

Qualification Expectations for Behavior Professionals in All Settings

Both Agency and Independent Providers of Professional Behavior Services have the same qualification expectations. Any person who is creating a Temporary Emergency Safety Plan, Functional Behavior Assessment, Positive Behavior Support Plan or maintaining the Positive Behavior Support Plan is doing the work of a Behavior Professional. Anyone doing the work of a Behavior Professional must meet the minimum education and experience requirements.

Independent Providers

Independent Providers of Professional Behavior Services must:

- Adhere to [OAR 411-375](#).
- Complete the [Independent Provider Enrollment Application and Agreement](#) through [ODDS Provider Enrollment](#).
- Meet the education and experience requirements (see below).
- Complete a [background check](#).
- Be certified by an [ODDS Approved Behavior Intervention Curriculum](#) upon enrollment or re-enrollment.

Agency Providers

Agency Providers delivering Professional Behavior Services must:

- Adhere to [OAR 411- 323](#).
- Be endorsed to [OAR 411-304](#) .
- Complete the Agency Provider Enrollment Application and Agreement through [ODDS Provider Enrollment](#). (See your licensor for the agreement.)
- Meet the education and experience requirements (see below).
- Complete a [background check](#).
- Be certified by an [ODDS-Approved Behavior Intervention Curriculum](#) upon hire or promotion.

Any existing employee who is performing the work of a Behavior Professional must meet the education and experience requirements as well as a background check and be certified by an ODDS-Approved Behavior Intervention Curriculum when the agency goes through their certification or endorsement process. It is the responsibility of the Agency to assure that Professional Behavior Services are only delivered by a qualified Behavior Professional.

24-Hour Residential and Supported Living Providers

24-Hour Residential and Supported Living Providers may deliver Professional Behavior Services to individuals within their agency without a separate endorsement to OAR 411-304. It is the responsibility of the Agency to assure that Professional Behavior Services are only delivered by a qualified Behavior Professional.

If the 24-Hour Residential or Supported Living agency chooses to deliver Professional Behavior Services to any individual not enrolled in their agency, they must become [endorsed to OAR 411-304](#).

When an individual residing within the 24-hour or Supported Living setting requires that their Positive Behavior Support Plan include another setting—such as competitive, integrated employment—the individual may choose to have the Behavior Professional employed by the 24-hour or Supported Living setting update their plan.

If a 24-hour or Supported Living agency chooses to create a new or augment an existing Temporary Emergency Safety Plan, Functional Behavior Assessment, Positive Behavior Support Plan or to maintain a Positive Behavior Support Plan, then the 24-hour Residential or Supported Living agency does need to become endorsed to OAR 411-304.

Education and Experience Requirements

Education	Experience
BCBA	1 year of experience providing positive behavior supports.
Master	1 year of experience providing positive behavior supports.
Bachelor	3 years of experience providing positive behavior supports.
No Qualifying Degree	6 years of experience delivering Professional Behavior Services gained prior to January 1, 2021.