



Alliance for the Advancement of Infant Mental Health

Frequently Asked Questions about the NEW Endorsement Add-On: Endorsed Reflective Supervisor (ERS)

Thank you for your interest in the new add-on that is part of Endorsement for Culturally Sensitive, Relationship-Focused Practice for Infant & Early Childhood Mental Health (Endorsement). Endorsement is an internationally recognized credential for professionals working with or on behalf of infants, very young children, and their families. This document outlines FAQ's about Endorsed Reflective Supervisor (ERS).

Here is a brief guide to the abbreviations used throughout this document:

- Infant Family Specialist (IFS)** for 0-3 Prevention/Early Intervention Professionals
- Early Childhood Family Specialist (ECFS)** for 3-6 Prevention/Early Intervention Professionals
- Infant Family Reflective Supervisor (IFRS)** for 0-3 Prevention/Early Intervention Reflective Supervisors
- Early Childhood Family Reflective Supervisor (ECFRS)** for 3-6 Prevention/Early Intervention Reflective Supervisors
- Infant Mental Health Specialist (IMHS)** for 0-3 Treatment/Intervention Professionals
- Early Childhood Mental Health Specialist (ECMHS)** for 3-6 Treatment/Intervention Professionals
- Endorsed Reflective Supervisor (ERS)** for 0-6 Reflective Supervisors
- Infant/Early Childhood (I/EC)**
- Endorsement Application System (EASy)**
- Reflective Supervision/Consultation (RSC)**

1. What is Endorsed Reflective Supervisor (ERS)? Who should apply?

Endorsed Reflective Supervisor (ERS) is an add-on for endorsees that allows them to document their experiences and skills providing RSC. Modeled after the Family Reflective Supervisor category of Endorsement, endorsees will apply for ERS in EASy and document requirements specific to providing RSC. ERS is specifically for professionals who provide IECMH RSC for other professionals. To apply for the ERS, professionals must hold an Endorsement as a Mental Health Specialist or Family Specialist.

2. Tell me more about Endorsement as a MHS or FS being required to apply for ERS.

To earn the ERS add-on, professionals must hold an Endorsement as Mental Health Specialist or Family Specialist. Professionals will register for the category of Endorsement that best aligns with their scope of work at the beginning of their Endorsement journey: early intervention/prevention or treatment/intervention. Professionals can **register** for ERS and begin compiling that application prior to earning Family Specialist or Mental Health Specialist

Endorsement, however, they cannot earn ERS until they have been endorsed as Family Specialist or Mental Health Specialist. This means that professionals may work on 2 apps at the same time (e.g., Family Specialist and ERS) but they must earn Family Specialist before you can earn the ERS add-on.

3. What qualifies as RSC?

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/consultant over a period. Best Practice Guidelines for Reflective Supervision/Consultation should be utilized and can be found here:

<https://www.allianceaimh.org/reflective-supervisionconsultation>

4. If I earn ERS, who can I provide RSC to? Who can I receive RSC from?

Mental Health Specialist and Family Specialist endorsed professionals who obtain the ERS add-on can provide qualifying hours of RSC to any category, **except** for Mentor-Clinical endorsees or applicants. They can receive qualifying hours of RSC from any professional with the ERS add-on **or** from Mentor-Clinical professionals. This means that regarding the requirements, there is **no difference** between a Family Specialist + ERS or Mental Health Specialists + ERS. The hours of RSC **provided** by someone with ERS can count towards Endorsement application and/or Endorsement renewal requirements.

Endorsement®		
Category	Can receive from:	Can provide to:
Family Specialist (FS)	ERS & MHM-C	N/A
Family Specialist/Mental Health Specialist + Endorsed Reflective Supervisor (ERS)	ERS & MHM-C	FS, MHS, & ERS
Mental Health Specialist (MHS)	ERS & MHM-C	N/A
Mental Health Mentor-Clinical (MHM-C)	MHM-C	FS, MHS, ERS, & MHM-C

Professionals who have earned ERS can **receive** qualifying hours of RSC from any professional with the ERS add-on or from Mentor-Clinical professionals.

Please Note: 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.

**RSC is recommended for all categories of Endorsement, but is only required for the categories listed above*

5. What if I have already earned Infant Family Reflective Supervisor (IFRS) or Early Childhood Family Reflective Supervisor (ECFRS) Endorsement and I provide RSC to others?

There is NOTHING you need to do to transition to ERS. We will work with our tech support to take care of everything. During December 28 - 31, your Family Reflective Supervisor (FRS) application will be duplicated. After this transition, you will have two Endorsement cards: Family Specialist and Endorsed Reflective Supervisor. Your Family Specialist application will be endorsed. Your Endorsed Reflective Supervisor application will either be endorsed or emerging, this will depend on what the status of your FRS application was, i.e., if your FRS application was emerging, your ERS application will be emerging; if your FRS application was endorsed, your ERS application will be endorsed. You will not need to re-enter or re-submit anything.

6. What if I currently receive RSC from a Master’s prepared Family Specialist or Mental Health Specialist endorsee and I want to apply for ERS?

Present* and past hours of RSC received from an I/ECFS or I/ECMHS provider of RSC can count as part of your ERS application. The deadline for Master's prepared Family Specialists and Mental Health Specialists to cease providing RSC **has been extended from April 30, 2024 to December 31, 2024**. This extension grants professionals the entire year of 2024 to apply for the ERS add-on, ensuring a seamless transition. As you're able, you are strongly encouraged to seek out a new provider of RS who is endorsed as Family Specialist-ERS, Mental Health Specialist-ERS or Mental Health Mentor-Clinical.

Infant Mental Health Endorsement®			Early Childhood Mental Health Endorsement®		
Category	Can receive from:	Can provide to:	Category	Can receive from:	Can provide to:
IFS-with a bachelor's level degree	IFS (master's), IMHS, & IMHM-C	N/A	ECFS-with a bachelor's level degree	IFS (master's), I/ECMHS, & I/ECMHM-C	N/A
IFS-with a master's level degree	IMHS & IMHM-C	I/ECFS (bachelor's)	ECFS-with a master's level degree	I/ECMHS & I/ECMHM-C	ECFS (bachelor's)
IMHS	IMHS & IMHM-C	I/ECFS & I/ECMHS	ECMHS	I/ECMHS & I/ECMHM-C	ECFS & ECMHS
IMHM-C	IMHM-C	I/ECFS, I/ECFRS, I/ECMHS, & I/ECMHM-C	ECMHM-C	ECMHM-C	ECFS, ECFRS, ECMHS & ECMHM-C

**No longer valid after 12/31/24.*

7. Tell me more about “present* and past hours of RSC received from an I/ECFS or I/ECMHS provider of RSC can count as part of your ERS application.”

All qualifying RSC hours count from one’s professional history toward the requirements in their Endorsement application. “Qualifying RSC” means that RSC was provided by a qualified provider (i.e., the provider was endorsed at the necessary category or vetted at the necessary category by the AIMH during a window in which vetting is allowed). That means that all RSC hours provided by Mental Health Specialist providers of RSC and Master’s prepared Family Specialist providers of RSC from now until January 1, 2025, will count towards the RSC Endorsement requirements for professionals who are applying for or renewing Endorsement as a Family Specialist (FS), Family Reflective Supervisor (FRS) or Mental Health Specialist (MHS); hours obtained during this approved period do not expire, regardless of when you apply for Endorsement.

8. If I am Infant Family Specialist (IFS) endorsed now, can I remain endorsed as IFS? Similarly, if I am Early Childhood Family Specialist (ECFS) endorsed now, can I remain endorsed as ECFS?

Yes, there is not a requirement to earn ERS at any point. If you do not have a desire or need to provide RSC to other IECMH professionals, then you do not need to seek out ERS.

9. How do I apply for the ERS add-on within EASy?

If you are a brand new applicant (i.e., do not have an application or username in EASy), you will register on EASy as a new applicant

If you already have an application or Endorsement in EASy, you will login using your username/password. Next, go to My Apps and select Create a New Application. Indicate that you want to apply for ERS. Once your application has been approved by the Endorsement Coordinator, you will document requirements specific to providing RSC. Upon completion, you will submit your application. Your application will be reviewed by at least one trained reviewer who will determine if you meet the requirements for ERS.

10. How many people do I have to provide RSC to within the one year required?

At least one person. RSC must be provided to one or more supervisees/consultees over the course of 12-months.

11. What if I don’t meet all the requirements for ERS?

You may still qualify for Emerging-ERS. If you haven’t provided RSC for 1 year yet, you can still apply! You will need 5-hours of training on the provision of RSC. If approved for Emerging, you will have 2 years to provide, receive and participate in 15-hours of training to meet the full requirements.

12. Where can I see the reference rating form for the individuals who will be asked to complete it on my behalf?

The ERS reference rating form is not yet available. Once available, you will be able to access it with all other reference rating forms on the Alliance website: <https://www.allianceaimh.org/> under Endorsement.

13. How will I indicate that I have earned ERS?

The Endorsement credential will be the same. IMH-E®, ECMH-E® or IECMH-E® will always be how you indicate your Endorsement! What will be different is how you write your signature. Here are two examples:

Suzy Sunshine, MSW, IMH-E®
Infant Mental Health Specialist, Endorsed Reflective Supervisor

John Johnson, ECMH-E®
Early Childhood Family Specialist, Endorsed Reflective Supervisor

14. In 2025, why won't Mental Health Specialists be able to provide RSC anymore?

Short answer: Equity and best practice! The MHS Endorsement application wasn't designed to capture RSC requirements. As the infant, early childhood, family workforce has grown, interest in RSC has increased and the IECMH community has learned more about who our community receives RSC from and how RSC skills are developed. ERS was designed to align with our growing understanding of RSC and to create an equitable bar that supports what's best for the workforce and what's best for babies and young children.

15. Where will I get/how do I meet the additional training requirements (on the provision of RSC and DEI in IECMH)?

- a. Your local association for infant mental health's website
- b. Alliance Training Hub: <https://www.allianceaimh.org/training-hub>
- c. University of Minnesota CEED RSC Self Study Modules:
<https://ceed.umn.edu/professional-development/reflective-supervision-consultation-self-study-modules/>
- d. University of Minnesota CEED Using the RIOS framework:
<https://ceed.umn.edu/online-courses/introduction-to-reflective-supervision-consultation-using-the-rios-framework/>
- e. First3Years: <https://first3yearstx.org/reflective-supervision-consultation-webinars/>
- f. Start Early Essentials of Home Visiting: <https://www.startearly.org/resources-professionals/professional-development/essentials-home-visiting/>