

OMHSAS-16-02 (Training and Supervision Requirements for TSS Workers) FAQ

Question	Answer
1. Who defines acceptable Applied Behavioral Analysis (ABA) training requirements in terms of content and curriculum?	Consistent with MA Bulletin 01-01-05, "Revisions to Policies and Procedures Relating to Mobile Therapy, Behavioral Specialist Consultant and Therapeutic Staff Support Services," agencies have the discretion to determine the content and curriculum of training in ABA.
2. What topics should the ABA training address?	While it is up to each provider to determine the specific topics the ABA trainings should address, the ABA training should address the basic principles of ABA and enable the TSS worker to carry out the specific procedures and techniques used in the treatment plan the TSS worker is implementing.
3. What kind of credentials will a TSS worker have after the TSS worker completes the required training in ABA?	The Department has not developed a credentialing process for TSS workers that have completed the required trainings related to ABA.
4. What are the approved qualifications of the trainer?	The Department has not established approved qualifications for the trainer. What is important is the skill or knowledge TSS staff will have gained after having completed the training.
5. Can the training be web based? If so, what online resources are acceptable?	Web-based curriculums presented in either individual or group formats are acceptable to meet ABA specific TSS training requirements. Examples of online resources where ABA-related information and trainings can be accessed include: http://bastraining.tiu11.org/ http://bacb.com/rbt-training-providers/ http://www.pattan.net/category/Training/Online%20Learning/ .
6. How should the agency document the training in ABA?	Documentation of the completed training should be maintained and stored in the manner described in the record keeping section of MA Bulletin 01-01-05. MA Bulletin 01-01-05 provides that it is the responsibility of the enrolled provider to maintain documentation that TSS staff have received the required training, initial assessment and assistance and ongoing supervision. Such responsibility is satisfied if the enrolled provider maintains on-site or has complete and ready access to a written record of the training sessions that includes the following information: a. the date, time and location of the training; b. the name of the person that conducted the training and the staff members who participated in the training; c. the specific topic(s) addressed at the training;

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	<p>d. one copy of any written materials that were distributed to the participants; and e. one copy of any written materials that were used during the training, or an explanation that such materials were unavailable because of copyright or similar protections.</p>
<p>7. Who will audit the training records and how will they be audited?</p>	<p>The Department has not changed the provider auditing and record review process. Training records should be maintained in accordance with MA Bulletin 01-01-05. The enrolled provider must make the documentation of training, assessment and assistance, and supervision sessions readily available for review and copying by the Department, or a contractor or other designee of the Department, on request.</p>
<p>8. Can some/all of training requirements be satisfied during the required “assessment and assistance” TSS workers must receive before working alone with children or adolescents?</p>	<p>Yes, training received during assessment and assistance can count for a portion of the required ABA training; however, all topics listed in MA Bulletin 01-01-05 must be addressed during the initial training required before the TSS worker may work alone with children.</p>
<p>9. If a TSS worker has completed the Registered Behavior Technician (RBT) training, can the TSS worker be exempt from the ABA training requirement.</p>	<p>All TSS workers must meet the training requirement specified in both MA Bulletin 01-01-05, which outlines the initial trainings required for TSS workers, and OMHSAS-16-03, “Training and Supervision Requirements for Therapeutic Staff Support Workers”. The RBT trainings may be used to satisfy the training requirements if they address the topics specified in MA Bulletin 01-01-05 or address ABA. Documentation of the completed trainings must be maintained by the enrolled provider.</p>
<p>10. How will the change in training requirements for TSS workers that implement a treatment plan that includes ABA affect a TSS worker who is currently employed?</p>	<p>Effective 4-10-2016, if a TSS worker is implementing a treatment plan that includes ABA and the TSS worker does not have 6 hours of documented training in ABA, the TSS worker must complete at least 6 hours of training in ABA by 10-10-2016. If a currently-employed TSS worker is not implementing any treatment plans that include ABA, the TSS worker must complete at least 6 hours of training in ABA prior to implementing a treatment plan that includes ABA. All TSS workers implementing treatment plans that include ABA must have 6 hours of ABA training each year. Agencies may establish their own schedule of training.</p>

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<p>11. How long do Behavioral Health Rehabilitation Services (BHRS) providers that provide ABA have to ensure that new TSS workers that implement ABA plans have the required 6 hours of ABA training?</p>	<p>For new TSS workers who will be implementing a treatment plan that includes ABA, 6 hours of ABA training must be completed prior to working alone with children or adolescents and an additional 6 hours of ABA training must be completed within the first 6 months of working with children and adolescents.</p>
<p>12. Must all TSS workers serving a child diagnosed with ASD complete training in ABA?</p>	<p>No. If a TSS worker will not be implementing a treatment plan that includes ABA, the TSS worker does not need to complete training in ABA. However, MA Bulletin 01-01-05 specifies that TSS staff must be trained to address the behavioral needs of children and adolescents, with particular emphasis on the specific diagnoses of the children or adolescents with whom the TSS staff may be working. This would include children with autism.</p>
<p>13. Who is responsible for determining if TSS workers' training records indicate compliance with the training requirements?</p>	<p>Per MA Bulletin 01-01-05, the enrolled provider must make the documentation of training, assessment and assistance, and supervision sessions readily available for review and copying by the Department, or a contractor or other designee of the Department, upon request.</p>
<p>14. Would a training offered through a school that is provided by PaTTAN count for TSS training hours?</p>	<p>Yes, trainings offered through PaTTAN would count towards the necessary training in ABA.</p>
<p>15. Would the training expectations apply to TSS-like positions that are used within the BHRS exception programs?</p>	<p>As stated in the scope of OMHSAS-16-03, the bulletin applies to all qualified providers approved to render TSS services.</p>
<p>16. Does the ABA training requirement apply if a TSS worker is implementing a treatment plan that includes ABA interventions but the child does not have an ASD diagnosis?</p>	<p>No, if a TSS worker is implementing a treatment plan for a child that does not have an ASD diagnosis, the TSS worker does not have to meet the training requirements specified in OMHSAS-16-03.</p>
<p>17. Upon completion of training in ABA, how will competency be assessed?</p>	<p>Assessment of skill competency should be through the monitoring and supervision of services by appropriately qualified supervisors.</p>
<p>18. Is ongoing training and support required while a TSS worker is working with a child?</p>	<p>Yes, ongoing training and support continue to be required when a TSS worker is serving a child. Per MA Bulletin 01-01-05, all TSS workers must receive ongoing supervision by a qualified supervisor, each week that the TSS worker provides services, as follows:</p> <ul style="list-style-type: none"> a. TSS workers employed 20 hours per week or more must receive at least one hour of supervision per week; and b. TSS workers employed less than 20 hours per week must receive at least

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	<p>thirty minutes of supervision per week.</p> <p>For TSS workers implementing a treatment plan that includes ABA, the weekly supervision required in MA Bulletin 01-01-05 should address the ongoing implementation of ABA interventions in accordance with the child's or adolescent's treatment plan.</p>
<p>19. Will the Department offer trainings to current staff for a 'train the trainer' program?</p>	<p>The Department will not be providing a train the trainer program but will continue to offer trainings in ABA, including online trainings currently offered by the Bureau of Autism Services.</p>
<p>20. Can a provider comply with both OMHSAS-16-03 and MA Bulletin 01-01-05 without requiring additional hours of training?</p>	<p>While a provider can require additional hours of training for TSS workers and MA Bulletin 01-05-05 specifies the minimum training requirements for TSS workers, a provider can comply with both bulletins without requiring additional hours of training because the training in ABA could fall under several of the training areas specified in MA Bulletin 01-01-05, including the specific diagnoses of children or adolescents a TSS worker may be serving; the role of the TSS worker in the home, school, and community; behavior management skills; or topics on child development.</p>
<p>21. Will rates be adjusted as a result of the increased cost to providers for developing and delivering ABA training?</p>	<p>OMHSAS-16-03 clarifies the existing training requirements previously outlined in MA Bulletin 01-01-05 for TSS workers responsible for the implementation of a treatment plan that includes ABA. The Department has not increased the number of hours of training required as the hours of required ABA-related training are not in addition to those specified in MA Bulletin 01-01-05. Therefore, the Department will not be adjusting the rates.</p>
<p>22. Are the ABA training requirements applicable to other services, such as Mobile Therapy?</p>	<p>Individuals are expected to be knowledgeable and competent in the interventions and modalities they are utilizing, which includes ABA. Individuals who are not qualified and competent in a specific intervention or modality should not be utilizing it.</p>