Supporting Youth & Families
Therapeutic Behavioral Services

Supervision & Program Management Tips

TODAY'S TOPICS

- *Best Practices: Hiring*

- *Best Practices: Onboarding*

- *Best Practices: Supervision*

- *Best Practices: Program Support*

Hiring Search

✓ **Key Qualities of a TBS Specialist**

- Able to work independently

- Able to engage youth and caregivers

- Organized, data-driven

- Creative and flexible

- Diverse team

✓ **Possible Candidate Pools**

- Promotional opportunities for staff in other departments

- Interns gathering hours toward licensure

Onboarding

✓ Training

- **TBS Series**

- **Supplemental Trainings: Behavioral Interventions, Trauma, Attachment, Family Systems, Motivational Interviewing, CBT, DBT, ARC Model, BCBA training/videos**

✓ Shadowing Opportunities

- **Shadow TBS sessions and team meetings, review charts**

- **Pair with an experienced mentor and join consultation groups**

- **Be shadowed by supervisor or mentor**

✓ Resources & Library Access

Supervision

- *Maintain Fidelity to Philosophy & Values*
- *Monitor and Support Engagement*
- *Track Progress through Phases*

DOCUMENTATION

Behavioral Assessment

- *Demographic information*
- *Eligibility criteria & rule outs*
- *Presenting problem, including target behaviors, functional analysis, and hypothesis*
- *Mental health history and medication*
- *Risk screening & safety plan (if needed)*
- *Strengths and supports*

Behavioral Intervention Plan

- *Target behavior and specific, measurable goals with timeline of benchmarks*
- *Proposed interventions, with documented family engagement*
- *Transition plan with strategies to engage caregivers*

Progress Notes

- *Target behavior and any updates to current baseline*
- *Interventions provided (consistent with BIP) and response to interventions*
- *Identify next steps*

Discharge Summary

- *Starting & ending baseline for behavior*
- *Summary of obstacles & successes*
- *After care plan, including instructions on re-referral to TBS if needed in the future*

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Program Support Structures

- ✓ **Group Consultation**

- ✓ **Shadowing**

- ✓ **Evaluation & Feedback Procedures**

Questions?

Please note any questions, comments, concerns, ideas, etc. and bring to the next discussion session.

Time for a Break!