



KEY ETHICS INDICATORS for ABA Organizations For BT and RBT Recruitment and Retention

YOUR ORGANIZATIONAL MISSION MUST ALIGN WITH THIS

To allow individuals with autism and other neurodiverse challenges to achieve their highest levels of functioning through evidence-based interventions delivered by exceptionally trained and supervised BTs and RBTs capable of generating exceptional outcomes.

(1) Market compensation (at or above 50% of industry standard) **yes**

(2) Financial stability. Guaranteed hours (at full or reduced rates) or evidence that full-time staff is able to earn full-time pay. (in other words, cancellation risk falls on the **employer**, not the employee) - **No guaranteed hours, but 95% of the time will assign therapist a non-bill task if the client calls out.**

(3) Paid training and structured onboarding (including shadowing opportunities) RBT training-time is fully paid. **Allow intern and new hire shadowing which is paid.**

(4) Offers quality, structured RBT and BCBA supervision programs (greater than 5% minimum required by the BACB) with Paid BCBA Candidate supervision. **RBTs average slightly above 5% supervision. We do pay candidates as they receive supervision.**

(5) Offers ongoing professional development opportunities (even for BTs and RBTs) **Yes, we pay a Continuing Education Stipend, we will pay for ABA-related trainings for BCBAs, we pay for attendance to the annual State behavior analysis conference. We have and will pay for leadership programs if requested or needed.**

(6) Offers Health and Wellness Benefits, including medical, dental, vision, life insurance. **We pay 65% of an individual's health insurance premium and a percentage of the family premium. We do pay for life insurance (\$10,000 policy) and administer a group dental and vision plan, but do not pay those premiums.**



(7) Provides future security wellness benefits, including a 401k with company contribution **We do administer a 401K plan, but do not contribute at this time.**

(8) Provides PTO (sick leave, vacations, and holidays) **Yes, we offer PTO, sick leave and paid holidays.**

(9) Provides Paid driving time (if applicable) **yes, if pre-approved**

(10) Provides Mileage reimbursement (if applicable) **yes, if pre-approved**

(11) Offers differentiated compensation program (calibrated for educational background, experience, and level of expertise) **yes**

(12) Provides a defined RBT career path **Yes, we have implemented a leveling system that allows for pay increases and increased responsibility.**

(13) Has system to measure BT/RBT effectiveness to assess supervisor performance **Yes, supervision, leveling system, scheduled performance reviews**

(14) Makes investments in employee retention / burnout mitigation strategies **Yes, we do our best to accommodate staff scheduling needs (for school or family), emphasize work/life balance, conduct monthly “check-ins” with staff, and make the executive team available to meet with any individual who has a concern or idea.**

(15) Efficient and effective Client Management and scheduling practices **Yes, we try**

(16) Job rotation program and/or process to address client (parent) / RBT cultural fit **We consider all input from staff/parent when assigning caseloads. We make every attempt to support and train staff who are struggling with a client or move them to another client if that fails. Parent considerations and preferences are always discussed and every reasonable attempt is made to meet their requests. Sometimes we succeed, and**



sometimes we do not, but we believe open and honest communication, delivered in a timely manner, can overcome most challenges.

(17) Conducts customer satisfaction surveys **yes, twice per year**

(18) Conducts employee satisfaction surveys **yes, twice per year**

(19) Provides a collaborative and supportive corporate culture **yes**

(20) Provides client waitlist support **Yes, we have a full-time Family Support Specialist who provides resources and up-to-date waitlist information to families.**



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Measuring Client Outcomes

Because every client we serve is unique, we understand that client outcomes can be individualized based on client specific needs. We do, however, utilize key client outcomes across all clients in addition to these individualized outcomes to identify clinical competency in our ABA practice. These outcomes include length of time in ABA services, percentage of goals met per authorization period, number of transitions to less restrictive environments, assessment score changes (direct and indirect) and parent surveys.