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BACB Newsletter - Special Issue on the RBT Credential

December 2013

We are pleased to announce the standards for the BACB's newest credential - the **Registered Behavior Technician™ (RBT™)**. As we indicated in our June 28, 2012 press release, the BACB's Board of Directors authorized the development of this new credential to establish training standards for behavior technicians, the paraprofessionals who implement behavior plans directly with clients. In recent years, the number of behavior technicians has grown along with the demand for quality applied behavior-analytic services. This growth, along with requests to identify and evaluate standards for behavior technicians by regulatory and funding stakeholders, firmly establishes the need for the new credential.

The RBT credential will complement the BCBA-D, BCBA, and BCaBA credentials as an entry-level program that reflects the education and training necessary for the duties of a behavior technician. Whereas individuals with the BCBA and BCBA-D credentials are generally responsible for service-delivery oversight, and individuals with the BCaBA credential generally operate in a position assisting these supervisors, individuals with the RBT credential will be responsible for implementing, not designing, the behavior plans designed by their supervisors.

The BACB will begin accepting applications for the RBT credential in mid-2014. More details about the registration process will be available at www.BACB.com in 2014.

Development of the RBT Credential

The RBT standards were developed using established practices from the credentialing industry. The first step was the formation of the RBT Workgroup. The workgroup was comprised of 14 individuals representing various stakeholder classes, including 5 BCBA-Ds, 4 BCBAAs, 2 BCaBAs, and 2 behavior technicians. The BCBA-D, BCBA, and BCaBA panel members had all trained, supervised, and worked with behavior technicians in service-delivery settings. Workgroup members were also geographically diverse, representing 10 US states and 3 countries. The workgroup met in Atlanta, GA on March 15-17, 2013 and used the DACUM occupational analysis method to develop a draft task list that would serve as the basis of the credential's educational and assessment requirements.

An online survey of the draft task list (the RBT Job Analysis Survey) was then sent to all BACB certificants with a request that they complete the survey and direct known behavior technicians to a survey link available at BACB.com. The purpose of the survey was to validate the content of the draft task list and identify conduct guidelines relevant to behavior technicians. Overall, 3492 certificants and 273 behavior technicians completed the survey.



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The RBT Workgroup was reconvened on August 12-13, 2013 to review the results of the RBT Job Analysis Survey and use these results to finalize the RBT Task List and guide development of the RBT Competency Assessment. In addition, the workgroup finalized all eligibility standards, renewal requirements, and disciplinary procedures.

The BACB Board of Directors reviewed and approved all recommendations of the RBT workgroup on October 21, 2013.

Eligibility Requirements

The following are the eligibility requirements for the RBT credential.

To apply for the RBT credential, the applicant must:

- Be at least 18 years of age
- Possess a minimum of a high school diploma or equivalent
- Successfully complete a criminal background registry check at the time of application
- Complete a 40-hour training program (conducted by a BACB certificant) based on the [RBT Task List](#)
- Pass the [RBT Competency Assessment](#) administered by a BACB certificant
- Pay a \$50 application fee (annual renewal fees are \$35)

The RBT Task List

The *RBT Task List* includes the core tasks that are likely to be performed by behavior technicians, organized in the following areas: Measurement, Assessment, Skill Acquisition, Behavior Reduction, Documentation and Reporting, and Professional Conduct and Scope of Practice. The task list covers tasks that a behavior technician will perform with some, but probably not all, clients. We acknowledge that the task list might not include some tasks that a behavior technician would be expected to perform by a supervisor. It is the responsibility of the supervisor to determine which additional tasks behavior technicians may perform as a function of their competence.

The RBT Training Requirement

The *RBT Task List* serves as the curriculum for the training required by all candidates for the RBT credential. The training requirements are as follows:

- The training must cover all of the tasks and subtasks in the RBT Task List and the *Guidelines for Responsible Conduct for Behavior Analysts* that have been designated as being relevant for behavior technicians
- The cumulative duration of training must be at least 40 hours (but may be offered in briefer units)
- At least 3 hours of the training must be devoted to ethics and professional conduct
- The training may be conducted in person or online
- The training may be didactic (e.g., lecture-based) or experiential (e.g., role-playing) in nature
- The training must be completed within a 90-day period
- The training must be conducted by a BCBA or BCaBA



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Note: any additional agency-specific training should be conducted separately from the experience described above

Training providers must provide a link to the *RBT Task List* and include the following text in all online and print materials for their training program:

This training program is based on the *Registered Behavior Technician Task List* and is designed to meet the 40-hour training requirement for the RBT credential. The program is offered independent of the BACB.

Trainers must maintain documentation of training for each learner for a minimum of 7 years.

The RBT Competency Assessment

The *RBT Competency Assessment* is the basis for the initial and annual assessment requirements for the RBT credential. The assessment must be administered by a BCBA or BCaBA after the 40-hour training requirement has been completed. The assessment involves interview and direct-observation competencies based on each task in the *RBT Task List*. The assessment is complete when the behavior technician demonstrates competency in each task as determined by the assessor. Detailed administration instructions are available in the [RBT Competency Assessment](#).

Criminal Background Registry Check

To the extent permitted by law, a criminal background check and abuse registry check shall be conducted on each RBT applicant. Where available, a supervisor who holds a BACB credential shall confirm that the applicant has successfully completed a criminal background check comparable to that commonly required for those working as home health aides, child care professionals and/or teachers in the community where services will be provided. The supervisor is not required to review the background or registry report, if such review is conducted internally by the agency employing the applicant. The supervisor must attest to the following statement:

I have confirmed, as supervisor, the applicant's compliance with the Criminal Background Registry Check required by the BACB. In my professional opinion and to the best of my knowledge, the applicant's history did not reveal a matter that would preclude employment as an RBT.

Practice Parameters & Renewal Requirements

Registered Behavior Technicians **may not practice independently**. Each RBT must have at least one supervisor who publicly attests to supervise his/her practice on the forthcoming RBT Registry at www.BACB.com. Supervisors must hold the BCBA or BCaBA credential or be a member of a professional group officially granted supervisory privileges by the BACB. 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 which the supervisor observes the RBT providing services (this may be conducted via the Internet). At least 1 of the 2 supervisory contacts must be one-on-one, but the other can occur in a small-group meeting.

Annual renewal procedures will include standard BACB attestations and reporting requirements and successful passage (again) of the *RBT Competency Assessment*.



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Each RBT will have received at least 3 hours of instruction in ethics and professional conduct during the mandatory training and been tested on professional conduct and scope of practice during the *RBT Competency Assessment*. In addition, each RBT must abide by a subset of the *Guidelines for Responsible Conduct for Behavior Analysts* designated as relevant to the practice of behavior technicians. These guidelines are listed in Table 1.

Table 1. Guidelines for Responsible Conduct for Behavior Analysts Relevant to Behavior Technicians

1.01	Reliance on Scientific Knowledge.
1.02	Competence.
1.03	Professional Development.
1.04	Integrity.
1.05	Professional and Scientific Relationships.
1.06	Dual Relationships and Conflicts of Interest.
1.07	Exploitative Relationships.
2.01	Definition of Client.
2.03	Responsibility.
2.06	Rights and Prerogatives of Clients.
2.07	Maintaining Confidentiality.
2.08	Maintaining Records.
2.09	Disclosures.
2.11	Documenting Professional and Scientific Work.
2.12	Records and Data.
4.06	Avoiding Harmful Reinforcers.
4.07	On-Going Data Collection.
6.01	Job Commitments.
6.06	Conflicts with Organizations.
7.01	Affirming Principles.
7.02	Disseminating Behavior Analysis.
7.03	Being Familiar with These Guidelines.
7.04	Discouraging Misrepresentation by Non-Certified Individuals.
8.01	Ethical Violations by Behavioral and Non-behavioral Colleagues.
9.01	Promotion in Society.
9.04	Statements by Others.
9.05	Avoiding False or Deceptive Statements.
9.07	Testimonials.
9.08	In-Person Solicitation.



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The following process will be followed for disciplinary complaints against an RBT received by the BACB.

1. All professional/ethical complaints must be submitted directly to the RBT's immediate supervisor on the case in question.
2. If the supervisor determines there is an immediate threat of harm to the consumer or another person present in the service-delivery setting, the supervisor shall immediately report the matter to the BACB, using the complaint form currently provided for BCBA and BCaBA complaints. The requirement to report the matter to the BACB is in addition to all other ethical obligations of the supervisor including, but not limited to: taking immediate corrective action to ensure no additional threat of harm to the client, mandatory reporting to appropriate authorities, and following relevant agency/employer procedures. Upon reporting the matter to the BACB, the supervisor should identify all corrective actions taken.
3. All other complaints must be reviewed by the supervisor, and, if founded, resolved by the supervisor.
4. If the complaint is founded, the supervisor will engage in appropriate corrective action (e.g., additional education, enhanced supervision, retraining, reassignment or removal from the current position/duties) in order to ensure competent professional practice.

Upon receipt of a complaint under #2 above, the BACB shall immediately convene a Review Committee comprised of three current or former BACB Directors to determine if immediate action is needed to address the underlying reason for the complaint. In rare instances, an immediate and temporary suspension of RBT status may be issued. Any RBT reviewed under this provision shall receive notice of the allegation(s) and be given an opportunity to respond. In the event of an immediate/temporary suspension, the Review Committee will seek to meet ASAP (no longer than thirty (30) days) to conduct a full review of the matter. To the extent practical, all other provisions and procedures as outlined in the *Professional Disciplinary and Ethical Standards*, including the appeal procedures, shall apply to RBT review under #2 of this policy. The Review Committee's decision will be forwarded to the supervisor(s) of record for the case in question. The RBT's supervisor(s) shall be given notice of any sanction(s).

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