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Guidelines for Practice Monitors (Ordered Supervision)

Title 3 of the Texas Occupations Code [Chapter 507](https://statutes.capitol.texas.gov/docs/OC/htm/OC.507.htm) requires the council to establish rules to govern the monitoring a licensee's compliance with applicable laws and rules, when a licensee is ordered by the council to perform certain acts and when a licensee is identified by the council as a risk to the public. Title 22 of the Texas Administrative Code [§801.302](https://texas-sos.appianportalsgov.com/rules-and-meetings?$locale=en_US&interface=VIEW_TAC_SUMMARY&queryAsDate=08%2F22%2F2025&recordId=210886) establishes the board’s *Severity Level and Sanction Guide*, which sets

Level Three--Probated suspension of license. These violations do not involve enough harm, misconduct, or need for deterrence to warrant suspension of licensure, yet are severe enough to warrant monitoring of the licensee to ensure future compliance. Probationary terms may be ordered as appropriate.

Ordered supervision is supervision of the practice of a Licensed Marriage and Family Therapist (LMFT) or Licensed Marriage and Family Therapist Associate (LMFT Associate) that occurs under a disciplinary or eligibility order of the Texas Behavioral Health Executive Council (Council) on behalf of Texas State Board of Examiners of Marriage and Family Therapists (MFT Board). A disciplinary order is imposed after the licensee has been determined to be in violation of law or rules that govern the practice of marriage and family therapy. An eligibility order is imposed upon an applicant as a condition of licensure. Either type of order may require the licensee to only practice while under the supervision of an LMFT Supervisor at a specified frequency and duration of supervision sessions to occur for a specified time period, possibly with other stipulations.

Known as a practice monitor, the LMFT Supervisor provides supervision to the therapist named in the order and may submit reports to the Council, according to the conditions stipulated in the order. The purposes of the practice monitor are to protect the public, facilitate supervisee rehabilitation, and serve as a gatekeeper for the profession.

Criteria for evaluating the performance and fitness of the licensee’s release from practice monitoring are as follows:

* Timely completion of all stipulations prescribed in the order
* Attending supervision sessions as scheduled
* Arriving prepared for supervision sessions
* Completing case documentation in an accurate and timely manner
* Awareness and implementation of laws and rules when making practice decisions
* Avoiding self-disclosure unless clinically appropriate
* Maintaining clear and firm boundaries in client interactions
* Accepting and integrating feedback into clinical practice in a non-defensive manner
* Practicing within their current competency and seeking education in areas of growth
* Accepting accountability for the law or rule violations that occurred
* Demonstrating awareness of the impact of their violation on client(s) and the counselor-client relationship
* Demonstrating awareness of the personal and professional vulnerabilities that contributed to their violation of laws or rules
* Developing and implementing a prevention plan, which includes strategies for preventing future violations. Examples of such strategies include, but are not limited to, self-care, consultation, time management, and boundary setting.
* Generalizing ethical learning to novel cases by being alert for themes in presented cases that are similar to the complaint case that resulted in disciplinary order or circumstances that prompted the eligibility order
* Identifying red flags / circumstances signaling impaired objectivity / effectiveness
* Seeking personal counseling, when appropriate, to manage personal struggles. Note: Supervisors should be diligent to maintain the boundary between supervision and therapy and refer supervisees to personal therapy when needed.

Supervisors are encouraged to conduct a thorough review of the reason for the disciplinary or eligibility order as well as a copy of the executed order, which contains the requirements of the sanctioned supervision and any other stipulations. An order is only effective after the Council’s executive director or the Council chair (or designee) has signed – or executed – the order.

Supervision records and reporting to the Council would optimally include:

* + Thorough supervision contract, including clear expectations for the frequency and duration of meetings, supervisee reporting regarding cases, and reports to the Council.

Supervisors should also monitor information supervisees are not self-reporting. Strategies for doing so include reviewing charts, visiting their practice location, and observing sessions. When applicable, written consent providing authorization for ongoing communication between the on-site supervisor and practice monitor, as well as between the supervisee’s therapist and practice monitor, are also encouraged.

Practice monitors are encouraged to include the following elements in reports to the Council, unless otherwise prescribed in the order:

* Description of supervisee’s participation in supervision
* Frequency and themes of supervision
* Clinical and ethical problems discovered
* How these problems have been addressed
* Assessment of progress
* Supervisee’s comprehension of the ethical issues that led to the violations
* Supervisee’s current practices and ability to perform competently and ethically
* Prevention measures established

Licensees should review [all Council rules](https://bhec.texas.gov/statues-and-rules/) for enforceable minimum standards of practice. Title 22 of the Texas Administrative Code, Chapter 884 includes provisions regarding *Complaints and Enforcement*. Licensees are also encouraged to review the Council’s [Discipline and Complaints webpage](https://bhec.texas.gov/discipline-and-complaints/).