



RBT[®] Supervision and Supervisor Requirements

Supervision Requirements

An RBT is a paraprofessional who practices under the close, ongoing supervision of a qualified RBT Supervisor who is responsible for the work performed by the RBT. The purpose of ongoing 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 clients (i.e., any recipient or beneficiary of behavior-analytic services).

Appropriate activities. An RBT may perform activities identified on the [RBT Task List](#) under the supervision of a qualified supervisor (see the Supervisor Requirements below). It is at the discretion of an RBT's Supervisor to determine if the RBT can competently perform activities outside of the Task List.

Amount of supervision. Each RBT must obtain ongoing supervision for a minimum of *5% of the hours spent providing behavior-analytic services per month*.

Supervision activities. RBT supervision activities may include the following:

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

Structure of supervision. Supervision must include at least 2 face-to-face, real-time contacts per month. The supervisor must observe the RBT providing services in at least one of the monthly meetings. 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 meetings 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 RBTs.

Consequences for not being properly supervised. Any RBT found to be substantially noncompliant with the supervision requirements above will be subject to immediate termination of their certification or termination of their eligibility to be recertified. In both cases, the RBT will be prohibited from reapplying for RBT certification for six months following the termination. If an RBT requalifies, the RBT will be subjected to enhanced auditing of their supervision records.

Unsupervised RBTs. An RBT may only practice if he or she has an RBT Supervisor or RBT Requirements Coordinator on record with the BACB (and reflected in the RBT Registry).

Non-practicing RBTs. If an RBT is not currently providing behavior-analytic services, then monthly supervision is not required to maintain certification. However, the RBT must still complete annual renewals to maintain certification. An RBT who does not plan to provide behavior-analytic services for an extended period of time should consider applying for Voluntary Inactive Status.

Supervisor Requirements

RBT Supervisors. These individuals are responsible for the services provided by the RBT. The RBT Supervisor qualifications are as follows:

- BCBA/BCBA-D
 - BCaBA
- OR
- An individual licensed in another behavioral health profession that has applied behavior analysis in its legislative scope of practice and who is competent in applied behavior analysis
 - *Note:* these individuals may only supervise RBTs under the oversight of an RBT Requirements Coordinator (see below; [noncertified RBT supervisor form](#)) who is employed at the same organization as the licensed professional.

Training requirement. Before providing any supervision, RBT Supervisors must complete a training based on the [8-hour Supervision Training Curriculum Outline](#).

RBT Requirements Coordinators. Some organizations have many RBTs and RBT Supervisors and designate one person as a coordinator to ensure that all supervision requirements are met across all RBTs. The RBT Requirements Coordinator may also serve as the RBT Supervisor in addition to fulfilling their coordination duties. The RBT Requirements Coordinator qualifications are as follows:

- BCBA/BCBA-D
- BCaBA (until November 2019; may not oversee noncertified RBT Supervisors)

Obligation to the BACB. If requested by the BACB, the RBT Requirements Coordinator will provide detailed information including, but not limited to, how many hours per week the RBT is delivering behavior-analytic services, a detailed supervision log, and the names of all RBT Supervisors.

Relationships. The RBT may not be related to, superior to, or the employer of the RBT Supervisor or RBT Requirements Coordinator. An RBT paying for supervision services is not considered employment of the supervisor.

Supervision-client oversight. The RBT Supervisor and RBT Requirements Coordinator must have sufficient client-specific knowledge to inform his or her clinical direction of the RBT. Specifically, the two parties should be employed by the same organization or the RBT Supervisor or RBT Requirements Coordinator should have a contractual relationship with the RBT's client(s). In addition, the RBT must ensure that they are receiving supervision in accordance with these requirements, including having an RBT Supervisor or RBT Requirements Coordinator on record, for every client with whom they work. For example, it is not permissible for the RBT to have a supervisor on record with the BACB for three of their clients, but no supervisor on record for one of their clients.

Public identification. RBT Supervisors and RBT Requirements Coordinators will appear by name in the RBT's record in the RBT Registry. If an RBT Supervisor is a noncertified licensed professional being overseen by an RBT Requirements Coordinator, only the RBT Requirements Coordinator's name will appear in registry.

Audits. The BACB reserves the right to audit the RBT, RBT applicant, RBT Supervisor, or RBT Requirements Coordinator at any time. A sample [RBT Audit Form](#) is available for informational purposes. In the event of an audit, this form and its accompanying spreadsheet may be used to document compliance with the BACB's RBT requirements.

Note: Supervisors should review the [instructions for adding or removing supervisees](#).