



Alliance for the Advancement of  
**Infant Mental Health**



## **Guidelines for Vetting Providers of Reflective Supervision/Consultation (RS/C)**

While newly licensed IMH associations are building capacity, applicants for Endorsement® may have received or may be receiving RS/C from a provider who is qualified, but not yet Endorsed. To determine if the providers are qualified, the applicant will:

- Submit the provider's resume or CV to the Endorsement® Coordinator
- Ensure that the provider has a copy of the Best Practice Guidelines for Reflective Supervision/Consultation
- Inform the provider that a call will be scheduled to learn more about the provider's qualifications, as they relate to Endorsement® requirements

The Endorsement Coordinator will then make the arrangements for a phone interview to vet the provider.

### **Who can vet?**

Ideally, the person(s) making the decision about a non-Endorsed provider of RS/C's qualifications will be endorsed as an IMH Mentor – Clinical (IV-C). If the licensed IMH association does not yet have enough/any IV-C professionals, they may request assistance from another licensed association or from the Alliance Quality Assurance Coordinator ([feidson@mi-aimh.org](mailto:feidson@mi-aimh.org)). Also, where availability of IV-C professionals is limited, the interview can be conducted by the Endorsement® Coordinator, who will use this form to record notes from the interview and then consult with a IV-C professional to make a final determination (if the Endorsement® Coordinator is not endorsed at IV-C).

### **Limitations for providers who are vetted and approved but not yet endorsed**

Vetted and approved RS/C providers hours offered between January 2012 and January 2018 will be accepted for applicants Endorsement®. Each provider interviewed will be encouraged to seek the IMH-E®. Approved providers will need to begin the Endorsement® process within one year of their approval. And in the interim (or if the provider chooses not to pursue Endorsement®), the licensed association will place a time limit on how long the RS/C provided by the professional can be counted on an Endorsement® application.

Not all approved providers will be qualified to provide RS/C to all applicants. Depending on the results of the vetting interview, a provider may be approved for Bachelors-prepared applicants seeking Infant Family Specialist (II), for Masters-prepared applicants seeking II, for applicants seeking IMH Specialist (III), and/or for applicants seeking IMH Mentor – Clinical (IV-C).

Interview procedure and a rubric for decision-making follow.

**NON-ENDORSED REFLECTIVE SUPERVISOR/CONSULTANT (RS/C)  
VETTING INTERVIEW**

**RS/C Name:**

**Phone/Email:**

**Interviewed By:**

**Date/Time of Interview:**

Interview Discussion Topics	Completed	Comments
<b>Best Practice Guidelines:</b> Reviewed?		
<b>Provider Resume:</b> Highlight relevant specialized work and training experience		
<b>Education:</b> Min. Master's to be approved		
<b>Work:</b> Master's Level II/III/IV -equivalent work for 2+ years? (Level II may only SV BA Level II's)		
<b>RS/C:</b> Received RS/C <sup>1</sup> for at least one year while working with families 0-3? Willing to participate in/receive while providing RS/C to others? <i>If No: ID plan to obtain</i>		
<b>RS/C Training:</b> Formally trained in provision of RS/C? <i>If No: ID plan to obtain</i>		
<b>Core Clinical/SV Competencies:</b> 1. Early Development 2. Attachment Theory 3. Relationship-based services 4. Resilience and risk factors 5. Screening/Assessment 6. Service/Intervention models a. Infant-parent psychotherapy 7. Reflective Practice 8. Trusting relationship w/ supervisee 9. Model/encourage/nurture/support to enhance competency and self-worth		
<b>3 RS/C Pillars:</b> Reflective, Collaborative, Regular		
<b>Endorsement®:</b> Intention to become endorsed?		

<sup>1</sup> If it was received years ago, it may not have been called "reflective supervision/consultation" but it can be counted if it meets the RS/C description

If the interviewer is not endorsed at IV-C, their remarks go under 1<sup>st</sup> column and the remarks of the IV-C professional with whom the interviewer consults go under 2<sup>nd</sup> column.

**Remarks & Determinations**

	Yes		No		Not fully	
	1st	2nd	1st	2nd	1st	2nd
Meets specialized work criteria for III?						
Meets specialized criteria for IV-C?						
Has received RS/C?						
Adequately trained as a provider of RS/C?						
Knowledgeable in the identified competencies?						
Capacity to articulate understanding of the 3 pillars?						
Willing to pursue IMH-E®?						
Participate in RS/C while providing RS/C to others?						

**Approved to provide RS/C to applicants for (check all that apply):**

- Bachelors-prepared Infant Family Associate (II)
- Masters-prepared Infant Family Associate (II)
- Infant Mental Health Specialist (III)
- Infant Mental Health Mentor – Clinical (IV-C)

**Additional Comments regarding length of approval time, recommendations for training and/or RS/C:**