

Ins & Outs of Supervision & Field Experience

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PHILOSOPHY OF SUPERVISION

Dr. Gordon Bourland

What about me?

How was I supervised?

How has supervision changed?

How do I think supervision is most effective?



PHILOSOPHY OF SUPERVISION

Dr. Regina Crone

What about me?

How was I supervised?

* Mailing VHS

* Paying for supervision

* Driving to Austin, TX monthly for face to face

How has supervision changed?

* More Supervisors available

* RACS guidelines

How do I think supervision is most effective?

* Hands-on

* Immediate Feedback



WHAT IS THE PURPOSE OF SUPERVISION?

• Perspective of the Trainee:

Seeking BCBA
Seeking BCaBA
Seeking RBT
BCaBA
RBT



WHAT IS THE PURPOSE OF SUPERVISION?

• Perspective of the BCBA Supervisor



WHAT ARE THE ENVIRONMENTAL CONTINGENCIES?- TRAINEE

Antecedent	Behavior	Consequence
BACB criteria required to be eligible for credential	Trainee Behavior ?????	Become a Credentialed by the BACB
Licensure in maybe required to practice in the States		Licensed to Practice in State Increased Income
MO= wants to learn skills to be an amazing Behavior Analyst		Become a quality provider of ABA.



WHAT ARE THE ENVIRONMENTAL CONTINGENCIES?- SUPERVISOR

Antecedent	Behavior	Consequence
BACB criteria required to be eligible for credential -Licensure in some States maybe required to practice in the State -Need for additional providers-at program -Company/agency directive MO= Support and promotion of Behavior Analysis	Supervisor Behavior ?????	More People Credentialed by the BACB -More Persons Licensed to Practice in a State -More trained providers at company/agency -Recognition by company/agency -Appreciation of supervisee -Expanded behavior analytic verbal community -Increased work & responsibilities More providers of ABA, potentially increasing societal impact



AS A SUPERVISOR....

- Supervision R+

- * Improve quality in treatment
- * Legacy of providers
- * Shaping the craft & art of treatment that goes beyond content



QUALITY MENTORSHIP & SUPERVISION = EFFECTIVE TRAINING



EFFECTIVE TRAINING

- Step #1 Describe Target Skill
- Step #2 Written Description of Target skill
- Step #3 Supervisor Demonstrate Target Skill
- Step #4 Require Trainee to Practice Skill
- Step #5 Provide Feedback



Evidence-Based Staff Training: A Guide for Practitioners
 Marsha B. Parsons, Jeannia H. Rollyson, Dennis H. Reid
Behav Anal Pract. 2012 Winter; 5(2): 2-11.



The purpose of Supervision



BECOME A CREDENTIALLED SUPERVISOR

"December 31, 2014, only individuals who complete a training experience based on this curriculum outline will be permitted to supervise individuals pursuing the BCBA or BCaBA credentials or practicing BCaBAs".



QUALITY SUPERVISION = QUALITY ABA



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WHAT ARE THE ENVIRONMENTAL CONTINGENCIES?- SUPERVISOR

Antecedent	Target Behavior	Consequence
BACB criteria required to be eligible for credential • Licensure might be required to practice in the State • Need for additional providers- at program • Company/agency directive MO= Support and promotion of Behavior Analysis	• Develop behavior-analytic, professional, and ethical repertoires in specific areas of behavior-analytic practice • Guide behavioral case conceptualization, problem solving, decision making, and assistance seeking of the supervisee • Improve current repertoires of the supervisee • Maintain beneficial repertoires of the supervisee • Modeling of effective supervision practices for the supervisee	More People Credentialed by the BACB • More Persons Licensed to Practice in the State • More trained providers at company/agency • Recognition by company/agency • Appreciation of supervisee • Expanded behavior analytic verbal community • Increased work & responsibilities More providers of ABA, potentially increasing societal impact



WHAT ARE THE ENVIRONMENTAL CONTINGENCIES?- SUPERVISOR

Antecedent	At Risk Behavior	Consequence
BACB criteria required to be eligible for credential • Licensure in Texas required to practice in the State • Need for additional providers- at program • Company/agency directive MO= Valuing Supervision process for the purpose of credentialing only, Lacking quality & accountability	• Poor-performing supervisees with insufficient practice repertoires • Poor-performing supervisees unable to problem solve and make decisions in novel or unfamiliar situations • Limited analytical repertoire • Supervisees lacking fluency in training others and in presenting behavior analysis • Supervisees who do not become effective supervisors in their own practices • Supervisees who engage in unethical behavior	More People Credentialed by the BACB • More Persons Licensed to Practice in Texas • More trained providers at company/agency • Recognition by company/agency • Appreciation of supervisee • Increased work & responsibilities • Low-quality services to clients that result in lack of client progress or harm • Reduced Client retention • Poor findings in Audits & Outcomes • Ethical Breaches



IMPORTANT FEATURES OF SUPERVISION

- Establishment of performance expectations of both supervisor and supervisee
- Description of how supervision will proceed according to the BACB Experience Standards (e.g., frequency of individual supervision, group supervision)
- Description of potentially appropriate activities as described in the BACB Experience Standards
- Description of competency tests of understanding
- Development and review of contractual agreement of the nature of supervision and performance expectations
- Assessment of initial skills of supervisee - Interview - Observation
- Behavioral skills training of supervisee



SUPERVISION CONTRACTS



Examples



DYNAMIC SUPERVISION

- Scheduled observations that may include in-vivo, video, web-based, computer-assisted observations - Before, during, and after training
- Review of written materials developed by the supervisee, including written plans, data sheets, and reports
- Ongoing scheduled supervision meetings - Individual - Group - Web-based, computer assisted
- Performance evaluations (formal & informal) of the supervisee - Meetings - Written evaluations
- Evaluation of the supervision process and the supervisor by the supervisee - Meetings - Written evaluations



REGISTERED BEHAVIOR TECHNICIAN



RBT REQUIREMENT

MUST A RBT BE SUPERVISED BY SOMEONE CERTIFIED BY THE BACB?



RBT REQUIREMENT

MUST A RBT BE SUPERVISED BY SOMEONE CERTIFIED BY THE BACB?

YES

By a Responsible Certificant, either BCBA or BCaBA



RBT REQUIREMENT

HOW OFTEN MUST A RBT BE SUPERVISED?



RBT REQUIREMENT

HOW OFTEN MUST A RBT BE SUPERVISED?

AT LEAST two face-to-face meetings per month

At least 5% of the time the RBT provides behavior analytic services per month



RBT REQUIREMENT

WHAT TYPES OF SUPERVISION OF RBTs ARE ACCEPTABLE?



RBT REQUIREMENT

WHAT TYPES OF SUPERVISION OF RBTs ARE ACCEPTABLE?

Group supervision

2-10 supervisees

Group supervision time cannot exceed monthly individual supervision

Individual supervision

Meeting of supervisor and RBT

Each month **MUST** have at least one individual observation while RBT provides behavior analytic services



RBT REQUIREMENT

WHAT DOCUMENTATION OF SUPERVISION IS REQUIRED?



RBT REQUIREMENT

WHAT DOCUMENTATION OF SUPERVISION IS REQUIRED?

The **RBT** is responsible for keeping documentation that the required supervision was provided each month (i.e., at least 5% of time providing behavior analytic services, at least 2 face-to-face meetings with responsible certificant, at least 1 direct observation per month during service provision)



RBT REQUIREMENT**Who can supervise an RBT?**

RBT REQUIREMENT**Who can supervise an RBT?**

A BCaBA or BCBA who agrees to do so ("responsible certificant") **and** has completed the BACB required supervision training.



RBT REQUIREMENT**CAN A RBT RECEIVE SUPERVISION FROM MORE THAN ONE CERTIFIED PERSON?**

RBT REQUIREMENT

CAN A RBT RECEIVE SUPERVISION FROM MORE THAN ONE CERTIFIED PERSON?

YES, but only one person is shown as the responsible certificant

If the RBT provides behavior analytic services in more than one organization,

MUST have a responsible certificant in each and receive the appropriate amount and types of supervision in each organization



BEHAVIOR ANALYST TRAINEE



BEHAVIOR ANALYST TRAINEE REQUIREMENT

NOTE: Applies to prospective BCBAs & BCaBAs unless otherwise specified



BEHAVIOR ANALYST TRAINEE REQUIREMENT

WHAT IS REQUIRED *BEFORE* SUPERVISION BEGINS?



BEHAVIOR ANALYST TRAINEE REQUIREMENT

WHAT IS REQUIRED *BEFORE* SUPERVISION BEGINS?

1. Both parties review together the BCBA's EXPERIENCE STANDARDS document
2. ~~Both parties complete BCBA's online competency-based unit regarding experience standards (NOTE: BCBA responsible for ensuring that supervisee has done so)~~
3. Development of and both parties sign supervision contract. Both parties are to have and keep copies of the contract.



BEHAVIOR ANALYST TRAINEE REQUIREMENT

WHAT DOES APPROPRIATE SUPERVISION INCLUDE?



BEHAVIOR ANALYST TRAINEE REQUIREMENT

WHAT DOES APPROPRIATE SUPERVISION INCLUDE?

- Development of performance expectations
- Observation, behavioral skill 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

(from BACB EXPERIENCE STANDARDS document)



BEHAVIOR ANALYST TRAINEE REQUIREMENT

HOW OFTEN MUST A TRAINEE BE SUPERVISED?



BEHAVIOR ANALYST TRAINEE REQUIREMENT

HOW OFTEN MUST A TRAINEE BE SUPERVISED?

AT LEAST TWICE per month that the trainee provides behavior analytic services, **preferably** in-person and on-site, but **TWO must be of observations directly with Client.**

The supervisor **MUST** be available for consultation with the trainee between regular supervisory interactions.



BEHAVIOR ANALYST TRAINEE REQUIREMENT

WHAT TYPES OF SUPERVISION OF TRAINEES ARE ACCEPTABLE?



BEHAVIOR ANALYST TRAINEE REQUIREMENT

WHAT TYPES OF SUPERVISION OF TRAINEES ARE ACCEPTABLE?

Group supervision

2-10 supervisees

Group supervision time cannot exceed hours of individual supervision each supervisory period

Individual supervision

Meeting of supervisor and supervisee

Individual supervision time **must equal or exceed** group supervision time each supervisory period



BEHAVIOR ANALYST TRAINEE REQUIREMENT

HOW IS SUPERVISION TO BE DOCUMENTED?



BEHAVIOR ANALYST TRAINEE REQUIREMENT

HOW IS SUPERVISION TO BE DOCUMENTED?

With the **Experience Supervision Form** (or an alternate form incorporating all the required components)

To be completed for **EACH** supervisory period- **NO backdating**

Both parties retain copies of the signed, completed forms

Completed forms to be kept for at least 7 years after the final supervision meeting



BACB Experience Supervision Form
This form (or equivalent) must be completed at least once during each supervisory period.

Supervisor: _____ Supervisee(s): _____

Supervisory Meeting Date(s) & Duration(s): _____

Supervisory Meeting Format (check all that apply): _____ individual _____ group

This document covers the supervisory period from ____/____/____ to ____/____/____

Type of Experience (check one): Supervised Independent Fieldwork _____ Practicum _____ Internship/Practicum _____

Experiences Being Accumulated During This Supervisory Period (provide all four):

A) Number of independent experiences being accumulated (including time spent with supervisor): _____

B) Number of individual experiences being accumulated: _____

C) Number of small-group experiences being accumulated: _____

D) Total experiences being accumulated (add lines A, B, and C): _____

Officiant(s) have(s) been: enter the number given to their representative of behavior analysis program: _____

Characteristics of Supervision (check all that apply):

BACB Task List domain: _____

Specific domain(s): _____

Task area(s): _____

Observation: _____

Observation: _____

Supervision: _____

Feedback: _____

Evaluation of Supervisor: _____

Supervisor Signature: _____ Date: _____

Supervisee Signature: _____ Date: _____

STOP

Overall evaluation of supervisee performance during this period (circle one): S NI U

THE BACB DOES NOT ENDORSE ANY EQUIVALENT FORMS. UNACCEPTED FORMS ARE NOT ACCEPTABLE.



UNIQUE DOCUMENTATION SYSTEM

- Document



BEHAVIOR ANALYST TRAINEE REQUIREMENT

MAY A TRAINEE HAVE MORE THAN ONE SUPERVISOR?



BEHAVIOR ANALYST TRAINEE REQUIREMENT

MAY A TRAINEE HAVE MORE THAN ONE SUPERVISOR?

YES

But, all parties are to make sure that the supervision contract includes
ALL parties involved in the supervision, indicating the roles and
responsibilities of each



BEHAVIOR ANALYST TRAINEE REQUIREMENT

HOW MANY HOURS PER WEEK OF EXPERIENCE CAN BE ACCUMULATED?



BEHAVIOR ANALYST TRAINEE REQUIREMENT

HOW MANY HOURS PER MONTH OF EXPERIENCE CAN BE ACCUMULATED?

10-30 hours weekly, including supervision time

Minimum of 20hrs per month

Maximum of 130hrs per month



BEHAVIOR ANALYST TRAINEE REQUIREMENT

WHAT COUNTS AS ACCEPTABLE EXPERIENCE (and, thus,
eligible for supervision?



BEHAVIOR ANALYST TRAINEE REQUIREMENT

WHAT COUNTS AS ACCEPTABLE EXPERIENCE (and, thus,
eligible for supervision?

ONLY behavior analytic activities

Restricted activities- providing therapy or instruction-
no more than 50% of total supervised experience

Unrestricted activities- activities that "...best exemplify
the work of a behavior analyst who develops
programs and systems for others to implement."

(from BACB Experience Standards)



[illegible]

[illegible]

BACB EXPERIENCE: BC_ABA

• [New Standards Documentation](#)



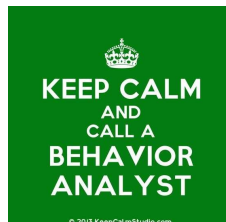
BEHAVIOR ANALYST TRAINEE REQUIREMENT

• CAUTIONARY NOTES:

1. The supervisor is responsible and can be held accountable under the BACB Professional and Ethical Compliance Code for Behavior Analysts (Compliance Code) for the services provided by the trainee.
2. The supervisor may not be related to, subordinate to, or employed by the trainee. Employment does not include compensation received by the supervisor from the trainee for supervision services. While not required, it is preferable that the supervisor be someone who works most closely with the trainee in implementing behavior analytic services.



BC_ABA REQUIREMENTS



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BCaBA REQUIREMENT

HOW MUCH SUPERVISION IS REQUIRED FOR A BCABA?



BCaBA REQUIREMENT

HOW MUCH SUPERVISION IS REQUIRED FOR A BCABA?

- The amount of supervision required for a BCaBA depends upon the number of service-delivery hours in a month and how long the BCaBA has been certified. Newly certified BCaBA must have more supervision during their first 1,000 hours of post-certification work (i.e., at least the first 25 weeks of full time employment).
- **First 1,000 hours of post-certification practice:** supervision must be at least 5% of the total number of behavior-analytic service hours provided per month, with **no less than** one hour of supervision every two weeks (emphasis added).
- **Ongoing supervision (after the first 1,000 hours):** supervision must be at least 2% of the total behavior analytic service hours provided per month. Note: BCaBAs certified before January 1, 2017 are exempt from the initial 5% period.
- The supervision percentages above should be considered a **minimum. Supervisors may require additional supervision** (emphasis added).

(Information adapted from BACB Standards for Supervision of BCaBAs)



BCaBA REQUIREMENT

HOW OFTEN MUST A BCABA BE SUPERVISED?



BCaBA REQUIREMENT

HOW OFTEN MUST A BCaBA BE SUPERVISED?

AT LEAST once per month that the BCaBA provides behavior analytic services

The supervisory **MUST** be available for consultation with the BCaBA between regular supervisory interactions.



BCaBA REQUIREMENT

WHAT TYPES OF SUPERVISION OF BCaBAS ARE ACCEPTABLE?



BCaBA REQUIREMENT

WHAT TYPES OF SUPERVISION OF BCaBAS ARE ACCEPTABLE?

Group supervision

2-10 supervisees

Group supervision time cannot exceed monthly individual supervision

Individual supervision

Meeting of supervisor and supervisee

Individual supervision time **must equal or exceed** monthly group supervision time



BCaBA REQUIREMENT**WHAT CAN SUPERVISION INVOLVE?**

BCaBA REQUIREMENT**WHAT CAN SUPERVISION INVOLVE?** Discussion between supervising BCBA and BCaBA (could be in a group or individually)**Direct observation of the BCaBA- REQUIRED**

At least once every 3 months the supervisor **MUST** observe the BCaBA providing behavior analytic services in "the natural environment." The supervisor might observe more frequently.

Preferably in person and on-site

NOTE: Informal communication such as phone conversations, email, or mail exchanges **DO NOT** count as supervision



BCaBA REQUIREMENT**MAY A BCaBA HAVE MORE THAN ONE SUPERVISOR?**

BCaBA REQUIREMENT

MAY A BCaBA HAVE MORE THAN ONE SUPERVISOR?

YES

But, the BCaBA is responsible for making sure that **each** supervisor takes responsibility for each case and provides appropriate supervision

NOTE: A BCaBA with multiple supervisors must be directly observed providing behavior analytic services by **each** supervisor at least once each quarter.



BCaBA REQUIREMENT

WHAT DOCUMENTATION IS REQUIRED?



BCaBA REQUIREMENT

WHAT DOCUMENTATION IS REQUIRED?

Supervision contract

BCaBA Supervision meeting form



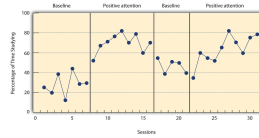
BCaBA REQUIREMENT

CAUTIONARY NOTES:

[illegible][illegible]

ASSUME MOTIVATION OF THE TRAINEE

MO=
Provide quality ABA to change
socially significant behaviors
that improve quality of life



GROUP ACTIVITY

- Using the tools of the BACB Ethical Guidelines address the challenges presented and how as a supervisor you should respond.



ENVIRONMENTAL CONSIDERATIONS

Consequence Factors that Shape the Nature of Supervision

- Our own R+ delivered
- BACB Ethical Board response
- Licensing Board response



ENVIRONMENTAL CONSIDERATIONS

Antecedent Factors that Shape the Nature of Supervision

- Ethical guidelines vs. Organizational Rules
- In home vs. Clinic
- Insurance vs. Private Pay
- Educational vs. Medical



ETHICAL GUIDELINES VS. ORGANIZATIONAL RULES

- Some companies/ agencies VERY strongly insist that the work hours of BCBAs be almost entirely billable (e.g., to insurance, Medicaid waiver program). Insurance companies and Medicaid waiver programs typically do NOT specifically pay for time that BCBAs provide supervision. Companies/ agencies sometimes desperately need additional BCBAs and BCaBAs, a need more likely to be filled by trainees who receive supervision there. A supervisor is very aware of the BACB's requirements regarding supervision and the ethical standards.
- How might the BCBA expected to provide supervision to trainees address these apparently incompatible expectations?



IN HOME VS. CLINIC

For a supervisee working in a clinic, typically the supervisor works for the company or agency. This makes observing and meeting with the supervisee fairly easy for the supervisor, with daily interaction readily possible. But, what about the situation in which the supervisee provides home-based ABA services? Typically the supervisory will work from an office that often is not near the home(s) where the supervisee provides ABA services. In fact, depending upon traffic, the drive one way from the office to the home might take the better of an hour. The supervisee often does not even go into the office daily. (In some situations the travel time might not be paid or be paid at a reduced rate.) Consider: how does the supervisor meet the BACB supervision requirements in home-based services when access to the supervisee is limited?



INSURANCE VS. PRIVATE PAY

- A Supervisor is providing training to a individual seeking their RBT credential. During the supervision session feedback is given to the Trainee that there are several remediation skills regarding reinforcement delivery. The Supervisor wants to schedule an immediate follow up as this procedure is crucial to the success of the patient's progress. However, as she goes to schedule another overlap the Electronic Medical Records and scheduling system blocks her for the rest of the month due to authorizations not being available for additional overlaps. According to the system and organizational guideline the Supervision overlap will need to wait until next month.

What should the BCBA supervisor do and what are some possible solutions?



EDUCATIONAL VS. MEDICAL

- A parent is seeking services at a clinic and states that the their child has been in Special Education as a student with Autism. The new BCBA looks over the IEP (Individual Education Plan) and submits it to an insurance company for service authorization. What errors has the new BCBA made? How could supervision had better prepared the new BCBA?



BACB SUPERVISION



SUPERVISORS SHAPE THE FUTURE OF

ABA... go change the