



## **Frequently Asked Questions about the NEW Endorsement Categories:** **Infant/Early Childhood Family Reflective Supervisor (I/ECFRS)**

Thank you for your interest in the new categories that are part of Endorsement for Culturally Sensitive, Relationship-Focused Practice for Infant & Early Childhood Mental Health (Endorsement). Endorsement is an internationally recognized credential for professionals working with or on behalf of infants, very young children and their families. This document outlines FAQ about I/ECFRS.

Here is a brief guide to the abbreviations used throughout this document:

**Infant family Associate (IFA)** for 0-3 Promotion Professionals

**Early Childhood Family Associate (ECFA)** for 3-6 Promotion Professionals

**Infant Family Specialist (IFS)** for 0-3 Prevention/Early Intervention Professionals

**Early Childhood Family Specialist (ECFS)** for 3-6 Prevention/Early Intervention Professionals

**Infant Family Reflective Supervisor (IFRS)** for 0-3 Prevention/Early Intervention Reflective Supervisors

**Early Childhood Family Reflective Supervisor (ECFRS)** for 3-6 Prevention/Early Intervention Reflective Supervisors

### **1. Who is I/ECFRS Endorsement for? Who should apply?**

Professionals who are, or who will soon (see below about emerging\*) provide IECMH reflective supervision (RS) for professionals. Applicants must also meet the direct service work requirements which include: a minimum of two years of providing prevention and/or early intervention services where a primary focus of the services provided addressed the social-emotional needs of the infant/young child and the services focused on the promotion of the relationships surrounding the infant/young child (for a minimum of 10 families). This work experience must be with both the infant/young child and their primary caregiver on behalf of the caregiver-infant relationship. Caregiver is defined as a biological, foster, or adoptive parent, guardian, relative placement, or other primary caregiving relationship.

*\*Applicants do not need to already have experience as a provider of RS to be approved as emerging I/ECFRS. After the applicant is approved for the emerging status, they will have a two-year period to provide a minimum of 12-months of IECMH RS to professionals and receive a minimum of 24 hours of RS, with 12 of those hours focused on their provision of RS. IFRS applicants will receive RSC from IFRS or IMHM-C endorsed professional. ECFRS applicants will receive RSC from IFRS/ECFRS or IMHM-C/ECMHM-C endorsed professional.*

### **2. What qualifies as RS? And who can I provide to?**

As in relationship-focused practice with families, RS is most effective when it occurs in the context of a relationship that has an opportunity to develop by meeting regularly with the same supervisor/consultant over a period of time. Best Practice Guidelines for Reflective Supervision/Consultation should be utilized and can be found here:

<https://www.allianceaimh.org/reflective-supervisionconsultation>

RS hours provided by an IFRS count as qualifying RS for any IFA\*, IFS, IFRS, ECFA\*, ECFS, ECFRS Endorsement application or Endorsement renewal. Similarly, while in the emerging status, RS hours provided by IFRS count as qualifying hours of RS for any IFA\* IFS, IFRS, ECFA\*, ECFS, ECFRS Endorsement application or Endorsement renewal. That means professionals in prevention, early intervention settings (I/ECFS scope of work) and promotion settings (e.g., child care classroom teachers\*) can include RS hours from an IFRS on their Endorsement application.

RS hours provided by an ECFRS count as qualifying RS for any ECFA\*, ECFS, ECFRS Endorsement Application or Endorsement renewal. Similarly, while in the emerging status, RS hours provided by ECFRS count as qualifying hours of RS for any ECFA\*, ECFS, ECFRS Endorsement application or Endorsement renewal.

In summary:

IFRS → IFA\*, IFS, IFRS, ECFA\*, ECFS, ECFRS

ECFRS → ECFA\*, ECFS, ECFRS

Please Note: Peer supervision (defined as colleagues meeting together without an identified supervisor/consultant to guide the reflective process), while valuable for many experienced practitioners, does not meet the RSC criteria for Endorsement as specified in the Competency Guidelines.

*\*RS Recommended for IFA and ECFA but not required*

### **3. When I provide a 20-30 minute mental health consultation to a Child Care Center, in a classroom with children present, does that count as RSC?**

Brief consultation does not count as RS. Providing RS to a Infant/Toddler Educator or Child Care Director can count, however, it should be structured according to the Best Practice for Reflective Supervision/Consultation, i.e., agree on a consistent hour (or more) to meet and protect against interruptions (e.g., turn off the phone, close the door, have no other responsibilities of caretaking, etc.). This structure will allow for the exploration of the thoughts and feelings that the supervisee has about their work with infants, young children, and families while also considering their own response(s) to their work (i.e., support the integration of emotion and reason). The Best Practice Guidelines can be found here: <https://www.allianceaimh.org/reflective-supervisionconsultation>

**4. My job title is Early Childhood Peer Coach, and I am a coach to the other staff (Early Interventionists/Home Visitors) on our team. I used to have my own caseload, and now I solely attend home visits along with the staff I coach. I do not provide administrative supervision. Part of my role is to offer professional development- e.g., help them plan for home visits, support documentation, and go on home visits with them, where I am an active participant and offer strategies that promote social emotional development. I do a lot of coaching and offering strategies to staff in our weekly sessions together. I also offer a reflective space and reflective opportunities. During our weekly sessions, we reflect on how staff feel, how might the family feel, etc. and I use what I have learned in our team/group RS**

**to make our sessions reflective, and I also attend training on providing RS. Can I count what I do with my staff as RS to meet the requirements as IFRS?**

We recommend that you start this conversation with your administration. Do they approve of you providing RS in your role? If they approve of it, is it possible to change your title to Early Childhood Reflective Supervisor and Coach and update your job description? We would recommend separating any coaching/professional development time with the staff separate from RS, thus meet with staff in two separate sessions for an hour each, for example. The role of RS needs to be more clearly defined than how you described it above. Also, a requirement for IFRS is that you receive RS about the RS you provide to others, so you will want to plan, with your administration, how to receive that RS separate from the group direct service-focused RS (if you are not already).

**5. Who is included in prevention/early intervention scope of work?**

Professionals who work to prevent disorders of infancy and early childhood, which includes relational disorders, like those in Part C, home visiting (e.g., Early Head Start, Parents As Teachers, Healthy Families America, Nurse Family Partnership), infant-early childhood mental health consultation (who also support parents/caregivers OR have previously done so in their work) programs.

**6. What if I have already earned IFS or ECFS Endorsement and I provide RS to others?**

You will have until April 2024 to apply for IFRS or ECFRS. You will be required to document an additional 30 additional hours of training, with at least 15 hours of training specific to RS and 3 hours specific to DEI in IECMH. You will also need to ensure that 12 hours of the RS that you receive is about the RS you provide to others. The RS you have provided to date will count towards the work requirements for I/ECFRS. If you do not earn I/ECFRS by April 2024, you will no longer be able to provide RS to others.

**7. What if I currently receive RS from an I/ECFS or I/ECMHS endorsee and want to earn I/ECFRS?**

Present and past hours of RS received from an I/ECFS or I/ECMHS can count as part of your I/ECFRS Endorsement application. That said, you are strongly encouraged to seek out a new provider of RS who is endorsed as IFRS or IMHM-C (until capacity grows and there are many more IFRS providers of RSC, it is likely that you will need to seek out RSC from an IMHM-C), as soon as feels comfortable within your RS relationship. This will be required as of April 2024.

**8. If I am IFS endorsed now, can I remain endorsed as IFS? Similarly, if I am ECFS endorsed now, can I remain endorsed as ECFS?**

Yes, there is not a requirement to earn I/ECFRS at any point. If you do not have a desire or need to provide RS to other IECMH professionals then you do not need to seek out I/ECFRS Endorsement.

**9. Do I have to earn I/ECFS first before I earn I/ECFRS?**

No, applicants can apply for I/ECFRS without having earned I/ECFS first. Applicants should apply for the category that best aligns with their scope of work from the beginning of their Endorsement journey; it is not expected that applicants earn multiple categories of Endorsement, unless that is what aligns with their scope of work over time.

**10. I haven't earned IFS yet. I am nearing my two years of work experience providing early intervention home visiting services AND one of those years I have provided RS as a field supervisor. Would that work experience meet IFRS or do I need to move to emerging status first, since they both occurred in the same two years?**

As long as you continue to provide direct service work during the full two years AND provide a minimum of 12-months of RC for IECMH professionals, emerging status is not be required; you can go directly to IFRS (assuming they meet all of the other requirements). Part 1 & Part 2 of both the work and supervision experience requirements for IFRS can overlap.

**11. How do I get started with my I/ECFRS application?**

If you are a brand new applicant (i.e., do not have an application or username in EASy), you will register on EASy as a new applicant

If you already have an application and username in EASy, you will login using your username/password. Next, you will go to My Apps and select Create a New Application. Then, you will indicate YES, you'd like your information merged with a previous Endorsement application; this allows the entries and experiences you entered previously to transfer over to your new application

**12. How many people do I have to provide RSC to within that one year?**

At least one person. RS must be provided to one or more supervisees/consultees over the course of 12-months.

**13. What counts as leadership experience?**

At least one paid or unpaid leadership role, over the course of a year, such as:

- Serve as an active committee member in local/state IECMH association
- Volunteer contributions that promote IECMH
- Provide training or workshops on RSC or IECMH principles and/or practices
- ...more examples listed in EASy

**14. Where can I see the reference rating forms for the individuals who will be asked to complete them on my behalf?**

The forms are available on the Alliance website: <https://www.allianceaimh.org/> under Endorsement

**15. How do I know whether I should be in the emerging status for I/ECFRS?**

You will create a new application for I/ECFRS Endorsement. You will complete the application (including 3 references) and can indicate, "Not yet obtained." for the work and supervision requirements that aren't required for emerging. You will submit your I/ECFRS application for review and at least one trained/qualified application reviewer will determine whether you meet the requirements for emerging I/ECFRS

If you are awarded the emerging status, you are otherwise considered endorsed as I/ECFRS. Emerging means that you are able to use the IMH-E®/ECMH-E® credential. You may demonstrate your endorsement as:

First and Last Name, IMH-E®  
Infant Family Reflective Supervisor

First and Last Name, IMH-E®  
Early Childhood Family Reflective Supervisor

You will have 24 months in the emerging status to provide a minimum of 12 months of RS to other IECMH professionals. You will also receive an additional 24 hours of RS, with a minimum of 12 of those hours about the RS you provide. And you will request new references and seek out an additional 15 hours of training on RSC. Once all of those requirements have been met, you will add those components to your I/ECFRS application and submit again. Your application will be reviewed. Once fully endorsed as I/ECFRS, you will receive a new certificate and your status will change from emerging to endorsed. You do not need to submit information for annual renewal when you are in the emerging status.

#### **16. How long can I be in emerging status?**

You can be in the emerging status for 24 months. If you do not submit for I/ECFRS Endorsement after being in the emerging status for 2 years, your application in EASy will be changed to “Endorsed at Category II,” i.e., Infant/Early Childhood Family Specialist. You will no longer be able to provide qualifying hours of RS to I/ECFS or I/ECFRS endorsees and applicants.

#### **17. When I’m in the emerging status, I see that I have to get an additional 24 hours of RS with at least 12 of those being about the RS I provide to others. Why do I have to get another 24 hours of RS, on top of the 24 hours of RS I already entered in my application?**

Being in the emerging status is viewed as a “RS intensive” meaning you have up to 24 months to provide RS to others, while attending additional training on the provision of RS and receiving additional RS. The hope is that you will be integrating all of these experiences together to develop your skills as a RS provider.

#### **18. Where will I get/how do I meet the additional training requirements (on the provision of RSC and DEI in IECMH)?**

- a. Alliance Training Hub: <https://www.allianceaimh.org/training-hub>
- b. University of Minnesota CEED RSC Self Study Modules: <https://ceed.umn.edu/professional-development/reflective-supervision-consultation-self-study-modules/>
- c. University of Minnesota CEED Using the RIOS framework: <https://ceed.umn.edu/online-courses/introduction-to-reflective-supervision-consultation-using-the-rios-framework/>
- d. First3Years: <https://first3yearstx.org/reflective-supervision-consultation-webinars/>
- e. Start Early Essentials of Home Visiting: <https://www.startearly.org/resources-professionals/professional-development/essentials-home-visiting/>