

VAIMH Endorsement® Add-On Endorsed Reflective Supervisor (ERS)

Providers of Reflective Supervision

This add-on was developed to recognize the work of professionals whose **direct service experience** doing prevention/early intervention and/or clinical intervention/treatment work **includes their expertise of providing reflective supervision/consultation (RSC)** to other IECMH professionals.

Prerequisite

Endorsement as an Infant/Early Childhood Family Specialist (I/ECFS) or Infant/Early Childhood Mental Health Specialist (I/ECMHS).

Leadership

Endorsed Reflective Supervision Providers (I/ECFS-ERS, I/ECMHS-ERS, and I/ECMHM-C) are leaders in the practice of Reflective supervision. The minimum requirements include but are not limited to:

- Meeting annual renewal requirements by the December 31 deadline (e.g., VAIMH Membership and Endorsement Renewal),
- Encouraging their staff (if applicable) to do the same,
- Keeping up with announcements and training events on the provision of RSC located on the VAIMH Website's ERS webpage,
- Attend quarterly check-ins with the Endorsement Team to ensure quality assurance and to engage with other VAIMH RSC Providers,
- Participate in an ERS Orientation prior to providing supervision to IECMH applicants/endorsees, and
- Participate in a 2-hour training on the provision of reflective supervision offered by VAIMH at the end of each year.

Training

Minimum **15 clock hours** of training/continuing education **on the provision of RSC**.

Training that only touches upon reflective practice or RSC in a general sense would not count toward the minimum training requirements, it must have been specifically developed to support providers of reflective supervision. Example: University of Minnesota's Center for Early Education and Development modules:

<https://ceed.umn.edu/professional-development/reflective-supervision-consultation-self-study-modules/>

Reflective Supervision

- Minimum of **one year of providing** RSC (individual or group) to infant/early childhood-family professionals while
- Receiving a minimum of **12 hours** from someone endorsed as an I/ECFS-ERS, I/ECMHS-ERS, or I/ECMHM-C.

Space is held to contemplate the **complexity of supervising others** who in turn provide relationship-based services to infants, toddlers, young children, and their caregivers/families, **and also focuses on your direct service work** with infants, toddlers, young children, and their caregivers/families.

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 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.

References

Total of 2 professional reference ratings from:

1. (1) from a person providing RS/C to you
2. (1) from a person receiving/received RSC from you

Emerging Status

Emerging is an option for ERS applicants who have not yet provided RSC to infant-family professionals for the minimum 1-year requirement, or who have not received the full 15 training hours on the provision of RSC. This status allows applicants to begin providing qualifying hours of RSC to applicants and endorsees while obtaining the qualifications, experience, and support required to develop competence and expertise.

Applicants who qualify as “Emerging ERS” will have 2 years to meet full requirements and resubmit the ERS application to become credentialed as an Endorsed Reflective Supervisor.

Requirements	Full	Emerging
[Training] Provision of RSC	15 hours	5 hours
[Provision of RSC]	1 year	--
[RSC on your provision of RSC to others]	12 hours	--
[References]	2	2



Requirements	Emerging to Full (within 2 years)
[Training] Provision of RSC	15 hours
[Provision of RSC]	1 year
[Receipt of RSC]	24 hours
[RSC on your provision of RSC to others]	12 of the 24 hours
[References]	2

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Endorsement Renewal

Because the Endorsed Reflective Supervisor credential is an add-on for **Family Specialist** and **Mental Health Specialist** endorsees, FS-ERS and MHS-ERS professionals will **attest to meeting renewal requirements as outlined in their FS or MHS endorsement portfolio.**

1. **Training/Professional Development:** <https://www.vaimh.org/endorsement-renewal>

- FS & MHS endorsees are required to receive a minimum of 12 training hours per year of relationship-based education and training pertaining to the promotion of social-emotional development and/or the practice of IECMH and a minimum of 3 hours of training related to diversity, equity, and inclusion (DEI) in IECMH.
 - Endorsed Reflective Supervisors (FS-ERS and MHS-ERS) must also receive a minimum of 3 hours of training annually on the provision of RS for renewal.

2. **Reflective Supervision/Consultation (RS/C):**

- FS & MHS endorsees are required to receive a minimum of 12 hours of RS/C (group or individual) from someone endorsed as an FS-ERS, MHS-ERS, or MHM-C.
 - Endorsed Reflective Supervisors (FS-ERS and MHS-ERS) should ensure that the RS/C received also focuses on the RSC provided to others.