



Overview of Reflective Supervision for new IECMH Applicants

Reflective Supervision/Consultation is an important component of the Endorsement process, especially for professionals providing direct services to infants/toddlers, young children, and their families. An RSC Provider’s knowledge and experiences with reflective supervision align with the [Best Practice Guidelines for Reflective Supervision and Consultation](#).

Through collaborative discussion using emotions to explore the network of relationships surrounding the applicant/endorsee and his/her clients, the Reflective Supervision Provider integrates knowledge about an infant or young child’s development with an understanding of the parent(s)/caregiver(s) needs. This often leads to professional and personal development within one’s discipline by attending to the emotional content of the work and how reactions to that content can affect the work. It is a process by which we continually hold the baby/child in mind.

Recipients of RS/C

VAIMH encourages all IECMH applicants and endorsees to receive RS/C. However, it is a requirement for Endorsement for Family Specialists (FS), Mental Health Specialists (MHS), and Mental Health Mentor-Clinical (MHM-C) applicants. Additionally, it is a requirement for any FS or MHS endorsed professional seeking the Endorsed Reflective Supervisor add-on.

Requirements	I/ECFS	I/ECMHS	ERS	I/ECMHM-C
Minimum # of RSC hours required for initial Endorsement	24	50	24	50
Of total hours required, minimum # of hours pertaining to the provision of RSC to others.	/	/	12	25
Minimum # of RSC hours required for Renewal	12	12	/	12

ERS Providers will renew their Endorsement through their FS or MHS portfolio. Their RSC should continue to focus on the provision of RSC to others.

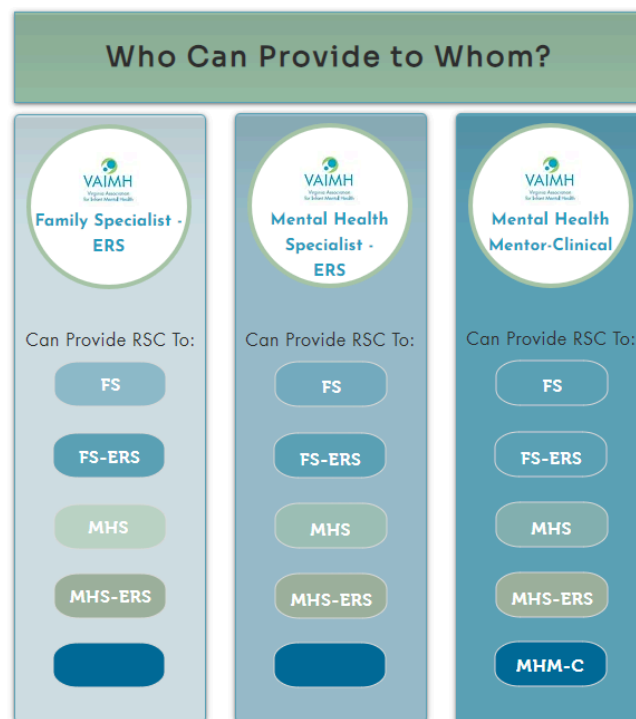
Providers of RS/C

Many IECMH professionals receive reflective supervision through their employer. If someone is providing RSC to their staff, and are not yet Endorsed, it is recommended that they seek the FS or MHS Endorsement in order to obtain the Endorsed Reflective Supervisor add-on credential.

For RSC hours to meet initial Endorsement or Endorsement renewal requirements, VAIMH applicants/endorsees must seek RSC from a qualified provider. ([VAIMH's RSC Registry](#))

New IECMH applicants who do not have a qualified provider of RSC within their organization are offered scholarship support from the [ECMHVA Initiative](#) (funding permitting) to participate in group RS/C each January with a qualified provider. Groups typically meet 2 hours a month for 12 months, allowing FS applicants to meet full initial endorsement requirements.

Applicants who have been receiving qualifying hours may count those toward initial endorsement requirements on their application.



Endorsement Renewal

Through donations and undesignated funds, VAIMH is able to begin offering scholarships to endorsees needing financial support for ongoing maintenance of their Endorsement. Providers are in the process of preparing for this monumental success for VAIMH's history.

Things to Consider when Contracting with your RSC Provider

Scholarship funds are limited to \$300 per year per endorsee. All VAIMH applicants/endorsees are encouraged to consider donating to this scholarship fund as a way to "pay it forward".

When selecting a new Provider, endorsees should consider:

- The RSC provider's experience, background, region of the state, professional work, second languages, cultural background, etc.
- Commitment to schedule - Endorsees will have 12 months (January-December) to obtain the 12 hours needed for Endorsement Renewal. Any hours not met within this timeframe will be paid by the endorsee out of pocket.
- Formation of Relationship(s) - 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. The proposed RSC schedule is one hour per month for 12 months.

For more information, please visit the VAIMH website (<https://www.vaimh.org/>) and navigate to the "Endorsement" tab, or reach out to the Endorsement Coordinator, Kristen Stahr, at khstahr@vcu.edu.