

## Tips for the BACB Supervision Experience

*\*Not sure what degree you need, what requirements you must meet, what requirements the supervisor must meet, how many hours of supervision you need, or some other related question?*

-----→ Go to [www.bacb.com](http://www.bacb.com) Do NOT ask your friends, ask your co-workers, rely on a Google search, etc. Always verify information directly at the source (BACB) so you don't waste your time, money, or efforts, only to have the hours not count. It is YOUR responsibility to know the full requirements of the supervision experience.

### General Tips:

- Individuals as well as companies/agencies provide supervision, although if you will receive BCBA supervision as part of your job position ask if a minimum employment length is required (the company may require you work there at least 1 year post-certification).
- Also be aware that if you cannot receive BCBA supervision through your job position, you may need to privately hire a BCBA. Common rates can include \$45-\$65 per hour, but there is no standard rate.
- If you are unable to receive BCBA supervision through your job because there are no BCBA's in your local area, consider remote supervision. Utilize the certificant directory located on the BACB website to search for individuals to provide you with remote supervision. Remote supervision can be especially helpful if you live in an international location, however differing time zones must be considered when scheduling online or telephone meetings.
- It can take a **long** time to find a BCBA who both provides private supervision, and has current availability to do so. Don't get discouraged or frustrated, know beforehand this step may be difficult.
- If you will be privately securing a BCBA supervisor (cannot receive BCBA supervision through your job) make sure you research first if your place of employment will give consent for the BCBA supervisor to observe you on-site, to review confidential client documents or treatment data, if you are allowed to vide-record students/clients/consumers, etc. Find this out BEFORE you hire a private BCBA.
- Technology will be required for remote supervision. There is no way around that. Beyond the cost of buying equipment, do you have the technological skills to record yourself working with clients, and then upload/email the video to the supervisor? Do you know of confidential file sharing methods? If the web cam or device malfunctions or breaks, do you have a backup method prepared? Have you ever simultaneously worked with a client while recording yourself (can you multitask)? All of this must be considered.
- Be prepared for an increase in your current workload. It is the responsibility of the BCBA supervisor to verify your skill competency across multiple areas. In order to do this, it may be necessary for the supervisor to create assignments, mock exams, or project tasks/opportunities for you. Before beginning your supervision experience contemplate if you can commit to the demands on your time and schedule.

- Do not sign any contract you don't understand, or don't agree with. Once you sign the supervision contract you are bound to its terms.
- As much as possible, incorporate diversity into the supervision experience—work with different ages, diagnoses, and client functioning levels. Diversity will only help you learn during your supervision experience.
- The point of the supervision experience is for you to learn and GROW. So on that note, does your supervisor: Engage you? Challenge you? Discuss issues in the field with you? Give you feedback not just on the Task List, but on your demeanor, professionalism, and attitude? Help you identify your strengths, not just areas of deficit? Inspire you?
- Do you have a stable client population to utilize for your work experience requirement? If 1 or more clients were to suddenly move, terminate services, or become seriously ill, what is your backup plan?
- How well do you take feedback? Much of the supervision process is about receiving feedback, and it won't always be positive feedback. You will be expected not only to listen to the feedback, but to promptly make necessary changes/adjustments.
- Fit is important. How much thought have you put into the ideal supervision experience for you? If you serve an adult population, does your BCBA supervisor have competency in this area? If your BCBA supervisor is newly certified, have they supervised someone for the BACB exam before? Does the BCBA supervisor communicate well and respectfully? How much time per week can the BCBA supervisor offer you? Can you see this person being a mentor and source of encouragement for you?

\*\*Awesome resource:

“Distance BCBA Supervision: How does it work and is it right for me?”, written by Melissa Druskis, M.S.  
BCBA

<https://www.abcbehavior.com/single-post/2016/05/22/Distance-BCBA-Supervision-Part-2-How-does-it-work-and-is-it-right-for-me-1>