

## 2026 CALIFORNIA BEHAVIORAL DAY SERVICES TRAINING MANDATE

As part of the Department of Developmental Services (DDS) rate reform implementation for adult day services new statewide requirements for behavior day services, including staff training and program compliance, goes into effect June 2026.

The June 2026 mandate includes:

- Specific training topics for behavior day program staff
- Training must be provided by qualified trainers who are licensed or certified professionals in relevant behavioral or clinical fields
- New and existing staff must complete and document training on all required topics, with ongoing annual training requirements
- Documentation of training completion must include staff and trainer information, training topics covered, and dates, maintained by program providers for compliance
- The law aims to improve behavioral health outcomes, ensure consistency and quality in behavior day programs, and protect the rights and safety of participants

## BEHAVIORAL DAY SERVICES CHECKLIST

### Staff Training Timelines

New staff must complete the behavior-focused training within 12 months of hire  
Existing staff must complete the required training by June 30, 2026

### Behavioral Oversight

- Programs must have a Board-Certified Behavior Analyst (BCBA) or a Behavior Management Consultant (as defined in Title 17 CCR § 54342(a)) providing:
  - At least 2 hours of training per person per month, averaged semi-annually.
  - This must be fully in place by February 28, 2026
- Direct service staff themselves do not need to be RBT-certified, but must undergo specified training

### Training

- Training must be provided to all staff who have any contact or interaction with participants during the program day
- Training must be delivered by persons licensed or certified in fields relevant to the practices and interventions being taught
- Mandate requires that behavior training be provided by trainers with the following credentials:
  - Responsible Trainers: Must hold a credential of BCaBA®, BCBA®, or BCBA-D®
    - The Responsible Trainer is required to:
      - Have completed the 8-hour supervision training (no exceptions)
      - Develop and oversee the training
      - Ensure all content and delivery requirements are met, and certify training completion
    - Assistant Trainers may:
      - Help deliver training but must hold an active Registered Behavior Technician (RBT) certification or higher

## Training Content Alignment

- Training must align with BACB’s RBT 40-Hour Training Requirements, ensuring behavior-focused content
  - BACB’s RBT 40-Hour Training Requirements include:
    - Completion of at least 40 hours of instruction
    - Coverage of the RBT Task List (2nd Edition)
  - Training must cover these domains:
    - Evidence-Based Practices and Interventions: Training must include evidence-based practices and interventions tailored to the unique behavioral needs of the population served by the program.
    - Positive Behavioral Intervention and Supports (PBIS): Staff must be trained in positive behavioral interventions, including collecting, analyzing, and using data to inform, plan, and implement behavior supports.
    - Understanding and Addressing Challenging Behaviors: Training covers recognizing challenging behaviors and applying strategies for prevention and intervention.
    - De-Escalation Techniques: Staff must learn evidence-based strategies for de-escalation in response to challenging behaviors.
    - Legal and Ethical Compliance: Training must be consistent with California’s requirements on pupil restraint and seclusion.
    - Data Collection and Documentation: Instruction on accurate data collection and reporting related to behavioral interventions and outcomes
- Training content should be reviewed and updated as state, local or BACB requirements change

## Ongoing Annual Training

- Programs must develop and implement a yearly continuing training plan consistent with program design and participant needs
- Programs are responsible for developing and implementing annual training programs that address the evolving needs of the individuals served
- Ensure training is consistent with the development and implementation of individualized plans, as appropriate

## Documentation and Recordkeeping

- Best practices for documentation include:
  - Trainee's full name
  - Training topic or subject
  - Date training was completed
  - Trainer's name and professional credentials or certification
  - Duration or hours of training
  - Confirmation that the trainee completed the specific content required
  - Signature or official verification from the training provider or authorized personnel

## Tips for Compliance

- Consider planning training schedules proactively, integrating new- and existing-staff requirements to ensure no one misses the June 30, 2026 deadline

## Resources

[California Department of Developmental Services](#)

[DDS: D-2024-Rate Reform-008](#)

[Behavior Analyst Certification Board®](#)

[RBT® 40-Hour Training Requirements](#)

## **BXinsight** can assist in ensuring your agency's compliance!

BXinsight offers full compliance with the new training requirement, including:

- Trainings Focused on Services for Adults with IDD
- Covers 2026 Behavior Day Program Training Requirements
- Training Content Created by Experienced IDD Professionals
- Asynchronous Online Training
- Auto-generated Electronic Certificates
- Compliant with BACB, DDS & Regional Center Training Requirements