

UNION COUNTY EDUCATIONAL SERVICES COMMISSION
ANNUAL EVALUATION FOR
REGISTERED BEHAVIOR TECHNICIAN (RBT)
AND LEAD RBT

Name:	Date:
School/Dept.:	Evaluator:

CODE: AG = AREA FOR GROWTH **E** = EMERGING **P** = PROFICIENT **D** = DISTINGUISHED

	AG	E	P	D
1. Proficiency in Clinical and Classroom Support Assists the teacher with non-teaching duties, student supervision, and maintaining a learning environment through the lens of ABA (e.g., setting up reinforcement systems).				
Comments:				
2. Professionalism and Student Interaction Demonstrates professionalism and maintains appropriate boundaries (avoids dual relationships) while working with students.				
Comments:				
3. Self-Evaluation and Clinical Reflection Participates in ongoing reflection of performance; seeks and implements feedback from the supervising BCBA and classroom teacher.				
Comments:				
4. Promotion of Social-Emotional and Behavioral Growth Delivers direct instruction in communication, social, and daily living skills; assists in providing an atmosphere conducive to SEL.				
Comments:				
5. Communication with Certified Staff and Administration Maintains ongoing communication regarding student progress and behavior with the BCBA, teacher, and administration.				

Comments:				
6. Collaborative Harmony and Interpersonal Skills Works effectively with students, faculty, parents, and coworkers; demonstrates the interpersonal skills necessary for a multidisciplinary team.				
Comments:				
7. Attendance and Participation Attends required staff meetings, behavior department, and team meetings (as requested); participates in professional development to stay current in ABA practices. Maintains active RBT certification by ensuring 5% of monthly hours are supervised by a BCBA/BCaBA. Responsible for documenting all supervision sessions and submitting completed logs/trackers by the end of each calendar month to ensure BACB compliance and audit readiness.				
Comments:				
8. Adherence to Policy, Ethics, and Safety Conforms to district policies and the BACB Ethics Code, including attendance, confidentiality (HIPAA/FERPA), and safety protocols during behavioral crises.				
Comments:				
9. Data Collection and Behavior Intervention Accurately collects, records, and graphs observable data; assists with the implementation of FBAs and BIPs as directed by the BCBA. Actively models data collection procedures and provides coaching to staff to ensure behavior intervention plans are implemented with high fidelity and data is recorded accurately across the team.				
Comments:				
10. (Customizable?)				
Comments:				

Attendance Summary

Absences as of April 1	
Personal Illness	
PTO	

Additional Comments:

Signature of Evaluator

Date

Signature of RBT

Date

*I have read this document and understand a copy will be placed in my personnel file.
Signature implies only that the staff member has read this document.*