



## **Overview:**

The Colorado Association for Infant Mental Health (CoAIMH), in partnership with Constellation Philanthropy announce the launch of the 2021/22 Reflective Supervision/Consultation (RS/C) Learning Collaborative.

This Learning Collaborative was created to increase local and regional access to quality RS/C by establishing a 14-month Full Scholarship RS/C Learning Collaborative for 30-35 emerging/"junior" RS/C providers. CoAIMH recognizes the need to support IECMH professionals in diverse communities across the state, especially those who are in the position to provide RS/C, but do not have the professional development resources and/or their own RS/C to support moving into this important role.

Internally, CoAIMH saw the need and our answer is the creation of the RS/C Learning Collaborative as an opportunity to build local capacity for RS/C primarily within Colorado's rural communities, as well as those communities who are significantly under resourced.

You can be the answer in developing wider access to high quality and consistent RS/C across the field which only has magnified since the introduction of COVID-19.

Applicants must indicate their intent to participate in the training and 14-month learning collaborative support to gain *The Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant and Early Childhood Mental Health (IECMH-E®)*. The *Reflective Supervision/Consultation* training for Learning Collaborative participants will provide increased knowledge for participants.

Program Goals to enhance your skills include:

1. Identifying the experiences, thoughts, and feelings involved in doing this work.
2. Considering the interplay of diversity issues including race, power, and privilege as these affect the provider and the families served.
3. Exploring ways to apply relevant theories and knowledge bases to clinical situations.
4. Upholding an appreciation of the importance of relationships at the core of infant family



and early childhood mental health

5. Exploring possible approaches to working effectively with all infants and families
6. Reflect on your growing skills of providing RS/C. Goals will align with competencies etc.

RS/C Learning Collaborative participant expectations.

1. Read all assigned articles and books.
2. Participate in an ongoing RS/C supervision experience.
3. Gain theoretical foundations.
4. Attend both trainings and complete individual work.

Begin the Endorsement application process at IFS, ECFS, IMHS, ECMHS, IMHM, or ECMHM categories.

5. The Junior RS/C will be expected to provide Reflective Supervision/Consultation in their community/employer.

A cohort of applicants indicating intent to proceed to endorsement will be selected and will receive an introduction to and individualized application support for *The Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant Early Childhood Mental Health (IECMH-E®)*, including payment of the application fee.

### **RS/C Learning Collaborative Experience Outline**

**Day 1** Training will consist of 27 Essential Skills: (1) Introduction into RS/C, Best Practices, RIOS, and Essential Elements & Essential Elements of a RS/C Supervisor

**Day 2** Training will consist of RS/C in practice, a review of essential skills, a fishbowl experience, and putting into practice.

- ❖ *Learning Collaborative applicants will receive: ~12 hours of training and 51 hours of RSC that will fulfill RSC requirements for IECFS, IECMHS, or IECMHM-C.*
- ❖ *For Endorsement purposes participants will still be personally responsible for obtaining direct practice experience and education & training requirements*

### **Attendee Expectations:**



***Learning Collaborative Participants will attend Two 1-day trainings via Zoom/in person (if available in Fall) of 2021. Attendance at the entire training is a condition of participation and completion.***

The training will be held during the weeks of April 23rd, 2021 and October 4th, 2021.

Those pursuing the *IECMH-E®*, will meet with their cohort group for Reflective Supervision time, submit required work and reflective journals to RS/C mentor. If a participant misses a scheduled reflective supervision time, they will need to make-up that time at their **OWN COST** prior to completion of the RS/C Learning Collaborative. \*Both English and Spanish tracks will follow the same requirements. Time of learning collaborative and reflective supervision may vary per mentor.

- ★ **Learning Collaborative participants must attend both days in their entirety.**
- ★ **Participants will be required to meet with their mentor twice monthly in a group setting for a total of 4 hours.**

**An application is required** for consideration to participate in the Reflective Supervision/Consultation *Learning Collaborative* and support for obtaining *The Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant and Early Childhood Mental Health (IECMH-E®)* and Bachelor's or Master's degree or advanced degree in process.

- ❖ *Add items regarding the language about your level of experience with RS/C.*

**PLEASE NOTE** that space is limited, and submission of this application does not guarantee admission. Applications will be jointly reviewed by CoAIMH staff. Reviewers will prioritize the development of a training cohort of professionals based on priorities identified by stakeholders, geographical areas, and other considerations.

Submission of the requested information below, including signatures, confirms your interest and commitment to participate in this across the professional development activity and Endorsement support (if participating in the latter). **Completed applications must be submitted by close of business on March 5th.** Late submissions will not be considered. **All applicants will be notified by (March 22nd,**



**2021).** *If you are unable to make **BOTH** training dates, please do not apply. Individuals who are not available for both training dates will not be selected.*

If you have any questions about the training and/or application, please contact COAIMH's Endorsement Director, Kristin Irrer at [Kristin@coaimh.org](mailto:Kristin@coaimh.org). Please submit applications to [info@coaimh.org](mailto:info@coaimh.org).

### **Application for the 2021/22 RS/C Learning Collaborative**

Name:

Email:

Phone:

Discipline (i.e., LCSW, OT, PT, etc.):

What is your role within your agency?

Which community do you currently serve?

Which county do you currently provide services in?

What are the ages of infants and young children you serve?

Are you currently Endorsed®?

If so, what is your Endorsement® category?

### **PART ONE**

1. Please describe your current level of IECMH training and experience? Have you completed Foundations, Harris, or a fellowship in the IECMH space?
2. Please summarize the primary interests and needs that motivate you to participate in this professional learning opportunity.



3. Please describe how an increase in infant early childhood mental health expertise and reflective practice would enhance the work you do in your community.
  
4. Summarize how you envision using this training and how you will integrate concepts and skills learned into your role.
  
5. Are you able to identify individuals or a group for which you will provide reflective supervision/consultation to within your community of practice?
  
6. Can you please describe where you are in your own Diversity, Equity, and Inclusivity journey?

## **PART TWO ENDORSEMENT REQUIREMENT**

*The Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant and Early Childhood Mental Health (IECMH-E®)* is not a license or certification, but rather an overlay onto a person's professional credentials that recognizes achievement of knowledge and training in infant and early childhood mental health (ages 0-6). The Endorsement is one of the first and most comprehensive efforts in the country to identify best practice competencies at multiple levels and across disciplines and to offer a pathway for professional development in the infant, early childhood, and family field. Please visit [www.coaimh.org](http://www.coaimh.org) to learn more about the Endorsement requirements.

The Endorsement materials provide potential candidates with a process for developing a professional development plan and suggest a ladder of steps for required and supplementary training and experiences to adequately prepare one for work in the infant and family field. Targeted and ongoing training for the professionals from the multiple disciplines that work with infants and young children and their families is essential to ensure that professionals understand infant and early childhood mental health and are equipped to promote positive practices to support these children, prevent problems when risk is identified, and intervene when necessary.



You will learn more details about the *IMH-E*®. For training planning purposes, please review the *basic requirements* for each of the four levels of Endorsement to *preliminarily* identify the level that might be the best fit for you. Please check the one level that you believe best matches your qualifications and experience.

**PLEASE NOTE:**

1. The below requirements are not comprehensive.
2. This does not commit you to this level of Endorsement.
3. Infant Categories align with scope of work with children (0-3), Early Childhood Categories align with work with children ages (3-6).

**Infant/ Early Childhood Family Associate [ ]**

*Education/Work Experience:* Any academic degree OR Child Development Associate OR Associate's Degree OR Two years of infant and early childhood-related paid work experience (volunteer experience as a doula, CASA, or Child Life Specialist can count towards this requirement).

**Infant/ Early Childhood Family Specialist [ ]**

*Education:* Minimum education level is a Bachelor's degree.

*Work Experience:* Minimum two years paid, post-Bachelors', professional work experience providing services that promote infant mental health. It is required that applicants have worked or are working with a minimum of 10 families of infants/toddler where the primary focus of services provided is the social-emotional needs of the infant/toddler and attention is on the relationships surrounding the infant/toddler.

*Reflective Supervision/Consultation:* It is required that you receive a minimum 24 clock hours within a 1- to 2-year timeframe while providing the services explained above. (PLEASE NOTE that CoAIMH will be organizing reflective supervision for applicants who do not currently have access to this service.)



### **Infant or Early Childhood Mental Health Specialist [ ]**

*Education:* Minimum education level is a Master's degree.

*Work Experience:* Minimum two years, postgraduate, supervised work experience providing culturally sensitive, relationship-focused, infant mental health services. This specialized work experience must be with **both** the infant/toddler and his/her biological, foster, or adoptive parent on behalf of the parent-infant relationship. Applicants are working with the relationship between the infant/toddler and his/her primary caregiver to explicitly address any unresolved separations, traumas, grief, and/or losses that may be affected by the emerging attachment relationship between the caregiver(s) and the infant/toddler.

*Reflective Supervision/Consultation:* It is required that you receive a minimum 50 clock hours within a 1- to 2-year timeframe while providing the services explained above. (PLEASE NOTE that CoAIMH will be organizing reflective supervision for applicants who do not currently have access to this service.)

### **Infant or Early Childhood Mental Health Mentor: Clinical, Research/Faculty, Policy [ ]**

*Education:* Minimum education level is a Master's degree.

*Work Experience:*

**Clinical:** Meets specialized work experience detailed in the Infant Mental Health Specialist (Level III) plus three years of postgraduate experience providing infant mental health (IMH) reflective supervision/consultation (RS/C) and other leadership activities at the regional or state.

**Research/Faculty:** Three years of postgraduate experience as a leader in university-teaching and/or published research related to the infant/family field and other leadership activities at the regional or state.



**Policy:** Three years of postgraduate experience as a leader in policy and/or program administration related to the infant/family field and other leadership activities at the regional or state

*Reflective Supervision/Consultation (required ONLY for Clinical):* It is required that you receive a minimum 50 clock hours within a 1- to 2-year timeframe while providing the services explained above.

**AGREEMENTS:**

**I have communicated with my supervisor** about my intention to participate in the 2021/22 Reflective Supervision/Consultation Learning Collaborative. I have his/her support to meet the requirements, whether it be attending professional development trainings, building my portfolio, receiving regular (twice monthly, four hours per month) reflective supervision/consultation, if necessary, and providing a reference rating. By typing my name below, I am attesting that he/she is aware and supportive of my commitment.

Signature\_\_\_\_\_

**By agreeing to be** considered as part of the RSC Learning Collaborative cohort at Endorsement Categories IECFS, IECMHS, or IECMHM-C (later determined based on my education, work experience, and evidence of competencies). I verify that I will make myself available for regularly scheduled (twice monthly, four hours per month) reflective supervision sessions with a supervisor provided by this project and at no added cost to myself. By typing my name below, I am attesting that this is my signature for this agreement.

I commit to the identified activities and commitments described within this Application and, if selected to participate, agree to make the necessary time available for participation of all phases of this professional development initiative. I agree to fully



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participate in each phase of this 14-month professional development program sponsored by COAIMH.

I agree to complete follow-up surveys to evaluate the quality, relevance, and usefulness of this program.

Signature: \_\_\_\_\_