

International Behavior Therapist

Requirements



Requirements to Earn the IBT Certification

01

The International Behavior Therapist (IBT) is the certification obtained by those who routinely provide the hands-on implementation of behavioral education, supports, and services designed by behavior analysts. The IBT requirements fall into five broad categories. These are, registration, completion of education requirements, supervised practice, Candidate Skills Testing, and passing the IBT online exam.



Go too www.theibao.com
and create your
candidate account.

Register and pay fees



Complete 40 hours of
training on the IBT
educational content



300 Hours of
Supervised Practice



Candidate Skills
Testing



The IBT Online Exam

Requirements to Earn the International Behavior Therapist (IBT) Certification

02

High School Diploma

(or Regional Equivalent)

Register with IBAO and Pay Fees
Sign the Ethics Agreement Form

Complete Required
40 Hours of
Approved Training
Content

Choose Supervisor and Sign
Supervisor Agreement

Complete Candidate
Skills Testing

Complete 4 Hours of
Continuing Education

Complete 300 Hours
of Supervised
Practice

Receive 10 Hours of
Supervision

PASS IBT EXAM

The IBT Training Content is required to sit for the IBT exam. The content is at least 40 hours of ABA and related information necessary to begin to practice as a certified IBT. The training content includes information relevant to:

- Disabilities
- Behavioral Basics
- Data Collection
- Assistance in Assessment Procedures
- Teaching Skills
- Challenging Behaviors
- Professionalism

The skills and concepts required for study are presented in the IBT Training Content and the IBT Expanded Training Content documentation available for download on the IBAO website, www.theibao.com.

The 40 Hour Training can be acquired from multiple sources although typically, one provider presents all of the information. Using multiple providers risks redundancy and additional documentation that each component in the content has been obtained.

Although the 40 Hour Training could be completed in as little as one week. The training will typically require 2 to 10 weeks to complete.

Once completed, the candidate is required to upload proof of completion of the 40 Hour Training into their online account.



Behavior Analysts serving as a supervisor have a very important role in the development of an IBT, the field of applied behavior analysis, and the growing perception of what it means to practice ABA around the world. It is through intense supervision, ethical guidance, and vast knowledge that a supervisor can help grow an IBT.

Because ABA is developing at various rates in different parts of the world, one standard for supervisor requirements cannot be appropriate for every candidate universally. As such, IBAO has created a range of options to ensure flexibility and competence for becoming a supervisor for an IBT candidate.

Specific Requirements

An audit of supervisor credentials will be required for 10% of all supervisors to ensure that supervisors meet the IBAO's specific requirements.

A supervisor must meet **ONE** of the following:

1. IBA in good standing
2. Credentialed behavior analyst from another credentialing board or body in good standing (examples: BCBA®, BCBA-D®, QABA®, state/regional/national licensure as a behavior analyst)
3. Hold a masters or doctoral degree from an ABAI-accredited program
4. Hold a masters or doctoral degree in a related discipline, successful completion of IBA Required Educational Objectives, or equivalent
5. *Hold a masters or doctoral degree with 5 or more years of direct employment in the ABA field with supervisory experience (*with portfolio review and approval from IBAO)

IBT Supervision Agreement



DATE: _____

This agreement describes the relationship, roles, and expectations for the supervised practice of Applied Behavior Analysis (ABA) between _____ the IBT candidate (the supervisee) and _____ the supervisor .

Supervision of an IBT candidate is one of the most important features of the IBT certification. The process is instructional and provides the candidate with clear implementation opportunities and practice of the skills aligned with the content of the IBT 40 Hour Training.

The total supervised practice consists of 300 hours in which supervision occurs for 1 hour for every 30 hours of practice. The resulting total number of supervision hours is 10. The 300 hours can be completed in as little as 10 weeks or over a period of 24 months. Candidates requiring more than 24 months from the time registered need to contact info@theibao.com.

This contract period covers the dates _____ to _____ .

Supervision can only be accrued through hours when a supervised agreement is in place. It is imperative that any changes to the supervision relationship be immediately updated on the IBAO website so all practice hours can count towards the required total.

Supervisors must meet the qualifications set forth in the IBA Supervisor Qualifications list.

Supervisors and candidates must conduct all practices, services, and supervision in accordance with the IBAO's Ethic Guidelines. Audits of Supervisor qualifications will occur for 10% of candidates. Supervisors agree to submit verification documents to prove qualifications have been met by agreeing to this supervision experience.

Scope of Experience:

The candidate will participate in ABA service provision by performing tasks and skills that align with the IBT 40 Hour Training content. Supervision can be conducted in person in individual or group sessions and remotely in individual or group sessions.



Requirements:

Candidate agrees to maintain a log of supervision activities.

Supervisor agrees to sign off on hours that were provided in appropriate activities and will not withhold signature of supervision activities if the hours were performed appropriately.

Supervisor and candidate agree to upload the Supervision Documentation Form for each supervision meeting.

Supervisor will choose two skill sets and evaluate those with Candidate Skills Testing. Supervisor will upload the Candidate Skills Testing Approval Form for the CSTs.

The contract can be terminated at any time by either party. However, all steps should be taken to resolve any differences so that practice hours are not unduly interrupted.

The candidate is responsible for gaining client consent to share information, data, and confidential information with the Supervisor.

Candidate and supervisor agree that the supervisor is responsible for clinical decision making, case guidance, and liability. Both agree that the IBAO is not liable for any negative situations that may arise from service provision and the supervisory process.

Both parties agree to the stipulations of this document and will practice in accordance with the IBAO's Ethical Guidelines.

Candidate's Signature: _____

Candidate's Printed Name: _____

Candidate's Email: _____

Supervisor's Signature: _____

Supervisor's Printed Name: _____

Supervisor's Email: _____

To begin accruing the 300 hours of supervised practice, the Supervision agreement must be signed by the candidate and the supervisor. Once signed, the candidate can begin accruing supervised practice hours.

Supervised Practice

At least 300 supervised practice hours are required to sit for the IBT exam.

One (1) hour of supervision is required for every 30 hours of practice.

There are no restrictions on the number of hours that can be completed as direct practice hours. That is, 100% of the supervised hours can be of the IBT candidate providing services.

One hour of supervision is required for every 30 hours of practice. The supervision can occur at any time within the 30 hours. One hour of supervision is required for the first 30 hours of practice (1-30); one hour is required for the candidate's next 30 hours of practice (31-60); And, each subsequent 30 hours of practice (61-90, 91-120, etc.) requires one hour of supervision.

The 30 hours of practice can occur in a 1-week period, 2-week period, or longer. Regardless of how long it takes to complete 30 practice hours, one of those 30 hours needs to be supervised.

A candidate can obtain more than one hour of supervision per 30 hours, but only one hour per 30 will count towards the 10 supervision hours required to sit for the IBT exam.

All supervision hours may be completed via distance methods.

Supervised practice hours can begin immediately upon registration and signing the Supervisor Agreement. These hours can may accrue while the candidate is obtaining the 40 hours of training. The 40 hours of training does not have to be completed before prior to the start of the supervised practice hours.

Supervised Practice (cont'd)

Group supervision will be acceptable for no more than 5 of the 10 (50%) of the required hours of supervision.

Group supervision will be limited to groups with a minimum of 5 candidates.

The candidate can use multiple supervisors throughout their certification/training process.

- Each supervisor must be registered with IBAO and must meet the supervisor requirements.
- A signed Supervisor Agreement must be signed for each supervisor prior to the start of supervised practice.
- Supervisors retain the right to end their supervisory relationship with a candidate in the case of a major breach of the IBAO Ethical Guidelines.

Documentation

For every supervision meeting, whether group, distance, or face-to-face, **the supervisor and the candidate must complete the Supervision Documentation Form** to report information about the meeting. These forms are to be completed online by logging into their respective IBAO account. A Supervision Documentation Form is required for every hour of supervision for that hour of supervision to count towards the 10 required hours.

The *candidate* completes the Supervision Documentation Form and submits it via their IBAO account. The IBAO platform will then send an email to the supervisor who will log into their account and to complete their portion. Both the candidate and the supervisor will have access to the form once it is completed and signed.

Documentation Required will include:

- Date of supervision meeting
- Treatment setting
- Supervisory period start date
- Supervisory period end date
- Total experience hours accrued during the supervisory period
- Total supervision hours accrued during the supervisory period
- Total hours accumulated
- Method of supervision
- Type of supervision (group/individual/etc.)
- Supervision Notes
- Feedback

IBT Supervision Documentation Form



DATE: _____ TREATMENT SETTING: _____

CANDIDATE: _____ SUPERVISOR: _____

SUPERVISORY PERIOD START DATE: _____ SUPERVISORY PERIOD END DATE: _____

EXPERIENCE HOURS THIS PERIOD: _____ *SUPERVISION HOURS* THIS PERIOD: _____

TYPE OF SUPERVISION (CIRCLE ONE): GROUP INDIVIDUAL

METHOD OF SUPERVISION (CIRCLE ONE): OBSERVATION VIDEO REVIEW MEETING

NOTES: _____

FEEDBACK: _____

SIGNATURE: _____

During the supervised practice hours, the candidate's supervisor will conduct Candidate Skills Testing (CST) on the implementation of two different skill sets expected of the candidate based on the roles and skills being demonstrated during supervision. CST can be different for every candidate. There is no preselected set of skills to be tested. Skills tested are those being supervised. CSTs can be conducted, for example, on data collection, discrete trials implementation, language acquisition programs, functional skills programs, assessments, reinforcement programs, graphing, etc. Any skill set from the IBT 40 Hour Training that the IBT is being supervised on is an acceptable skill set for CST.

The services and skills being supervised are those that will be evaluated. The supervisor is responsible for creating the form used for evaluation purposes.

- The CST must cover at least 10 components of a skill set that last at least 10 minutes.
- At least 80% accuracy is needed.
- Two different CSTs are required.
- A different skill is required for each CST.
- The CST is a live evaluation of the candidate of service provision very much like a treatment integrity assessment.

As with the supervision requirements, CSTs can be completed with the supervisor physically present, remotely such as through Hi Rasmus, Zoom, Facetime, etc., or through a video recording.

For the Supervisor Creating the CST

To create the CST Data Collection Sheet, follow these steps:

- Decide which service or skill set to evaluate.
- Create a task analysis or step by step list for chosen skill.
- Create at least 10 points to evaluate within the skill to be tested.
- Create scoring system (yes/no; +/-, etc.).
- Score candidate's performance while demonstrating the chosen skill.

The candidate's supervisor is required to submit Candidate Skills Testing Approval Forms to the supervisor's account.



Example CST Data Collection Sheet Example

11

Date: _____ Candidate: _____ Supervisor: _____

Start time: _____ End Time: _____ Duration: _____

	Trial 1	Trial 2	Trial 3	Trial 4	Trial 5
Materials organized	Y/N	Y/N	Y/N	Y/N	Y/N
Gains learner attention	Y/N	Y/N	Y/N	Y/N	Y/N
Delivers Sd	Y/N	Y/N	Y/N	Y/N	Y/N
Waits 5 s for learner response	Y/N	Y/N	Y/N	Y/N	Y/N
Reinforces correct response	Y/N	Y/N	Y/N	Y/N	Y/N
Delivers Sd and next prompt if incorrect	Y/N	Y/N	Y/N	Y/N	Y/N
Clears materials	Y/N	Y/N	Y/N	Y/N	Y/N
Records data	Y/N	Y/N	Y/N	Y/N	Y/N
Organizes for next trial	Y/N	Y/N	Y/N	Y/N	Y/N
Manages inter-trial behavior	Y/N	Y/N	Y/N	Y/N	Y/N
	/10	/10	/10	/10	/10

In this CST example for DTT, the supervisor create a CST for 10 different components across 5 trials. As the candidate is implementing the trials, the supervisor is evaluating the candidate's accuracy in implementation. In this example, the candidate would circle Y for Yes and N for No for each component of trials throughout the 5-trial BST. Please note, this example is only for visual example purposes. Each CST must be 10 minutes in length. For some DTT sessions, 10 minutes is most likely closer to 20 trials for some learners.

Candidate Skills Testing Approval Form



DATE: _____ CANDIDATE: _____

SUPERVISOR: _____

DESCRIPTION OF CST: _____

CANDIDATE SIGNATURE: _____

SUPERVISOR SIGNATURE: _____

Complete one form per CST. Two CSTs are required. Both CSTs need to be conducted on different skill sets. The candidate's supervisor is required to design, conduct, and approve (pass/fail) the candidate's skill set. The supervisor is required to upload the completed form to the supervisor's account. A form is required for each CST conducted. No form is required if the supervisor evaluated the project to be unsatisfactory. There is no limit on the number of CSTs that can be attempted until two are passed.

One of the most important aspects of being certified as an IBT is to continue to learn and develop professionally. Four (4) hours of continuing education are required *prior* to certification.

Every candidate will need to document CEUs obtained. Documentation requires a physical document that clearly shows the content and duration of the training event, when the training occurred, and which organization or individual provided the training. The following types of CEUs are acceptable:

- Participation in online or in-person seminars, workshops, or trainings on ABA or BA-related information
- Presentation of a seminar, workshop, or training on ABA or Behavior Analysis (BA) related information

Pre-certification CEUs

- 4 Continuing Education Units (CEUs) are Required
- 1 Hour of Ethics
- 1 Hour in Cultural Diversity and Awareness
- 2 Hours in an Other ABA Topics

When all requirements have been met, IBT candidates register for and sit for the IBT Online Exam. The requirements for the the IBT Exam were created to allow the broadest number of people around the world to demonstrate their competency.

- No test centers required.
- No travel to different countries.
- No overnight stay or additional expenses.
- All you need to take the exam is a quiet, austere work space, and an internet connection.
- Proctoring and exam security are completed online.

IBT Exam Details



- Online Exam, No Test Centers
- Online and Virtual Proctoring
- 75 Multiple Choice or True or False Questions
- 2 Hours to Complete Exam
- Content: ABA basics, disabilities, teaching variations, evidence-based strategies, and more

After you become certified as an IBT, certain requirements must be met to maintain your certification. The IBT certification cycle is 2 years. This means that when you become certified, you will remain certified for 2 years. Every 2 years you need to re-certify in order to maintain your certification.

To Re-certify Every 2 Years

- 8 Continuing Education Units (4 per year)
 - 2 Hours of Ethics (1 per year)
 - 2 Hours in Cultural Diversity and Awareness (1 per year)
 - 4 in ABA Topics (2 per year)
- Ongoing supervision of ABA practice

Continuing Education

Every IBT will need to document the CEUs they obtained. Documentation requires the content of the activity such as an attendance certification or other physical document that clearly shows the content and duration of the training event.

- Participation in online or in-person seminars, workshops, or trainings on ABA or Behavior Analysis-related information are acceptable
- Presentation of a seminar, workshop, or training on ABA or Behavior Analysis-related information is acceptable

Ongoing Supervision

- The practice of all IBTs is to be supervised by a qualified supervisor
- Supervision can be in-person or distance, individual or group, and can be 100% direct
- The IBT's supervisor must be registered with IBAO and meet the supervisor requirements.
- Multiple supervisors are acceptable
- The Supervision Documentation Form is required for each supervision meeting in the exact way the forms were required during pre-certification supervision

IBAO requires that IBT service provision be supervised at a rate of *AT LEAST* 1 hour of supervision for every 40 hours of practice



Best practice suggests supervision should be conducted at a much higher rate than 1 hour for 40 hours of practice. An IBT might need an hour of supervision for every 4-5 hours of practice when learning new skills, taking a new case, or when newly certified. The supervision requirement of one hour of supervision for 40 hours of practice is an absolute minimum and actual rates should be higher as determined by the IBT supervisor based on clinical and local contexts.