



Change in CoAIMH IMH-E® Requirements for Reflective Supervision/Consultation (RS/C)

Effective January 1, 2018 all professionals who submit *new* preliminary Endorsement applications *after December 31, 2017 midnight MST* will need to have received 100% of the required number of reflective supervision/consultation hours provided **by an Endorsed professional at the approved category (see chart below)**.

Table 1.1

APPLICANT FOR IMH ENDORSEMENT	PROVIDER OF RS/C: Must be Endorsed for this Endorsement category.
<i>Infant Family Specialist</i> Bachelor's-prepared Requires 24 RS/C hours	<i>Infant Family Specialist <u>Master's prepared</u> or Infant Mental Health Specialist or Infant Mental Health Mentor-Clinical</i>
<i>Infant Family Specialist</i> Master's-prepared Requires 24 RS/C hours	<i>Infant Mental Health Specialist or Infant Mental Health Mentor-Clinical</i>
<i>Infant Mental Health Specialist</i> Requires 50 RS/C hours	<i>Infant Mental Health Specialist or Infant Mental Health Mentor-Clinical</i>
<i>Infant Mental Health Mentor – Clinical</i> Requires 50 RS/C hours	<i>Infant Mental Health Mentor-Clinical</i>

NOTE: Although encouraged, reflective supervision/consultation is not required for *Infant Family Associate* and *Infant Mental Health Mentor: Policy and Research/Faculty* Endorsement applications.

1. What will this mean for CoAIMH members who are already working on their endorsement portfolios and may have received or are in the process of receiving the required number of reflective supervision/consultation hours from someone who is not Endorsed?

If you have registered/submitted a preliminary endorsement application **before January 1, 2018**, your portfolio will need to meet the original requirement and it will not be required that you receive reflective supervision/consultation from someone who is already Endorsed. These requirements are as follows:

Table 1.2

APPLICANT FOR IMH ENDORSEMENT	PROVIDER OF RS/C: Must be Endorsed or meet the requirements for this Endorsement category.
<i>Infant Family Specialist</i> Bachelor's-prepared Requires 24 RS/C hours	<i>Infant Family Specialist <u>Master's prepared</u> or Infant Mental Health Specialist or Infant Mental Health Mentor-Clinical</i>
<i>Infant Family Specialist</i> Master's-prepared Requires 24 RS/C hours	<i>Infant Mental Health Specialist or Infant Mental Health Mentor-Clinical</i>
<i>Infant Mental Health Specialist</i> Requires 50 RS/C hours	<i>Infant Mental Health Specialist or Infant Mental Health Mentor-Clinical</i>
<i>Infant Mental Health Mentor – Clinical</i> Requires 50 RS/C hours	<i>Infant Mental Health Mentor-Clinical</i>



For example, if you are a Bachelor's-prepared applicant for the *Infant Family Specialist* Endorsement and your RS/C provider is *not* Endorsed, he/she must be Master's-prepared and meet the Endorsement requirements for *Infant Family Specialist* or *Infant Family Specialist* or *Infant Mental Health Mentor-Clinical*.

- You and your reflective supervisor/consultant must agree that the experience you engaged in is consistent with the description included in the document titled, [Best Practice Guidelines for Reflective Supervision/Consultation](#); and
- Your reflective supervisor/consultant must be knowledgeable enough about both the [Competency Guidelines](#) for *Infant Mental Health Endorsement* and your work as an *Infant Family Specialist*, *Infant Mental Health Specialist*, or an *Infant Mental Health Mentor* to be able to complete a professional reference form with ratings and comments about your competencies; and
- You must provide evidence that your reflective supervisor (if not Endorsed) meets the requirements for the approved Endorsement category needed to supervise the category for which you are applying. See the chart and accompanied explanation above for details.

2. What if my reflective supervisor/consultant was not Endorsed when we began the supervision/consultation but earned Endorsement at some point during my supervisory relationship with him or her?

As long as the Endorsed supervisor/consultant earned Endorsement at the required category (see chart above) prior to the submission of the applicant's final portfolio, the complete RS/C hours will count towards the applicant's Endorsement requirements.

3. What will this mean for CoAIMH members or other professionals who submit their preliminary Endorsement applications on or after January 1, 2018?

Endorsement portfolios will not be accepted unless the required number of hours of reflective supervision/consultation have been provided by a colleague who has earned Endorsement.

If an applicant has concerns/questions about whether their RS/C hours will count toward Endorsement, he/she can contact the Endorsement Coordinator by email at co.endorsement.coordinator@gmail.com or phone at 303-325-5215 at anytime.

4. How is this different from the 2010-2016 CoAIMH Endorsement Requirements?

When CoAIMH initially launched the Endorsement process, we recognized that the original six Colorado professionals who were Endorsed by the Michigan Association for Infant Mental Health (MIAIMH) could not possibly meet the needs for RS/C for all who were interested in pursuing Endorsement throughout Colorado. The Colorado Endorsement Partnership (CEP) addressed this limitation by asking applicants to describe their RS/C in detail in their application and by posting the following resources on the CoAIMH website in the RS/C section:

1. Best Practice Guidelines for Reflective Supervision. This gives an overview of RS/C in the context of Infant Mental Health.
2. Criteria for Providers of RS/C in Colorado. This document details the CoAIMH requirements of Reflective Consultants/Supervisors for applicants seeking to use that supervision experience in their IMH Endorsement® application.
3. Questions about Applicants' RS/C Experience. These questions are useful as you consider how to describe your reflective supervision in your application.



We currently have a growing body of Endorsed professionals who provide RS/C (see the list of [here](#)). It is your responsibility to ensure that your RS/C provider will meet the requirements outlined in this document.

5. Why is this RS/C requirement good for Colorado?

Receiving RS/C from an Endorsed professionals strengthens Colorado's infant mental health service delivery system because it:

- Provides assurance that this critical aspect of infant mental health practice and competency development are being supported by professionals who have demonstrated the same competencies through a standardized endorsement process;
- Provides assurance that at least one of three professional reference providers is intimately knowledgeable about the competencies on which s/he is rating and commenting for the endorsement portfolio;
- Assures a greater level of quality of specialized infant mental health service to Colorado babies/toddlers and their parents/primary caregivers;
- Assures continued cross-state reciprocity with the other 26 states in [The Alliance for the Advancement of Infant Mental Health](#) (the Alliance) that are implementing the same endorsement process; and
- Provides a consistent requirement across state lines.

6. Will professionals who are seeking Endorsement have to pay for reflective supervision/consultation?

Yes, applicants may have to pay for their own RS/C. This is standard practice in the mental health field when a professional is working to achieve a particular certification, license or endorsement.

At the same time, CoAIMH has invested in the development of reflective supervision resources and in the promotion of this best practice in the field of infant mental health. We continue to seek financial support to subsidize the cost of reflective supervision/consultation for those who are unable to receive this form of professional development within their agencies or programs by Endorsed colleagues. However, some practitioners will have to pay for RS/C. Professionals who are Endorsed CoAIMH members are able to provide RS/C to others through private arrangements. Fees are negotiated between the consultant and the individual seeking RS/C. Additionally, CoAIMH will continue to advocate for agencies and programs to recognize the value and best practice status of providing RS/C as a contributor to quality improvement, to program stability, and program fidelity. This means that more professionals will be able to receive this support within their programs.

7. Does all of the Reflective Supervision/Consultation have to occur face-to-face?

Colorado is a large and mostly rural state with professionals and families who use resources creatively to meet their needs. Telephone and internet-based videoconferencing (i.e. Zoom, Skype, etc.) can be effectively used to receive and provide RS/C, ideally after some face-to-face meetings have occurred. E-mail correspondence does not meet RS/C requirements.

8. What if I have more questions?

Please contact the Endorsement Coordinator at co.endorsement.coordinator@gmail.com or 303-325-5215. Consistent and accurate guidance about CoAIMH Endorsement is best sought directly from the CoAIMH Endorsement Coordinator or your assigned Endorsement Advisor.