

HARRIS EARLY CHILDHOOD MENTAL HEALTH TRAINING PROGRAM

Reflective Supervision/Facilitation Seminar 2012-2013



Early Childhood Mental Health Program • Early Intervention Services Division of Mental Health & Child Development

Dear Colleagues:

The Reflective Supervision/Facilitation Seminar described below is one of the activities offered through the **Irving B. Harris Early Childhood Mental Health Training Program (ECMHTP)**, a two-year training program. The training program, established in 2000, is administered by Children's Hospital & Research Center at Oakland's Early Intervention Services—Early Childhood Mental Health Program, in collaboration with First 5 Alameda County—Every Child Counts (ECC) and the Alameda County Behavioral Health Care Services Agency.

For the past three years, we have been convening a small pilot program called the Reflective Facilitators-in-Training (RFIT) to promote learning of reflective supervision/facilitation. This program has had a prominent focus on the ways that issues of diversity are held and addressed in reflective supervision and facilitation. The pilot program geared towards clinicians of color included participation as a facilitator in the Harris ECMHTP, reflective supervision, mentorship and training. We hope to resume the RFIT program in 2013.

Reflective Supervision/Facilitation Seminar

For the coming year beginning October 2012, we are convening a similar reflective supervision/facilitation group to be conducted by Mary Claire Heffron, PhD, Clinical Director, Early Childhood Mental Health Training Programs. This group is meant for supervisors already in practice who want to deepen and build their skills, and gather requirements for endorsement as a Reflective Practice Facilitator I, II, or Mentor under the California Competencies.

The group will retain a prominent focus on material related to how diversity informs individual supervision and teams. The group is suitable for those working in mental health agencies or other disciplines that provide services to infants, children and families including social services, early care and education, health or early intervention. This group will be made of up of seven participants.

Reflective Supervision/Facilitation Seminar includes:

1. **Monthly seminar** (2.5 hours in reflective supervision/facilitation). The group will meet the first Tuesday of each month starting **October 2, 2012 and ending June 4, 2013**, from 2:30-5:00 p.m. The meetings will be held in the Metrovation Conference Room, Oakland Ironworks Building, 2nd Floor, located at 580 Second Street, Oakland, CA 94607.
2. **Monthly individual supervision/consultation meetings** (1 hour/session).
3. **Selected readings and reading responses** related to reflective supervision particularly as the practice relates to infant and early childhood mental health services for diverse populations.
4. **Videotape or observation** of an individual or group supervision to be reviewed by the facilitator and the participant.

Agency Commitment and Involvement

Enrollment in the training program requires sponsorship by the trainee's agency and a commitment at the agency level to enhance or expand infant and early childhood mental health services and infuse or strengthen a reflective supervision model. Agencies are asked to provide time for the staff person to attend by excusing them from agency program activities that occur during the scheduled training times. We require both trainee and agency participation in the evaluation processes designed to assess the impact of the program.

Agency impact studies will be conducted. Trainees are also required to complete an assessment instrument to help them gauge their progress in learning specific skills and knowledge.

APPLICANT SELECTION CRITERIA FOR REFLECTIVE SUPERVISION/FACILITATION SEMINAR

- Employment or practice as a supervisor, director, or other role in which reflective supervision is a part of job responsibilities and the service population is infants, young children and their families. .
- Participants must have had preparation or training in infant and early childhood mental health such as through the Harris Early Childhood Mental Health Program, Child Trauma Institute, or other recognized training pathway.
- Individual interest and willingness to commit to regular attendance at all scheduled activities. Willingness and time to complete assigned readings for the seminar.
- Participating agencies must be willing to support attendance at the seminar and support the individual's professional development as a supervisor.

- Interest in becoming endorsed as a reflective practice facilitator in the California System. See cacenter-ecmh.org.

In addition to the criteria above, the following factors will be considered

- a. representation from people doing work in different parts of the county and region
- b. representation from different disciplines
- c. representation from participants from or who serve diverse populations in the county

Fee: The Harris ECMHTP is supported by grants and contracts from a number of funding sources that subsidize some of the cost of this program to the community. The fee for the 2012-2013 Reflective Facilitation/Seminar will be \$500.00 for Alameda County residents and \$700.00 for out-of-county participants.

Total Time Commitment: 3.5 hours per month, exclusive of required reading assignments.

TRAINEE SELECTION PROCESS FOR THE REFLECTIVE SUPERVISION/FACILITATION SEMINAR

- Application deadline: **BY 5:00 P.M., FRIDAY, SEPTEMBER 7, 2012.**
- Phone interviews are scheduled for trainees and; in some cases, agency personnel during the week of September 10
- Final selection will be determined by September 15, 2012. Other non-subsidized fee for service options for reflective supervision/facilitation support and training may also be developed depending on need and interest.
- First session is held October 4, 2012.

Continuing Education Units

California Board of Behavioral Sciences - The Early Childhood Mental Health Program is a provider approved by the California Board of Behavioral Sciences, provider #PCE 3884. This course meets the qualifications for 30 hours of continuing education credits for MFTs and/or LCSWs as required by the California Board of Behavioral Sciences. No refund on courses given with or without fee.

Board of Registered Nurses Continuing Education Units – We plan to apply to use Children’s Board of Registered Nurses (BRN) provider number for continuing education units. An additional \$15.00 will be collected if the course receives Children’s BRN approval.

Psychologists Mandatory Continuing Education Units – We plan to apply to MCEP for continuing education units. An additional \$7.00 will be collected if the course receives MCEP approval.

There is no charge for other CEUs.

Participants will receive a certificate of completion for each program year certifying that they have met program requirements for knowledge domain and reflective practice facilitation outlined in the California Training Guidelines and Personnel Competencies for Infant-Family and Early Childhood Mental Health Providers.

Participants will receive 9 knowledge hours and 22 reflective practice hours, and the requirements for reading and the video and observation requirements in the California Training Guidelines and Personnel Competencies endorsement system. See cacercentercmh.org for more information on endorsement and these requirements.

Trainees will be responsible for signing in at all sessions and completing mid-year and end-of-the-year evaluations.

Cancellation Clause

The program fee is “**Nonrefundable**”.

Irving B. Harris Early Childhood Mental Health Training Program Mission

The program provides in-depth foundational training for individuals that are committed to providing a continuum of relationship-based services to infants, young children and their families. The program has been developed as an applied training program for new and experienced mental health clinicians, along with other practitioners from a variety of disciplines who are working with infants, young children and their families. Our mission is to support the knowledge and skill development of a diverse group of providers and leaders dedicated to the needs of infants, young children and families. Our curriculum is aligned with the California Training Guidelines and Personnel Competencies for Infant-Family and Early Childhood Mental Health Providers. Trainees who complete the program requirements will be eligible for endorsement under this system.

Training Program Background

The program was developed as part of the Infant, Preschool and Family Mental Health Initiative, sponsored by the State Department of Mental Health and funded by the California First 5 Commission. In July of 2003, we received generous grants from the Irving Harris Foundation and First 5 Alameda County—Every Child Counts (ECC). Alameda County Behavioral Health Care Services and ECC have collaborated in the development and sponsorship of this program since its inception. The program has been named the Harris Early Childhood Mental Health Training Program in honor of Irving B. Harris, a pioneer in development of programs for infants, young children and families. Continuation of the program is made possible by the generous financial support of the Irving B. Harris Foundation and First 5 Alameda County—Every Child Counts. The Alameda County Behavioral Health Care Services Agency continues to provide support, guidance and resources for the program.

Goals of the Harris Early Childhood Mental Health Training Program

The goals and activities listed below are conceptualized and implemented with an emphasis on socio-cultural factors such as race, culture, class, and other forms of diversity. This

framework contributes to the development of a workforce and leadership corps sensitive to the complex needs of diverse populations. Main goals and activities are:

- To provide specialized training in infant and early childhood mental health to licensed or license-eligible mental health professionals who are working with children 0-5 and their families in a variety of settings, including home and community, Training is for those providing direct services or supervision and program direction.
- To provide training to practitioners such as social workers, nurses, early care and education providers, early interventionists, and others providing services to children 0-5 and their families who want more in-depth knowledge about children's social-emotional development and parent-child interaction, as well as to build skills in relationship-based approaches and reflective practice. The curriculum intends to build a solid foundation of knowledge and skills based on current knowledge and best practices for those interested in working with infants, young children and their families. We seek to promote a diverse and skilled workforce. We actively seek to include and support both men and women from a variety of disciplines, racial, linguistic, and ethnic groups in this training.
- To support agencies and systems of care to develop, enhance or expand their capacity to provide preventive intervention and infant and early childhood mental health treatment services to children 0-5 and their families.
- To contribute to the development of well-informed supervisors and leaders by supporting them to develop reflective practice and facilitation skills.