

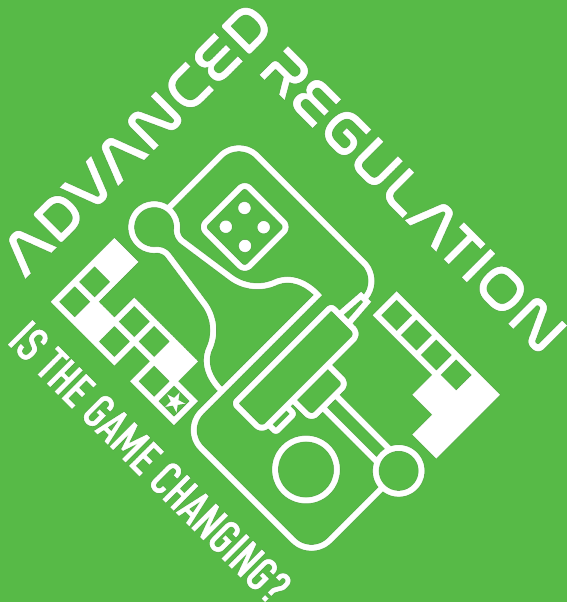


The Structure of a Board

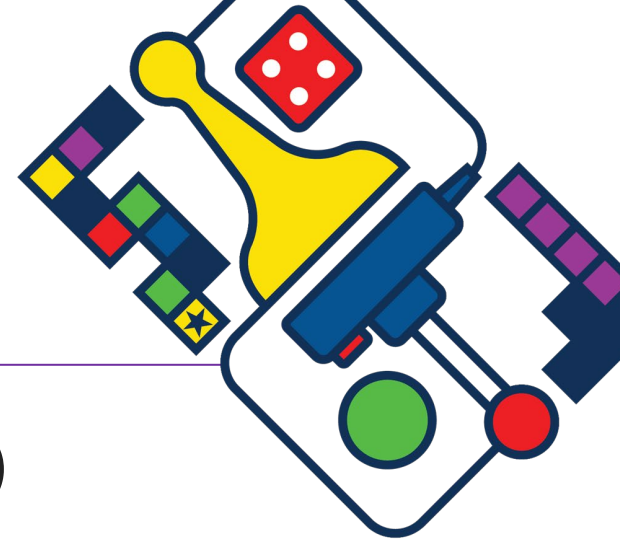
How the playing field impacts the game

Learning Objectives

1. Explore different board structures
1. Identify areas of positive and challenging dynamics associated with each presented board structure
1. Create an opportunity to dialogue with panel to explore possible ways to enhance or navigate a board structure



Panelists



Denitha Breau (ON)

- Composite, fully autonomous/independent with decision-making authority

Velva Spriggs (DC)

- Central agency, commission, or council with final decision-making authority and boards serving only in an advisory capacity

Alex Zamora (ID)

- Autonomous decision-making authority but with a central agency responsible for housekeeping/administration, budget, personnel, investigations, and discipline

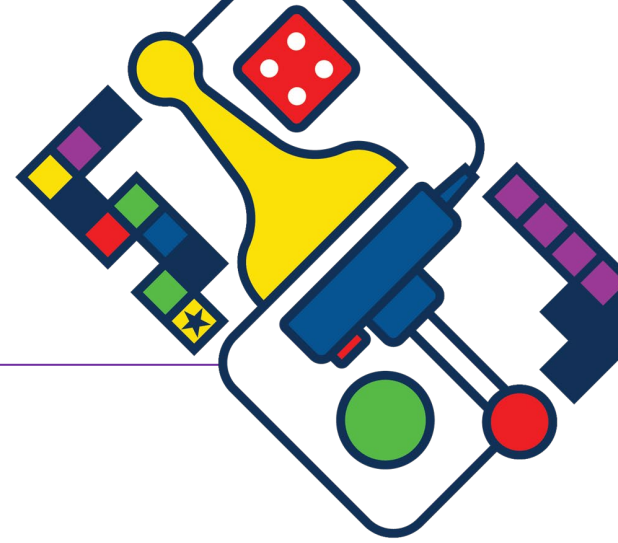
Ontario Board Structure

Composite, fully** autonomous/ independent with decision-making authority

**Although the Ontario College of Social Workers and Social Service Workers have significant self regulatory powers, we are not fully autonomous as we must operate within the constraints of provincial legislation and are accountable to the public and the provincial (Ontario) government.

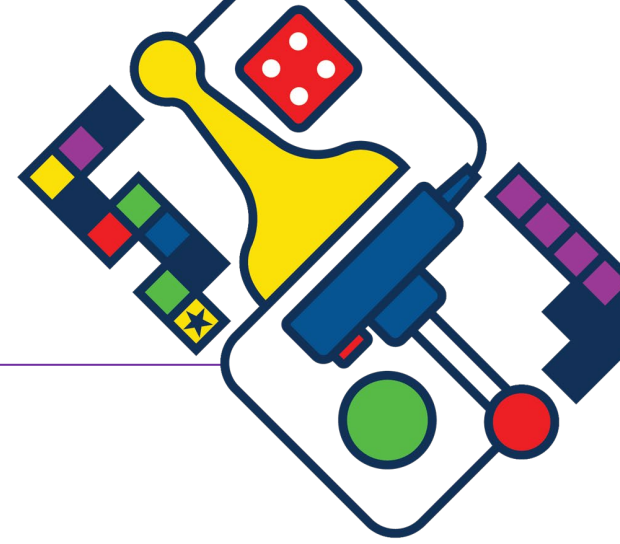


Positive Implications



- ❑ Diverse perspectives
 - ❑ 7 Social Workers, 7 Social Service Workers and 7 Public Appointees
- ❑ Responsible for regulating the practice of Social Work and Social Service Work
- ❑ Commitment to the public protection mandate
- ❑ Operate with a degree of self regulation to set:
 - ❑ Setting entry to practice requirements
 - ❑ Standards of practice and ongoing educations
 - ❑ Maintaining a public register
 - ❑ Maintaining a complaints and discipline process

Challenging Implications



- ❑ Balancing a diverse perspective
- ❑ Adapting to changing professional landscape
- ❑ Balancing and addressing public and professional expectations
- ❑ Maintaining public trust and credibility
- ❑ Managing workload and resources

DC Board Structure



Central agency, commission, or council with final decision-making authority and boards serving only in an advisory capacity

In its regulatory capacity, the DC Board of Social Work has final decision-making authority regarding discipline, scope of practice, CEs, and other areas of oversight to professional practice, in accordance with the law and regulations.

Each of the four areas of licensure must be represented on the board. The mix of social work disciplines and experiences enriches discussion and supports balance in decision-making.

The Board is staffed by a central agency, the DC Health Department, which is budgeted by the City Government to support Board personnel, investigations, and administrative operations.

The Board meets monthly except for August and December, virtually and in person, and all meetings outside of the executive session, are open to the public.

Positive Implications

Maintains independent decision-making authority in accordance with the law and regulations

Accountability: The buck stops here for holding social workers accountable for practice decisions and behaviors that do not ensure public health and safety.

All 4 areas of licensure must be represented on the Board.

Through a consultative process with board members, the board attorney, and staff, the board determines its agenda and engages in thoughtful deliberations.

Dedicated staff for administrative, legal, and investigative functions.



Challenging Implications



The board has independent authority concerning all matters regarding defining the profession, licensing professionals, enforcing laws and rules, and maintaining accountability to the public. However, policy making is within the jurisdictions of the central agency and the City Council. The board in its capacity as regulator becomes a consultant or one who attempts to influence decision-making in lieu of being a decision-maker in policy matters.

Outside of its role as regulator who has no input nor control re: budget matters, the board must adhere to any budget decisions made outside of its function that impact its operations.

The board welcomes the requirement to have all license categories represented. However, recruitment has been challenging. There is one unfilled vacancy that has existed for many months, which can impact quorum if 2 of the 4 current members are absent.

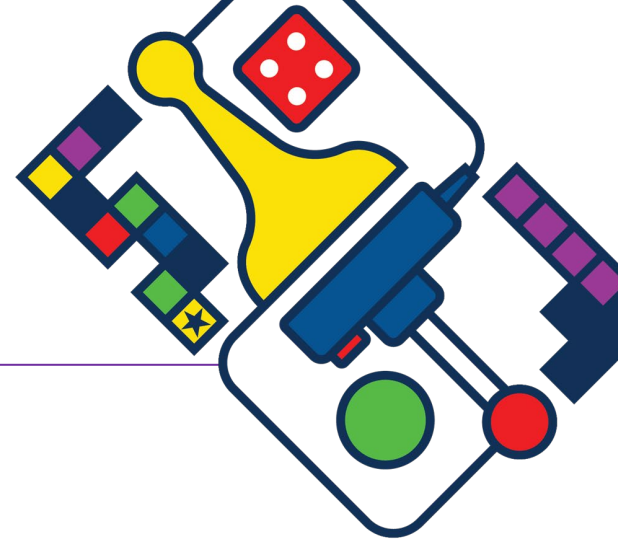
New Health Department leadership unfamiliar with the District of Columbia.

Idaho Board of Social Work Examiners - Structure

Autonomous/Independent decision-making authority but with a central agency responsible for housekeeping/administration, budget, personnel, investigations, and discipline



Positive Implications



Board focus exclusively on the social work profession

- Representation from all licensure levels
- Public member

Division of Occupational Licensure (DOPL) streamlines staffing needs

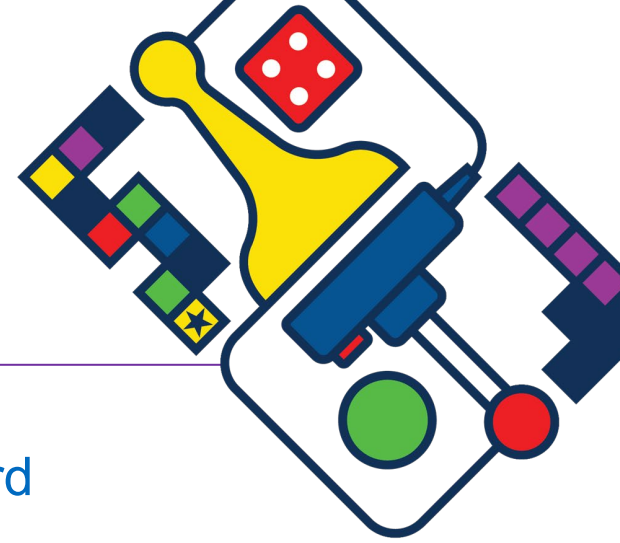
- One Board Specialist dedicated, plus
- Shared staffing
- Legal, disciplinary, administrative oversight

DOPL can serve as a financial buffer for all Boards

DOPL has streamlined processes

Board can set agenda independently (sort of) and make all decisions allowable in Law and Rule

Challenging Implications



DOPL has its own organizational interests, which can be at conflict with Board

DOPL efforts and expenses to improve/create a single organization impacts Board's finances without approval

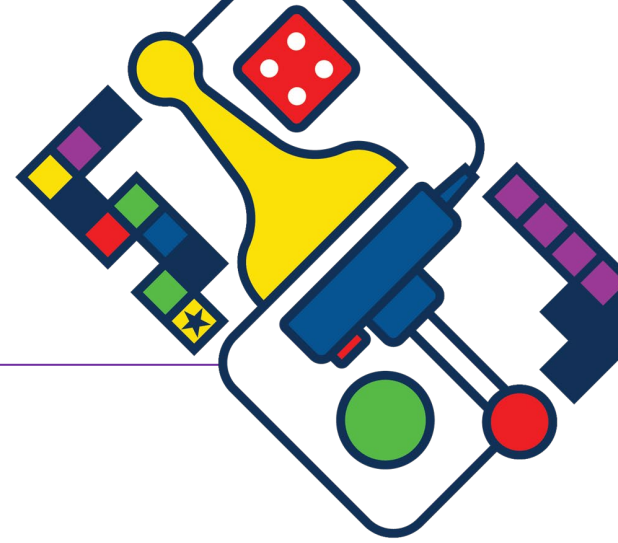
DOPL focus on customer service has translated into automation

- Staff overlap for coverage

Growing pains

Legislation focused on DOPL has direct implications on Board

Panel and Audience Dialogue



What successes have you seen in your Board structures?

What ways have you mitigated similar areas of challenges that were previously noted?