education and professional background, I am qualified to provide clinical supervision to those that desire to work in the school counseling, mental health/addictions, and rehabilitation counseling fields. Specifically, on May 1, 2010, I became an approved clinical supervisor for the Georgia Composite Board of Professional Counselors, Social Workers, and Marriage and Family Therapist. I am qualified to provide supervision to those that desire to become licensed in Georgia as a Professional Counselor, Social Worker and/or Marriage and Family Therapist.

In regards to content knowledge, I have taken two graduate courses, as well as attended several seminars on clinical supervision. In regards to experience, I provided clinical supervision as a doctoral intern to students enrolled in their practicum and/or internship course for Argosy University/Sarasota's Clinical Mental Health Counseling (CACREP) and Marriage and Family Therapy Master of Arts degree programs, in private practice to counselors-in-training completing their directed experience and as a site supervisor for practicum/internship students enrolled at both Troy University and Walden University, respectively.

I am a lifelong learner and have obtained several degrees: Bachelor of Business Administration (UGA) in Management; Bachelor of Art (UGA) in Sociology; Master of Education (UGA) in Human Resources & Organizational Development; Master of Science (Troy University) in Counseling and Psychology; Educational Specialist (UGA) in Professional School Counseling. I have earned a Doctor of Education degree in Counselor Education and Supervision (CACREP) from Argosy University-Sarasota Campus. I maintain a private practice in Washington, Georgia and am Ordained as a Baptist Deacon.

## **COUNSELING PHILOSOPHY**

The foundation of the healing process is the therapeutic relationship, which is based on trust, respect, honesty, confidentiality and effort. These items are very important during the therapeutic relationship. As people learn more about their strengths and weaknesses, they usually become more accepting of themselves and others and feel more empowered to accomplish their goals. Clients are responsible for setting the goals they want to accomplish and can terminate services at any time. My responsibility is to help them accomplish these goals in the shortest time possible.

My primary therapy methods include Cognitive – Behavioral, Rational Emotive Behavioral Therapy (REBT) and Reality Therapy. For the most part, these theories contend that emotions and behaviors can best be modified by changing thinking. In regards to addiction, my primary theories of choice are the Transtheoretical Model and Motivational Interviewing. I will use other generally accepted methods in treatment including the use of handouts, bibliotherapy and homework.

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## **LICENSURE & CERTIFICATIONS**

Georgia—Licensed Professional Counselor—LPC005251; Valid 5/28/2008 – 9/30/2016

National Provider Identifier—1497913073; Taxonomy—101YP2500X

National Certified Counselor—244422; Valid 7/16/2008 – 12/31/2019

Certified Rehabilitation Counselor—00114828; Valid 7/01/2011 – 9/30/2016

Certified Advanced Alcohol and Drug Counselor—C0153; Valid 8/01/2013 – 8/1/2015

Internationally Certified Advanced Alcohol and Drug Counselor; Valid 8/01/2013 – 8/1/2015

Georgia—School Counselor [P-12] (S-6); Valid 1/30/2007 – 6/30/2016

Georgia—Educational Leadership [P-12] (L-6); Valid 6/02/2009 – 6/30/2016

Georgia DUI Alcohol or Drug Use Risk Reduction Instructor—1447; Valid 7/31/2013 – 7/31/2017

Georgia Driver Improvement Instructor [G.A.R.D.E.]—049058357; Valid 8/14 – 8/18

## **NATURE OF THE SUPERVISORY RELATIONSHIP**

The supervisory relationship is an experiential learning process that assists the supervisee in developing therapeutic and professional competence. A professional counselor supervisor who has received specific training in supervision facilitates professional growth of the supervisee through:

- monitoring client welfare
- encouraging compliance with legal, ethical, and professional standards
- teaching therapeutic skills
- providing professional experiences and opportunities
- providing regular feedback and evaluation
- promoting development of Supervisee's professional counselor identity and competence
- fulfilling academic requirement for Supervisee's Practicum or requirements in preparation for Supervisee's pursuit of counselor licensure

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## **EXPECTATIONS OF THE INITIAL SUPERVISORY SESSION**

The supervisee has the right to be informed of the supervisor's expectations of the supervisory relationship and shall provide input to the supervisor regarding the supervisee's expectations of the relationship.

The supervisor shall clearly state expectations of the supervisory relationship that may include:

- supervisee identification of supervision goals for oneself
- supervisee preparedness for supervisory meetings
- supervisee determination of a reason for professional growth and development
- supervisor's expectations regarding formal and informal evaluations
- supervisor's expectations of the supervisee's need to provide formal and informal self-evaluations
- supervisor's expectations regarding the structure and/or the nature of the supervisory sessions
- weekly review of case notes until supervisee demonstrates competency in case conceptualization

## **EXPECTATIONS OF THE SUPERVISORY RELATIONSHIP**

A supervisor is a professional counselor with appropriate credentials. The supervisee can expect the supervisor to serve as a mentor and a positive role model who assists the supervisee in developing a professional identity. The supervisee has the right to work with a supervisor who is culturally sensitive and is able to openly discuss the influence of race, ethnicity, gender, sexual orientation, religion, and class on the counseling and the supervision process. The supervisor is aware of personal cultural assumptions and constructs and is able to assist the supervisee in developing additional knowledge and skills in working with clients from diverse cultures. Additionally, the supervisee has the right to work with a supervisor who is responsive to the supervisee's theoretical orientation, learning style, and developmental needs.

Since it is probable that the supervisor's theory of counseling will influence the supervision process, the supervisee will be informed of the supervisor's counseling theory and how the supervisor's theoretical orientation may influence the supervision process. The supervisee shall be encouraged to determine a theoretical orientation that can be used for conceptualizing and guiding work with clients.

The supervisor shall inform the supervisee of an alternative supervisor who will be available in case of crisis situations or known absences.

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## **ETHICS AND ISSUES IN THE SUPERVISORY RELATIONSHIP**

- 1. Code of Ethics & Standards of Practice:** The supervisor will insure the supervisee understands the *American Counseling Association Code of Ethics and Standards of Practice* or the *Code of Ethics* for his/her respective professional and legal responsibilities. The supervisor and supervisee will discuss sections applicable to the beginning counselor. This supervisor will also follow the ACS *Code of Ethics* while operating in a supervisory capacity.
- 2. Dual Relationships:** Since a power differential exists in the supervisory relationship, the supervisor shall not utilize this differential to their gain. Since dual relationships may affect the objectivity of the supervisor, the supervisee shall not be asked to engage in social interaction that would compromise the professional nature of the supervisory relationship.
- 3. Due Process:** During the initial meeting, supervisors provide the supervisee information regarding expectations, goals, and roles of the supervisory process. The supervisee has the right to regular verbal feedback and periodic formal written feedback signed by both individuals.
- 4. Evaluation:** During the initial supervisory session, the supervisor provides the supervisee a copy of the evaluation instrument used to assess the counselor's progress.
- 5. Informed Consent:** The supervisee informs the client she is in training, is being supervised, and receives written permission from the client to audiotape or videotape.
- 6. Confidentiality:** The counseling relationship, assessments, records, and correspondences remain confidential. Failure to keep information confidential is a violation of the ethical code and the counselor is subject to a malpractice suit. The client must sign a written consent prior to counselor's consultation.
- 7. Vicarious Liability:** The supervisor is ultimately liable for the welfare of the supervisee's clients. The supervisee is expected to discuss with the supervisor the counseling process and individual concerns of each client.
- 8. Isolation:** The supervisor consults with peers regarding supervisory concerns and issues.
- 9. Termination of Supervision:** The supervisor discusses termination of the supervisory relationship and helps the supervisee identify areas for continued growth and explore professional goals.

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## **EXPECTATIONS OF SUPERVISORY SESSIONS**

The supervisee is expected to meet with the supervisor face-to-face in a professional environment that insures confidentiality. Each one and a half (1.5) hour biweekly supervisory session will revolve around counseling conducted by supervisee on cases only brought to supervision and may include a review of cases, audiotapes, or videotapes. If a case is not brought to supervision, the supervisor is not responsible for any of the supervisee's actions with that case.

**I.           *Duties and Responsibilities of Supervisor and Supervisee:***

**a.          *Supervisor:***

- a. Examine client presenting complaints and treatment plans
- b. View audio/videotapes of Supervisee's counseling sessions outside of regularly scheduled supervision sessions
- c. Challenge Supervisee to justify approach and techniques used
- d. Monitor Supervisee's basic attending skills
- e. Support Supervisee's development as a counselor
- f. Present and model appropriate directives
- g. Intervene when client welfare is at risk
- h. Ensure ethical guidelines are upheld
- i. Maintain weekly supervision case notes

**b.          *Supervisee:***

- a. Uphold ethical guidelines
- b. View counseling session audio/videotapes in preparation for weekly supervision
- c. Be prepared to discuss client cases—have client files, current and completed client case notes, and counseling session audio/videotapes ready to review in weekly supervision sessions
- d. Justify client case conceptualizations made and approach and techniques used
- e. Complete case notes and place in appropriate client files
- f. Consult with field placement staff and Supervisor in cases of emergency
- g. Implement supervisory directives in subsequent sessions

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**EXPECTATIONS OF THE EVALUATION PROCESS**

During the initial meeting, the supervisee shall be provided with a copy of the formal evaluation tool(s) that will be used by the supervisor. The supervisee shall receive verbal feedback and/or informal evaluation during each supervisory session. The supervisee shall receive written feedback or written evaluation on a regular basis during beginning phases of counselor development. Written feedback may be requested by the supervisee during intermediate and advanced phases of counselor development.

The supervisee should be recommended for remedial assistance in a timely manner if the supervisor becomes aware of personal or professional limitations that may impede future professional performance.

Beginning counselors receive written and verbal summative evaluation during the last supervisory meeting. Intermediate and advanced counselors may receive a recommendation for licensure and/or certification.

**FEES AND PAYMENT**

My services are by appointment only. The length of the appointment and fee charged varies on the basis of the services provided. Please review the list of fees below. If you are late for your appointment and therefore have less than the designated session length, you will be charged for a full session. I appreciate payment in full at each session, unless other arrangements are made in advance. Payment may be made by check, cash, credit card.

Individual Clinical Supervision Session	\$50 per hour
Consultation Session Post Licensure	\$70 per hour
Tape Review fee (for consultation session only)	\$30 per hour
Triadic Clinical Supervision Sessions  (2 supervisees with 1 clinical supervisor. According to CACREP, this is individual supervision)	\$40 per hour
Group Session	\$30 per hour (3-5 supervisees)

Sessions conducted via distance technology are available at the above rates

**COMPLAINTS**

If at any time you are dissatisfied with my services, please let me know. If I am not able to resolve your concerns, you may report your complaints to the respective board governing your profession.

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## MESSAGES

I have a private practice and do not accept phone calls while I am with my clients. During those times and at other times during the day or evening, my calls are answered by the receptionist or electronically. I check for messages frequently throughout the day, and will attempt to call you back as soon as possible. Usually, I can get back with you the same day. If you need to speak with me directly during my office hours, please leave your name and phone number on my answering machine at 706/678-5667 or send me an email at [Fadcounseling@gmail.com](mailto:Fadcounseling@gmail.com). However, rest assured that all messages would be received and acted up on during the next working day.

## CANCELLATIONS

Since supervisors see supervisees by appointment only, and since each appointment constitutes a significant portion of the supervisor's day, it is common practice to charge a fee for missed appointments. *A charge of \$25.00 will be made when less than 24-hour advance notice is given for a cancelled appointment. A charge of \$45.00 will be made if you do not show up for an appointment or call in response to your absence.*

## SUPERVISION AND FINANCIAL RECORDS

Supervision and financial records are maintained on each supervisee for a period of seven years. Supervision sessions may be recorded. These video/audio recordings sessions are used for review and/or supervision planning purposes. Records are stored in a locked metal cabinet. These records are my property but may be reviewed by you with notice. Ethical and HIPAA requirements will be maintained as clients and supervisees rights will be upheld.

## NONCOMPLIANCE

I may cancel or terminate services for noncompliance with the supervision plan, failure to keep or cancelled appointments, violent behavior, and threats of violence or involvement in criminal behavior.

## CONSULTATION

In keeping with generally accepted standards of practice, I may confidentially consult with other mental health professionals regarding counseling and supervision topics. The purpose of the consultation is to assure quality care. Every effort is made to protect the identity of the clients. When I consult with other mental health professionals, I will not tell you about these consultations unless I feel that it is important to our work together. I will note all consultations in your Supervision Record.