

Supervision and Training Guidelines

According to the Behavior Analyst Certification Board, “The ability to correctly perform job tasks is the most important aspect of an RBT’s effectiveness; more so even than his or her knowledge of the concepts underlying the procedures. Therefore, frequent (annual) reassessment of that skill set is an important aspect of consumer protection.”

Supervision

Purpose. The purpose of supervision is to improve and maintain the behavior-analytic, professional, and ethical repertoires of the RBT and facilitate the delivery of high-quality services to his or her clients. Effective behavior-analytic supervision includes:

- *Development of performance expectations*
- *Observation, behavioral skills training, and delivery of performance feedback*
- *Modeling technical, professional, and ethical behavior*
- *Guiding behavioral case conceptualization, problem-solving, and decision-making repertoires*
- *Review of written materials (e.g., behavior programs, data sheets, reports)*
- *Oversight and evaluation of the effects of behavioral service delivery*
- *Ongoing evaluation of the effects of supervision*

Structure. Each RBT must obtain ongoing supervision for a minimum of 5% of the hours spent providing applied behavior-analytic services per month. Supervision must include at least 2 face-to-face, synchronous contacts per month, during at least one of which the supervisor observes the RBT providing services. In-person, on-site observation is preferred. However, this may be conducted via web cameras, videoconferencing, or similar means in lieu of the supervisor being physically present. Although only one observation is required, the BACB encourages direct observation of service delivery as much as possible. At least 1 of the 2 supervision sessions must be individual (i.e., RBT and supervisor), but the other may occur in a small-group meeting.

Small Group Supervision. Some supervision may be conducted in small groups. Small groups are interactive meetings in which 2-10 RBTs who share similar experiences participate. If non-RBTs are present during the meeting, their participation should be limited so as to increase the interaction opportunities of supervisees.

Non-practicing RBTs. If an RBT is not currently providing behavior analytic services, then the monthly supervision is not required in order to maintain the credential. However, the RBT must still complete annual renewals (including the Competency Assessment) in order to maintain the credential.

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