



Association for
Behaviour Analysis Australia

Behaviour Analyst Supervision Standards

Association for Behaviour Analysis Australia
PO Box 61
Sandy Bay , TAS 7005
Email: admin@auaba.com.au
Website: auaba.com.au
ABN 24165099392

Publication Information

The Association for Behaviour Analysis Australia (ABA Australia) is pleased to present our supervision standards for members of ABA Australia. This document explains how to conduct and document the supervision requirement for the following members of ABA Australia: certified behaviour analysts and certified behaviour analysts - undergraduate members. These supervision standards will be subject to periodic amendments, which will be communicated to members of ABA Australia, and published on the ABA Australia website. Members must ensure that they remain up to date with the current version of the supervision standards. An electronic version is available at www.auaba.com.au.

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Version 1

Acknowledgements

ABA Australia acknowledges the Traditional Owners of country throughout Australia, their diversity, histories and knowledge, and their continuing connections to land, water and community. We pay our respects to all Australian Indigenous Peoples and their cultures, and to Elders of past, present and future generations.

ABA Australia commits to acknowledge and understand the historical and contemporary disadvantage experienced by Aboriginal and Torres Strait Islander peoples and the implication this has for behaviour analytic practice.

ABA Australia acknowledges those individuals that face adversity and discrimination within the lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) community, those identifying as Queer Transgender Intersex People of Colour (QTIPOC), those from culturally and linguistically diverse backgrounds (CALD) inclusive of asylum seekers, refugees and migrants, those with diverse intergenerational migration histories and women.

ABA Australia is committed to working with you and understanding how we can better support you.

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Introduction

The ABA Australia supervision standards state the expectations for the professional supervision of behaviour analysts in the current and varied contexts that behaviour analysis is practised in Australia. These supervision standards apply to certified behaviour analysts and certified behaviour analysts undergraduate who engage in supervision both as supervisees and/or as supervisors.

The aims of the Supervision Standards are to:

- Define the purpose and functions of professional supervision for behaviour analysts;
- Provide a guide for good practice in professional supervision relevant to behaviour analysts in a range of roles and organisational settings; and
- Specify the requirements and responsibilities of participants in supervision.

Purpose of Supervision

Active participation in professional supervision is a core practice standard for behaviour analysts, as outlined in the *Code of Ethical Practice (2022)*. Professional supervision contributes toward:

- Enhancing the professional skills and competence of behaviour analysts and thereby strengthening the capacities of behaviour analysts to achieve positive outcomes for the people with whom they work;
- Engaging behaviour analysts in ongoing professional learning that enhances capacities to respond effectively to complex and changing practice environments;
- Supporting behaviour analysts to provide quality, ethical and accountable services in line with ABA Australia's code of ethics.

(HETI, 2012)

Types of Supervision

Supervision can be delivered in a number of different formats to allow for flexibility between the supervisor and supervisee. The following are definitions of different types of supervision.

One-to-one: In vivo	Supervision occurs between just the supervisee and supervisor they are face-to-face in the same physical location
One-to-one: Telehealth	Supervision occurs between just the supervisee and supervisor and is delivered via a video chatting platform, where both supervisor and supervisee can see and hear each other
Group In vivo	Supervision occurs between a small group of supervisees (10 or less) and supervisor they are face-to-face in the same physical location
Group Telehealth	Supervision occurs between a small group of supervisees (10 or less) and is delivered via a video chatting platform, where both supervisor and supervisee can see and hear each other
Observations	The supervisor watches the supervisee perform behaviour analytic tasks, either in person, over a video chatting platform, or via video recorded observation.

Supervision Requirements

Supervision Contracts

Quality supervision must include a supervision contract that states the expectations of a supervisory relationship. The contract must state the responsibilities of each party involved. Both parties agree to the terms of the contract and sign the contract. Copies of the contract must be kept for 7 years.

Contract for ABA Australia supervision should include:

- Requirements of ABA Australia for supervision
- Goals of supervision
- Confidentiality
- Frequency of supervision
- Type of supervision
- How the supervision contract can be broken
- Payment of supervision

(HEIT 2012)

Confidentiality

Confidentiality is important for supervision and maintaining professional integrity. Confidentiality needs to be consistent with the ABA Australia Code of Ethical Practice and discussed at the start of the supervision relationship.

Documentation

Records of supervision meetings and feedback should be kept. These records are to help focus the purpose of the supervision and identify areas of growth and development and any committed actions. Notes can be taken by either the supervisor, supervisee, or both.

The number of experience hours must be documented by the supervisee and signed off on by the supervisor. The supervisee will need to log hours noting the following:

- Date
- Duration of experience
- Type of experience
- Monthly total for field work hours
- Monthly total for supervision hours
- Ratio of supervision hours to total experience hours

Supervisors should review the supervision logs on a monthly basis.

Once the supervisee has completed all the supervision requirements for either a certified behaviour analyst or a certified behaviour analyst - undergraduate, the supervisor will complete and sign the Supervision Verification Form (found on the ABA Australia website).

All documentation of supervision must be kept for 7 years from the date of completion of supervision.

Commencing Supervision

ABA Australia experience hours may start once:

- You have signed a contract with a supervisor
- Start your first day of your first ABAI verified course sequence

Frequency of Supervision

The frequency of supervision may vary from month-to-month depending on the nature of the work experience. At a minimum a supervisee must acquire 20 hours of work experience in 1 calendar month. The maximum number of hours a supervisee can acquire is 130 hours of field work in 1 calendar month. Experience hours do not carry over from month-to-month. The frequency of contact between the supervisor and supervisee is determined by the supervision pair. The only requirement is that the number of hours spent in supervision must be 5% of the total hours of experience acquired that month. The supervision time is included in the 5% ratio.

For example, if the supervisee had 19 hours of experience and 1 hour of supervision in April 2022, then the supervisee would have a total of 20 experience hours. The ratio of supervision to field work hours would be 1 divided by 20 ($1/20$) = 5% supervision.

Experience hours must be completed 5 years from the start of supervision.

Supervisor Qualifications

A supervisor must have a strong understanding of behaviour analytic principles, translating those principles into practice and training in providing supervision. Providing supervision is a skill that needs to be taught and maintained. It is not accurate to think that a good clinician will make a good supervisor. Supervisors should actively seek out training to become a supervisor and to continue to maintain and or improve their supervision skills through further professional development.

Easily identifiable supervisors would be

- Certified Behaviour Analyst
- Board Certified Behaviour Analyst
- University instructors of behaviour analytic programs

Others who are not certified by a behaviour analytic organisation may have a strong foundation in behaviour analysis and this would be evident from their post graduate course work, published research, conference presentations and workshops.

Supervisors need to provide proof of professional training in delivering supervision such as completing a supervision course, workshop, publications in peer-reviewed journals on supervision, or similar. Examples include: BACB supervisor training course, university course on supervision/performance management, workshops on supervision, etc.. It is up to the supervisor and supervisee to ensure the supervisor has attended basic training in supervision.

Number of Supervised Experience Hours Required

Membership Level	Hours
Certified Behaviour Analyst	1500
Certified Behaviour Analyst Undergraduate	1000
Professional Member	0
Affiliate Members	0

Appropriate experience activities include:

The primary focus of supervision should be on learning new behaviour analytic skills related to the Australian Behaviour Analyst Professional Competency List. These include but are not limited to the following:

- Conducting assessment activities related to the need for behaviour analytic programs, (e.g., stimulus preference assessment, functional behaviour assessment, skills assessment, staff performance assessment) or for evaluating behaviour analytic programs.
- Designing, implementing, and monitoring behaviour change programs for consumers.
- Writing behaviour support plans, progress summaries, clinical notes, transition reports, and professional correspondence.
- Overseeing the implementation of behaviour analytic programs by others.
- Training others and performance management
- Communicating and collaborating effectively with relevant stakeholders

- Other activities normally performed by a behaviour analyst that are directly related to behaviour analysis, such as attending planning meetings regarding the behaviour analytic programing, or researching the literature related to the program
- Attending professional conferences, workshops, or university courses

Activities listed above must adhere to the dimensions of applied behaviour analysis identified by Baer, Wolf, and Risley (1968) in the article *Some Current Dimensions of Applied Behavior Analysis* published in the *Journal of Applied Behavior Analysis*

Examples of activities that are **not** appropriate as experience activities include:

- Attending meetings with little or no behaviour-analytic content.
- Providing interventions that are not based in behaviour analysis.
- Performing non-behavioural administrative activities.
- Non-behaviour-analytic trainings related to service delivery (e.g., first aid training, billing systems).
- Completing non-behavioural assessments (e.g., diagnostic assessments, intellectual assessments), paperwork, documentation, billing, or any other activities that are not directly related to behaviour analysis.
- Attending workshops or university courses.
- Completing university course assignments.

Clients

Clients may be any persons for whom behaviour analytic services are appropriate. However, the supervisee cannot be the client's primary caretaker. The supervisee must work with multiple clients (at least 3 clients) during the supervision process.

References

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