Prevention/Early Intervention and the provision of RSC to others

This category of Endorsement can be most appropriate for those whose work has a primary focus on the prevention/early intervention and the provision of reflective supervision/consultation to others whose primary focus is prevention/early intervention within the IECMH field. Those who work within the prevention/early intervention scope of practice most often meet the requirements for IFRS. Requirements and competencies for this new category (2022) are intended to target experience doing prevention/early intervention direct service work and development/use of RSC skills.

“Family Reflective Supervisors work in prevention/early intervention. They work with the infant/young child and caregiver together using their IECMH expertise to assess social emotional needs, provide preventative support, and connect families to additional services. In addition, FRS professionals provide IECMH RS/C.” – The Alliance

Education
No degree required.

Work Experience
Minimum 2-years paid professional work experience providing prevention and/or early intervention services that promote IMH plus 1-year experience providing IMH reflective supervision/consultation.

Work experience meets this criterion as long as the applicant has:

Part 1:
- Served a minimum of 10 families where the target of services is infants and toddlers (0-36 months).
- A primary focus of the services provided is the social-emotional needs of the infants/toddlers and their families/caregivers.
- Services focus on the promotion of the relationships surrounding the infant/toddler.

Part 2:
- Provided IMH reflective supervision/consultation for a minimum of 1 year.

Emerging Status: If you do not yet meet Part 2 of the work requirements, you may still qualify as an “emerging” Infant Family Reflective Supervisor. If approved as “emerging”, you will have 2 years to fully meet this (and all other requirements) to become fully endorsed as an IFRS.

This specialized work experience must be with both the infant/toddler and their primary caregiver on behalf of the caregiver-infant relationship (e.g., dyadic work).

Leadership
A minimum of 1-year of leadership activities/experiences at the local, regional, or state level specific to work with or on behalf of pregnant people and/or 0 up to 36-month-olds. Leadership experience can be paid or unpaid. This experience may include, but is not limited to:

- Supervision or mentorship of infant-young child professionals.
- Organization/facilitation of reflective practice groups and/or IECMH study groups.
• Participation in system of care planning initiatives.
• Conference planning specific to IECMH.
• Leadership in local/state IECMH association.
• Leadership in graduate certificate IECMH programs.
• Publishing on topics related to the promotion or practice of IECMH.
• Presenting or training on IECMH, its importance, and its role in all early childhood disciplines/systems.
• Publication of policy briefs or position statements addressing IECMH.

If you have provided competency-based training to others, these experiences should be added to the Leadership section of your application.

Trainings
A minimum of 48 clock hours required. Of those hours, a minimum of:

• 30 hours must be specific to the promotion of social-emotional development and relationship-based principles of IMH;
• 15 hours must be specific to didactic training about the provision of reflective supervision/consultation. (This must be training developed specifically to support providers of RSC vs. a more general training or training on reflective practice.); and
• 3 hours must be specific to diversity, equity, and inclusion (DEI) in IMH.

Training documentation should also support that the competencies, as specified in the IFRS Competency Guidelines, have been met.

Emerging: All training requirements must be met to qualify as an “emerging” IFRS. If approved as “emerging” you will have 2 years to meet all other requirements including obtaining an additional 15 hours of training on the provision of reflective supervision.

Typically, successful IFRS applications include an average of 75 or more hours of specialized training unless the applicant has completed coursework specific to the Competency Guidelines.

If an applicant holds a degree in a field that is unrelated to IMH, more specialized in-service training may be required to meet the breadth and depth of the competencies.

Reflective Supervision
Minimum of 24 clock hours must be received from a qualified RSC Provider with a focus on early intervention and prevention work experience plus the receipt of 12 hours of RSC focusing on the RSC you will provide to others.

Reflective Supervision experience meets this criterion as long as the applicant has:

Part 1:

• A minimum of 24 clock hours of relationship-based RSC individually or in a group while:
  o Providing services to infants, young children (0-36 months), and their families or
  o Providing supervision to staff who are providing services to infants, young children (0-36 months), and their families. and/or
  o Providing mental health consultation services (birth-36 months) through a relational lens with a focus on social-emotional development or
  o Providing supervision to staff who are providing mental health consultation services (birth-36 months) through a relational lens with a focus on social-emotional development.
Part 2:

- A minimum of 12 clock hours of RSC received while providing IMH RSC to others, should focus on the RSC you provide to others.

   *It is possible that these 12 hours were received as part of fulfilling Part 1, but it is not required, meaning these hours may have been received in addition to the 24 hours of RSC about your direct service work.*

Your provider of RSC must be endorsed as an FRS or an MHM-C.

As in relationship-focused practice with families, RSC 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. Therefore, applicants will have received the majority of their hours from just one source with the balance coming from no more than one other source.

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.

IFRS applicants will receive RSC with the focus on the complexity of supervising others to provide relationship-based services to infants, toddlers, and their families in addition to receiving RSC that is focused on their direct service work with infants, toddlers, and their caregivers/families.

RSC received must have occurred while you are/were gaining the work experiences required for your category.

**References (this is the last step in the Endorsement Application process)**

**Total of three professional reference ratings from:**

1. (1) from a current program supervisor
2. (1) from a person providing RS/C to you
3. (1) from a person receiving/received RS/C from you

**Exam**

N/A

Continued ->
# Annual Endorsement® Renewal

IFRS Endorsement® is a commitment to the ongoing process dedicated to annual professional development as it relates to IMH principles through:

1. Documentation of a minimum of 15 training hours per year of relationship-based education and training pertaining to the promotion of social-emotional development and/or the practice of IMH.
   a. A minimum of 1 of the 15 hours must be related to diversity, equity, and inclusion (DEI) in IMH.
   b. A minimum of 3 hours of training received should be on the provision of RS.

2. The maintenance of membership in the Virginia Association for Infant Mental Health (VAIMH).

3. Documentation of the receipt of 12 hours of Reflective Supervision (group or individual) for the December 2024 annual renewal and ongoing.
   a. The RSC you receive should also focus on the RSC you provide to others.

4. Your provider of RS should be endorsed as an FRS or MHM-C.