

## **BOARD OF PSYCHOLOGY CONTINUING EDUCATION COMMITTEE MEETING HIGHLIGHTS**

Department of Consumer Affairs 1625 North Market Boulevard  
Third Floor, San Francisco Room  
Sacramento, CA 95834  
**Friday, January 11, 2013**

The open session meeting was called to order by the President Michael Erickson, Ph.D., at 10:05 am. Committee members were present and due notice had been sent to all interested parties.

### **Members Present:**

- Michael Erickson, Ph.D. – President
- Barbara Cadow, Ph.D. – Vice-President, Committee Member
- Miguel Gallardo, Psy.D. – Committee Chairperson
- Johanna Arias-Bhatia – Committee Member

### **Others Present:**

- Robert Kahane, Executive Officer
- Norine Marks, Legal Counsel
- Denise Russell, Continuing Education/Special Investigator/Probation
- Colette McDowell, Continuing Education/Enforcement
- Jackie Horn, Ph.D., President, Association of State and Provincial Psychology Boards (ASPPB)
- Zahra Bahramifar, the Hume Center
- Marilyn Immoos, Ph.D., Statewide Mental Health Program, California Department of Corrections and Rehabilitation (CDCR)

At the October 2012 Board meeting, the Board agreed to continue the exploration and discussion to define and outline an evolution from the current continuing education content standards to a Continued Professional Development (CPD) model.

The meeting started with the recognition of two emails, recently submitted to the Board. The first email recommends eliminating the continuing education requirement for renewing psychologists. At this time, the Committee feels that total elimination is not the direction the Board should consider, but also commented on the proposed CPD and how it has the potential to ease the cost burdens associated with attaining continuing education units, all while being mindful of the education needs and consumer

protection. The second email specifically speaks to mandating trainings in multicultural issues for future Psychologists renewals. Dr. Gallardo discussed the importance of integrating a multicultural component as the committee continues to develop the framework and structure of the CPD model in California. The committee agreed. Dr. Gallardo invited Dr. Horn to elaborate on the efforts of ASPPB to develop a CPD model. Dr. Horn acknowledged that it has been and continues to be well received by many states and that the model is a work in progress and would include multicultural education. Dr. Cadow commented on her most recent attendance at the ASPPB meetings and that the general consensus centers on the overall goal and/or hope to develop an accepted standard of continued education for licensed psychologists. Dr. Gallardo remarked that he and the committee would like to look at the recommendations from ASPPB and start developing a working plan that would best fit all the professional development needs of California psychologists; all while being mindful of consumer protection. The committee is in agreement that empowering psychologists to develop their own training plan within the model is a worthwhile endeavor.

**Model for CPD under consideration:**

Activity		Maximum # of Hours Allowed per Renewal Period	Value of Hours by Activity
<b>Area A: Professional</b>			
1	<b>Peer Consultation:</b> <i>Refers to an ongoing structured and organized system of interaction with colleague(s) designed to help broaden professional knowledge and expertise and reduce professional isolation. Meeting with colleague(s) in research groups, journal clubs, and case consultations, with a structured, organized format, in person or electronically mediated, that focuses on professional practice would count for up to 18 hours, with a minimum of 9 hours required to meet the CE requirements per renewal cycle.</i>	18  <i>*Minimum of 9 hours are required if this area is utilized</i>	1 hour = 1 hour
2	<b>Practice Outcome Monitoring (POM):</b> <i>Refers to the periodic application of outcome assessment protocols with clients/patients, in order to monitor one's own practice process and outcomes. POM of ongoing therapy clients/patients should include repeated measures. POM can help assess whether or not one's approach to practice is effective and whether that effectiveness can be enhanced. Participation in an organization's (e.g., business, hospital, healthcare, etc.) quality assurance program that focuses on monitoring client outcomes is another means of evaluating one's practice that could be included in this category. POM involves the use of a standardized assessment tool. Practice Outcome Monitoring counts for up to 9 hours every two years, with one client/patient outcome assessment (or series of assessments as appropriate to the practice endeavor) being equal to one hour.</i>	9	1 patient/client = 1 hour

3	<b>Professional Services:</b> <i>Refers to ongoing participation in professional associations and other professional organizations. This helps to ensure that the public service work of the profession is supported and helps to reduce professional isolation. Service on regulatory boards, within professional psychological associations (boards, and committees - with the exception of professional lobbying activities for psychology), and scientific grant review teams for one full year would count for up to 9 hours for the two-year renewal cycle.</i>	9	1 year = 9 hours
4	<b>Conference/Convention:</b> <i>Refers to attending, in person, professional conferences/conventions related to psychology in order to interact with colleagues and participate in the social, interpersonal, professional, and scientific activities which are part of the milieu of conferences and conventions. These hours are in addition to attaining continuing education credits at conferences and conventions from Approved Sponsor Continuing Education addressed below. These hours are for activities for which the attendee does not earn approved sponsor continuing education. Attendance at conferences/conventions would count for up to 4 hours every two years, with one conference day being equal to one hour.</i>	4	1 conference day = 1 hour
<b>Area B: Academic</b>			
5	<b>Academic Courses:</b> <i>Refers to taking, for credit, a graduate-level course related to psychology from a regionally accredited institution, either in person or electronically mediated. Coursework could be in a variety of areas, but must be demonstrated to relate to psychology and to help manage the professional, scientific, business, administrative or applied aspects of one's professional role(s) more effectively. Taking one semester-long course every two years would be the maximum that could count, and would count for 18 CPD credits. Please see the breakdown of units and hours reportable each biennial renewal period.</i>	18	a) 1 unit course = a maximum of 6 total hours of CPD units  b) 2 unit course = a maximum of 12 total hours of CPD units c) 3 unit course = a maximum of 18 total hours of CPD units

6	<b>Instruction:</b> <i>Refers to teaching, for the first time, in a regionally accredited institution, a semester-long graduate or undergraduate course related to psychology. It also refers to presenting, for the first time, a day long (9 hours) approved sponsor workshop or a half-day (5 hours) approved sponsor workshop that relates to the practice of psychology. This kind of activity is seen as a means to advance one's own competencies as well as to educate others. Either of these activities may be taught in person or may be electronically mediated. Teaching a semester-long (or equivalent) course for the first time counts for 18 CPD hours every two years. Presenting a day-long workshop for the first time counts for 9 CPD hours, and presenting a half-day workshop for the first time counts as 5 CPD hours every two years.</i>	18	a) 1 unit course = a maximum of 6 total hours of CPD units b) 2 unit course = a maximum of 12 total hours of CPD units c) 3 unit course = a maximum of 18 total hours of CPD units
7	<b>Supervision:</b> <i>Refers to overseeing the clinical cases of another psychologist, graduate student or other mental health professional in academic, training, and treatment settings on an ongoing basis. Enhanced critical thinking and knowledge of the latest effective treatment approaches will increase the skills of the practicing supervisor. This activity would count for up to 18 hours, with a minimum of 9 hours required to meet the CE requirements per renewal cycle.</i>	18  <i>*Minimum of 9 hours are required if this area is utilized</i>	1 hour = 1 credit
8	<b>Publications:</b> <i>Refers to authoring peer-reviewed articles, book chapters, or editing or co-editing a book or peer-reviewed journal article. This activity would benefit both the psychologist who does the writing and the intended audience. "Publications" must be related to the profession of psychology and counts for 10 9 credits hours every two years. A maximum of one publication or 9 hours of CPD can be reported each biennial renewal period.</i>	9	1 publication = 9 hours

Area C: Continuing Education			
9	<b>Approved Sponsor Continuing Education:</b> <i>Refers to attendance at any activities provided by approved sponsor organizations as determined by the Board. Approved Sponsor Continuing Education as defined by section 8 would count for up to 27 hours for the biennial period in question.</i> <i>We still need to address the language and the approved entities.</i>	27	1 hour = 1 hour
10	<b>Self-directed learning:</b> <i>Refers to reading books or scientific journals, listening tapes, reviewing electronic mediated presentations, or participating in other professional learning activities on one's own. Self-directed learning would count for an additional 5 hours under the Continuing Education category but may not exceed a total of 5 hours per biennial period.</i>	5	1 hour = 1 hour

Area D: Board Certification			
11	<p><b>Board Certification:</b></p> <p><i>Refers to earning certification from the American Board of Professional Psychology (ABPP). ABPP certification requires psychologists to demonstrate to the satisfaction of experienced peers, through a structured and well-formulated process, that they are competent in intervention, assessment, and consultation in their area of practice. Additionally psychologists are examined on ethical and legal issues, scientific bases for their services, supervision/teaching/management, interpersonal interactions, individual and cultural diversity, and professional identification. This level of examination and scrutiny is considered the “gold standard” and serves as the best indicator our profession currently has of assuring that licensed psychologists are maintaining their professional competence. A single, voluntary board encompassing all of the recognized specialties is considered to be the appropriate designator for board certification. Currently, the only organization recognized by the Council of Specialties, an independently incorporated non-profit organization representing and supporting the development of specialties in psychology is the American Board of Professional Psychology (ABPP). Being awarded an ABPP during the biennial renewal period counts for all 36 hours required for the two-year renewal period. Psychologists who have been licensed for a period of no more than 14 years meet the eligibility requirements for this “Board Certification” category.</i></p>	36	Certification Awarded = 36 hours

12	<p><b><u>The Senior Option in Examinations</u></b></p> <p><i>The “senior” is defined as a specialist applicant/candidate with 15 or more years of experience following licensure. The ABPP has approved a policy allowing a continuing special option for “senior” specialists considered for certification. The essential rationale is to encourage experienced, often distinguished practitioners to take the examination, while recognizing longevity of experience and a more developed portfolio of practice in the specialty. There is no “senior examination” as such, but an option to flexibly apply past educational requirements and to modify practice sample submissions and some oral examination procedures. There is one level of certification resulting from one examination, not a certified “distinguished” or “senior” descriptor. The criteria for a pass are the same for all candidates, allowing for individual differences of strengths and limitations expected of all candidates.</i></p>	18	Certification Awarded = 18 hours
----	---	----	--

\*Hours may be accrued in Area D alone, or must be accrued from a minimum of 2 areas A, B or C.

#### Section 1397.61 Multicultural Requirement Addition

Any person renewing or reactivating his or her license shall certify under penalty of perjury to the Board of Psychology as requested on the application and CPD renewal form, that he or she has obtained a minimum of 6 hours of training in the subject of cultural diversity and social justice issues as they apply to the practice of psychology in California each renewal cycle. The 5 hours of CPD can be acquired in any one of the CPD categories listed in (Section...). The training shall include recent changes/updates in the areas of cultural diversity, multicultural psychology, cross-cultural psychology, and social justice related to the provision of psychological services to culturally diverse communities with safety to the public. The Board of Psychology values and respects the worldviews and cultural practices of the consumers of California. Cultural diversity is defined as including social identities such as race, ethnicity, nationality, gender, sexual orientation, socioeconomic status, religion/spirituality, and ability status. Training pursuant to this section may be obtained in any one of the CPD categories listed in section...

\*Discuss where to put a couple lines on the verification form to address how people have obtained the multicultural requirement.



## OVERALL CPD LOG SAMPLE

CPD Category	Max Hours Allowed	Description of Activity Completed	Date Completed	# of Hours Awarded	Total Allowed Hours Earned for Category
Peer Consultation	18				
Practice Outcome Monitoring	9				
Professional Activities	9				
Conferences / Conventions	4				
Academic Courses	18				
Instruction	18				
Supervision	18				
Publications	9				
Approved Sponsor CE	18				
Self-Directed Learning	5				
ABPP Certification	36				
"Senior" ABPP Certification	18				

**Total Hours Earned for Renewal Period:**

=====

# CONTINUING PROFESSIONAL DEVELOPMENT (CPD) VERIFICATION FORM

**SAMPLE**

Name:	
Address:	
Telephone Number:	
Email:	Date:
Identify below the type(s) of CPD completed. Attach any available documentation regarding each type as verification (see Sponsorship & Verification Table for details).	
CPD Activity Completed	Peer Consultation
Dates of meetings	
Nature of Consultation	
Number of hours	
Person Attesting to meetings (attached a signed attendance log attesting to your presence)	
CPD Activity Completed	Continuous Practice Outcome Measure
Dates of meeting(s)	
Client/Patient ID	
Number of Protocol administrations with each client/patient	
Attach protocol used for each client/patient	
CPD Activity Completed	Professional Activities
Name of association/regulatory body	
Date of appointment	
Duties	
Attach verification documentation from organization	

CPD Verification Form (continued)	
CPD Activity Completed	Supervision
Dates of meetings	
Nature of Consultation	
Number of hours	
Person Attesting to meetings (attached a signed attendance log attesting to your presence)	
CPD Activity Completed	Self-Directed Learning
Name of Activity (name of video/article)	
Mode of Delivery (online; reading; video)	
Applicability to Practice	
Please describe how you have met the Multicultural Requirement	
Name of Activity	
Mode of Delivery	
Applicability to Practice	

**From:** Jasenn Zaejian [REDACTED]  
**Sent:** Wednesday, January 02, 2013 4:45 PM  
**To:** bopmail@DCA  
**Subject:** Continuing Education Agenda item

To renew a California license costs close to \$1000 or more, every two years. After 30 years of practice, I have recently inactivated my license because of this financial burden.

I propose that the board eliminate the continuing education requirement, as the scientific proof is lacking that it preserves or enhances professional practice. New York State, where I was also licensed, has no requirement as a result of New York psychologists recognizing that a continuing education lacks scientific proof that it enhances professional practice. The Ed requirement only serves to support a capital industry, producing minimal educational pieces, that does nothing to enhance clinical services. It also drives people from practice in California, people who have knowledge and clinical expertise obtained from years of experience. At the very least, this continuing ed rule degrades rather than upgrades the profession. Consistent with the elimination of the ed. requirement would be a reduction in renewal fee to \$200 every three years, making California equivalent with a number of other states.

Jasenn Zaejian  
Huntington Beach, California  
[REDACTED]

**Russell, Denise@DCA**

---

**From:** Lawrence Hedges [REDACTED]  
**Sent:** Tuesday, January 08, 2013 3:48 PM  
**To:** bopmail@DCA  
**Cc:** Larry Hedges  
**Subject:** Multicultural Issues to Dr. Gellardo, Dr. Erickson, and Mr. Kahane

Dear Dr. Gellardo,

Thank you for sending me notification of the continuing education committee meeting this Friday. Unfortunately I cannot attend as I will be teaching a day-long law and ethics seminar for Los Angeles County mental health.

As you know I have a keen interest in seeing the board of psychology mandate continuing education in the area of multicultural issues. I began teaching continuing education to licensed mental health workers in California and nationwide in 1971. Since then it's fair to say I have given continuing education classes to thousands of psychologists and in my own private practice at all times have had about 50 licensed therapists in some form of ongoing advanced continuing education activity.

I was a champion in the 1990s of mandating law and ethics because so many therapists knew so little that great problems were being created.

In the last decade I have also been a champion of mandating courses in multicultural issues. In California psychologists provide all kinds of services to individuals from many cultural, racial, ethnic, ability, age, and other diverse backgrounds. Despite the many and complex issues involved in arranging such courses and staffing them, I believe the time has come when it is imperative that we begin.

I would be willing to contribute to developing whatever resources in this area might be deemed important. Please send me the minutes of the committee meeting and let me know if I can provide any testimony that might be of use next month when the board considers the matter. Also, would you let me know the time and place of the board meeting as I will attend if at all possible. Larry Hedges

P.S. I have just published a book, cross cultural encounters: bridging worlds of difference, at [freepsychotherapybooks.org](http://freepsychotherapybooks.org), under the auspices of the international psychotherapy Institute. It is a free download and will be featured at the upcoming multi cultural summit conference in Houston.

Lawrence Hedges PSY 3567  
Sent from my iPad