

## Supervision and Training Protocol

Philosophy: Behavior and Learning Group believes strongly in frequent and consistent supervision and training of all staff at all levels. RBT's in particular, require 5-10% supervision of their total hours with each client. In order to train staff at the level required to be providing excellent services we provide the following training and supervision opportunities:

- **Required monthly staff meetings-** *RBT's meet monthly for training, supervisory staff meet monthly to discuss cases and training goals, and BCBA candidates meet monthly to review their course work and apply it to their current cases.*
- **Supervision –** *Supervision is conducted 5-10% of total client hours with each RBT. If a parent or caregiver has any concerns about supervision minimums, please contact your supervisor or [elizabeth.raszka@coloradobehavior.com](mailto:elizabeth.raszka@coloradobehavior.com).*
- **Supervision activities –** *Supervision should occur in person, on site, and should include observation, modelling, and feedback. Extensive discussions (more than 5 minutes) away from the client should only occur occasionally and should ideally occur outside of direct client hours. If a parent or caregiver has any concerns about supervision activities, please contact your supervisor or [elizabeth.raszka@coloradobehavior.com](mailto:elizabeth.raszka@coloradobehavior.com).*
- **Training and shadowing –** *We have occasional cancellations when clients are sick, out of town, etc. and will be using these opportunities to encourage staff to complete additional shadowing and training. We feel strongly that it is important for our staff to have training with a variety of children, ages, diagnoses, and behaviors. This training helps solidify concepts and allows them to see procedural applications across different settings and different individuals. This may mean that different staff will be in your home observing sessions with our lead RBT's, BCaBA's and BCBA's.*
- **Note:** *We strongly believe that client-therapist rapport is important and value the importance of creating a stable and consistent therapy team. However, in order for our staff to learn and become more proficient, they need to be trained across a wide variety of settings and individuals. The best way to do this is to provide frequent opportunities for overlap and training.*
- **Team Changes –** *Team changes can occur in order to expose clients to new staff, and also to expose staff to new clients. Burnout of staff, schedule changes, client-therapist dual relationships, and BCBA candidacy can all contribute to team changes. It is possible and likely that team changes will occur over the course of ABA treatment, however Behavior and Learning Group is committed to continuing to provide stable and consistent therapy teams as much as possible.*