



COMPETENCY-BASED SUPERVISION PLANNER

From the CEU "2,000 Hours, Zero Clinical Judgment? Competency-Based Supervision and Intentional Mentorship" · Instructors: Sean Yocum, MA, BCBA, LBA; Michael Carrero, BCBA, LBA

NO FLUFF. NO SUGAR-COATING. JUST RESULTS. · PRESENTED BY **HICKORY LEARNING GROUP**

RAD N BAD RULE

Hours don't equal competence. Supervisees should be able to write it, train it, defend it, and revise it in more than one setting.

HOW TO USE THIS: Use one planner per supervisee. Assess, set goals, teach with BST, and sign off only when the supervisee demonstrates the skill.

1. BASELINE ASSESSMENT

- ☐ Observe the supervisee in a session; rate core skills as Not yet / Emerging / Independent
- ☐ Ask the supervisee to self-rate the same skills
- ☐ Discuss their goals, learning history, and any cultural or contextual factors

2. CORE COMPETENCIES: CAN THEY DO IT?

- ☐ Write a measurable goal from assessment data
- ☐ Write a protocol that an RBT can follow
- ☐ Train a staff member using BST (instruct, model, rehearse, feedback)
- ☐ Defend a clinical decision using data and the research
- ☐ Revise a program based on outcome data
- ☐ Give and receive feedback professionally
- ☐ Resolve a team or caregiver conflict

3. TEACH WITH BST

- ☐ Plan each meeting ahead of time, with a target skill and activity
- ☐ Model in the real environment, not only at a desk
- ☐ Rehearse with role-play and in live sessions
- ☐ Give immediate, specific feedback; record what you observed

4. GENERALIZATION CHECK

- ☐ Supervisee demonstrates the skill with 2+ clients or staff
- ☐ Supervisee demonstrates the skill in 2+ settings
- ☐ Skill maintains at a later probe, without supervisor prompting

5. EVALUATE YOUR SUPERVISION

- ☐ Graph the supervisee's competency ratings over time
- ☐ Ask for anonymous feedback on your supervision
- ☐ Is the supervisee leaving meetings more confident than confused? If not, change your approach
- ☐ New supervisors: get mentorship before taking on trainees

THE RECEIPTS · REFERENCES

Behavior Analyst Certification Board. (2018). *Supervisor training curriculum outline* (2.0). <https://bacb.com/wp-content/Supervisor-Training-Curriculum>

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