

International Certificate of Core Competency in Reflective Practice & Supervision (IC³RPS)

An Overview

2020



CALIFORNIA CENTER FOR INFANT-FAMILY AND EARLY
CHILDHOOD MENTAL HEALTH
AT WESTED CENTER FOR PREVENTION & EARLY INTERVENTION

International Certificate of Core Competency in Reflective Practice & Supervision

Professional Certification: Defining a Standard of Excellence

It is widely acknowledged that the reflective practice and supervision relationship is a critical feature in guiding multi-disciplinary work with young children and their families and offers needed support to professionals engaged in the work.

Reflective Supervisors play many roles in communities and programs. Many impart reflective practice skills as clinical or reflective supervisors infusing these skills to address both the relational dynamics of direct service delivery and related administrative issues. Some are in supportive roles preparing staff to work effectively with families. The dynamics of the reflective practice and supervision relationship is known to influence provider/family relationships; thus, the Reflective Supervisor must embody ways of being that are considered best practice for infant-family and early childhood mental health providers across systems.

Increasingly, programs serving very young children and their families mandate reflective practice and supervision with limited opportunities for training and support to develop these skills. Many individuals would benefit from a better understanding of what is required for basic levels of competence in reflective practice and supervision and how to develop these skills. Further, the skills required to provide reflective practice and supervision have not been fully defined and there is no formalized process to recognize individuals with the expertise needed to provide reflective practice and supervision. Through development of its [*California Compendium of Training Guidelines, Personnel Competencies, and Professional Endorsement Criteria for Infant-Family and Early Childhood Mental Health*](#), the California Center established a standard of excellence for the provision of infant-family and early childhood mental health care services. Based on more than 25 years of experience of developing standards for reflective practice facilitation and supervision, by establishing the International Certificate of Core Competency in Reflective Practice and Supervision (IC³RPS), the California Center is establishing formalized recognition to those professionals who have demonstrated a foundational level of expertise and experience in reflective practice and supervision.

This certificate assumes prior knowledge of the service delivery system in which you are operating and work within your scope of practice.

Advantages for the Acquisition of an International Certificate of Core Competency in Reflective Practice & Supervision

- The certificate is a formal and public way of validating one's foundational level of expertise in reflective practice and supervision.
- The certificate requirements can drive the quality of reflective practice and supervision in the state or local organization, including the need for appropriate professional development focused on reflective practice and supervision.
- Reflective practice and supervision can serve as a mechanism to improve staff retention.

- Professionals gain competence, validation, and recognition of their ability to provide reflective practice and supervision.
- Agencies can be confident that they are hiring someone who has achieved a foundational level of accomplishment in reflective practice and supervision.

Who Should Apply for the IC³RPS?

Multidisciplinary practitioners, supervisors, and trainers who already use or are interested in expanding reflective practice and supervision in their community, agency, and program roles will benefit from obtaining an International Certificate of Core Competency in Reflective Practice and Supervision. These individuals work in settings including:

- Head Start
- Early Head Start
- Early intervention
- Early childhood education
- Child welfare services
- Home Visiting
- Mental health
- Public health
- Nursing

Definitions

Reflective practice facilitation & supervision is an individual or small group integrative experience that supports the service provider to reflect on his or her work. This includes:

- identifying the experiences, thoughts, and feelings involved in doing this work;
- considering the interplay of diversity issues including race, power, and privilege as these affect the provider and the families served;
- exploring ways to apply relevant theories and knowledge bases to clinical situations;
- upholding an appreciation of the importance of relationships at the core of infant-family and early childhood mental health;
- exploring possible approaches to working effectively with all infants and families.

The scope of practice for multidisciplinary supervisors/trainers includes the procedures, actions, and processes that supervisors are permitted to undertake in keeping with the terms of their professional license, credential, or certification. The scope of practice is limited to that which the law allows for specific education and experience and specific demonstrated competency. Each jurisdiction has laws, licensing bodies, and regulations that describe requirements for education and training and define scope of practice.

Certificate Requirements

Professionals who provide reflective practice and supervision to individuals working with infants, toddlers, young children, and their families are eligible to apply. These candidates will have knowledge of the service delivery system in which they operate and work within their scope of practice. They will have typically worked in their field for at least 2 years. Candidates must have received at least 12 hours of reflective support and feedback on their own *provision* of reflective practice and supervision to others.

The following documents are required as part of the application process:

- **Learning and Knowledge Outline:** Candidates should highlight the training and workshops they attended or taught related to reflective practice and supervision. This must include a minimum of 12 hours directly related to reflective practice and supervision provision.
- **Perspectives on Reflective Practice and Supervision:** The candidates' written reflections on reflective practice and supervision that should answer the questions:
 - Why is reflective practice and supervision important to the field?
 - How has reflective practice and supervision contributed to your professional growth?
 - How do you anticipate that the reflective practice and supervision which you provide will contribute to the professional growth of others?
- **Curriculum Vitae/ Resume** that demonstrates their knowledge and direct services to children and families
- **Diploma, degree, or license** for the field of practice in which they are providing the reflective practice and supervision.
- **Letter of Recommendation:** A signed recommendation letter for the reflective practice and supervision certificate are typically from supervisors who mentored/trained the candidate and supported their reflective practice and supervision with others.

Upon submission of this application, candidates will receive:

- a survey link to share with three contacts who can verify the reflective supervision the candidate has provided and
- vignettes from the California Center to which the candidate will respond within 3 days.

Application Process

Scan copies of documentation and submit documentation and payment through the [California Center website application](#). Receipt of your application fee is required prior to submission to the panel review.

Contact the California Center to request an invoice for agency purchase requests if necessary. Request that your agency include your name in the check submission so we can reference your application.

Once your online application is received, you will receive a notification that your application is complete or a request for missing materials. Within two weeks of the final verification, a certificate and press release will be mailed that you can send to the local media announcing your certificate and its significance.

Am I Ready to Apply for IC³RPS?

The California Center has a range of options to support your readiness to apply for the IC³RPS. Select the description that best meets your current needs.

- I need more information about preparing and gathering the required materials for the certificate.
- [I need training and technical assistance to meet the requirements for the certificate.](#)
- I need more information about reflective practice and supervision and/or the certificate.
- I am a state or local agency and would like to discuss options for creating a system for certifying a group of personnel
- [I'm ready to apply for the International Certificate of Core Competency in Reflective Practice and Supervision.](#)

Using I-C³RPS Credentials in Your Signature

IC³RPS certificate holders are encouraged to add their certificate to their professional title and signature

Example: Ellen Clark, MA, MFT, I-C³RPS

Please note: The California Center logo may not be used on training materials or websites by I-CRSP certificate holders unless they are representing their direct association with California Center-sponsored trainings, serving as a member of the leadership team, or performing California Center-directed services.

Application Form Sample

The following pages are a sample of the application form that you will find online. The sample lets you know what information you will need to complete the application. It is for informational purposes and viewing only. Please complete the form online at:

<https://app.smartsheet.com/b/form/8197aac55fff4fca8cb0edd2efdff46a>

International Certificate of Core Competency in Reflective Practice & Supervision Application

Last Name *

First Name *

Email Address *

Phone Number *

State *

Profession *

Early Childhood Experience *

How many years have you worked in the field of early childhood?

Endorsed *

Are you endorsed in any Infant Mental Health Endorsement system? If so, please specify the endorsement you hold and from which IMH Endorsement system.

Reflective Supervision Provision *

Do you provide Reflective Supervision for people providing direct services perinatal to children aged 5 and their families?

Yes No

Degree *

Do you have a degree in mental health, child development or a related field?

Yes No

Documentation to be Uploaded

1. **LEARNING AND KNOWLEDGE OUTLINE:** Highlight the training and workshops attended or taught related to reflective practice and supervision. This must include a minimum of 12 hours directly related to reflective practice and supervision provision.

2. **PERSPECTIVES ON REFLECTIVE PRACTICE AND SUPERVISION:** Reflections on reflective practice and supervision that should answer the questions:
o Why is reflective practice and supervision important to the field?
o How has reflective practice and supervision contributed to your professional growth?
o How do you anticipate that the reflective practice and supervision which you provide will contribute to the professional growth of others?

3. **CURRICULUM VITAE/ RESUME** that demonstrates knowledge and direct services to children and families.

4. **DIPLOMA, DEGREE AND/OR LICENSE** for field of practice in which the candidate is providing reflective supervision.

5. **LETTER OF RECOMMENDATION** from a supervisor who mentored/trained and supported the candidate's reflective practice and supervision with others.

Please name each file with your first and last name and the document type (e.g., Mary Heffron - Resume; Cindy Lope z- Outline; etc.)

Files Upload *

Drag and drop files here or [browse files](#)

Reflective Supervision *

I have received at least 12 hours of reflective support and feedback on my own provision of reflective practice and supervision to others.

Yes No

Attestment *

I attest that all the information I have provided in this National Certificate for International Certificate of Core Competency in Reflective Practice and Supervision application is true.

Yes No

Service Delivery System *

I attest that I have prior knowledge of the service delivery system in which I provide services.

Yes No

Scope of Practice *

I attest that I work within my scope of practice.

Yes No

Application Fee

Please note that without submission of the 300 USD application fee, your application for the International Certificate of Core Competency in Reflective Practice & Supervision will not be reviewed. Upon submission of this application, please issue your application fee of 300 USD via check to:

Attn: CA Center for IFECMH, IC3RPS
WestEd
1000 G Street
Sacramento, CA 95814

Reflective Supervision Verification

Upon submission of your application for the International Certificate of Core Competency in Reflective Practice & Supervision, you will be provided a survey link to share with the three contacts you have selected to provide verification of your reflective supervision provision.

Send me a copy of my responses

Submit

Powered by [Smartsheet Forms](#) | [Privacy Policy](#) | [Report Abuse](#)

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CALIFORNIA CENTER
for Infant-Family and Early Childhood Mental Health
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