Frequently Asked Questions (FAQ’s)—At a Glance

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Questions related to the RSLC education and experience requirements:

1. Is there an education requirement to participate in the RSLC?

*We try to align the RSLC requirements with Endorsement® so that RSLC participants are in a good position to earn Endorsement® as a qualified provider of reflective supervision. Currently Endorsement® offers a pathway to become a qualified provider of reflective supervision/consultation (RSC) for those with a bachelor’s or master’s degree who have experience working directly which children ages 0-5 and their caregivers, while receiving RSC. We recognize that reflective functioning is not necessarily related to schooling. If you don’t have a university or college degree, we encourage you to complete the RSLC application and emphasize training, other experiences or personal/professional insights that have led to your interest in attending the RSLC.*

1. I supervise staff members of an Infant/Early Childhood program, but do not have direct experience or recent experience with children ages 0-5 and their caregivers. Can I still participate in the RSLC?

*The requirements of the Learning Collaborative are based on best practice standards for the provision of reflective supervision. Best practice emphasizes experience working with dyads (children ages 0-5 and their caregivers) while receiving RSC. These experiences also prepare RSLC participants for Endorsement®. We recommend that you complete the application to capture your experiences and interests that have prepared you to participate in the RSLC. If this opportunity does not meet your needs there may be other offerings that better align with your background and interests.*

Questions related to other reflective supervision training experience:

1. I’ve completed the UW-Madison Infant, Early Childhood and Family Mental Health Capstone Certificate Program. How does the RSLC differ? What will I gain from participating in the Learning Collaborate that I didn’t gain from attending the Capstone program?

*The Capstone Certificate Program is an excellent way to deepen your IMH practice and complements the RSLC well. However, whereas the Capstone Certificate Program provides coursework on a broad range of IMH topics, as well as experiential learning and the opportunity to receive RSC, the RSLC focuses only on reflective practices and is designed specifically for professionals who would like to learn how to provide and implement reflective supervision within their programs while receiving reflective support throughout the 12 months.*

1. I’ve completed FAN training, how is this different? What, in addition to what I’ve gained through FAN training, will I get through participating in the Learning Collaborative?

*The Learning Collaborative will complement what you have already learned in FAN. The RSLC is designed for supervisors who have not yet implemented reflective supervision within their programs, or for those who have tried, but would like more training and support. We recommend that you carefully consider your needs, ability to participate, and goals. If you are already implementing reflective supervision within your program and feel confident in your competencies this may not be the right fit for you.*

1. I already provide reflective supervision within my program, but I don’t receive my own RSC. Would this be a good fit for me?

*We encourage you to carefully assess your needs, goals and ability to fully participate in all components of the RSLC. Reflection is a life-long process that benefits from routine and regular learning and growth through professional development. If you are currently providing reflective supervision but want to deepen your reflective practices through training and experiential learning, the RSLC might be a good fit for you. If you only want to receive RSC we encourage you to connect with an Endorsed Reflective Supervisor, which WI-AIMH will help you secure.*

Questions pertaining to implementing/providing reflective supervision within your program:

1. I’m not sure where to start. Should I provide individual reflective supervision, group or a combination of both?

*It’s okay if you don’t know what type of reflective support you want to implement in your program. RSLC participants are not expected to begin providing reflective support during the Learning Collaborative. The RSLC will provide you with several ideas and strategies to help you determine the best approach for you, your team, and your program or agency.*

1. I’m interested in providing group reflective supervision within my program. How many staff members should I include in the group?

*Based on our experience, 4-6 group members is an ideal size. This will allow you to grow your confidence without becoming too overwhelmed by the size of the group.*

1. Can more than one supervisor or administrator from an agency attend the Learning Collaborative?

*Yes, if all interested applicants intend to provide individual or group reflective supervision and meet the other application requirements. Each person will need to complete and submit an application.*

1. Our program has two program supervisors who would like to participate in the Learning Collaborative and then share the responsibility of providing reflective supervision and/or co-facilitate a group. Is this possible?

*We recommend one facilitator for each group and that the groups remain consistent and regular—same day/time/facilitator--to build trust and security within the group, which is difficult to achieve when there are frequent changes to the group. Sometimes the thought of facilitating a group can feel daunting and it’s often comforting to share the task with a colleague. If this captures your sentiment, we recommend limiting the group to 3 or 4 staff members so that it feels more manageable.*

1. I would like one of my lead staff members to attend the RSLC. Although they are not providing supervision it is likely that they will be moving into a supervisory position within the next year and I’d like to support their professional development. They otherwise meet all other requirements.

*We appreciate your focus on capacity building and professional development! We recognize that the facilitation of reflective support can occur in different ways—a direct supervisor, an outside consultant or facilitator, and yes, a lead worker or other staff member in a supportive role. Setting up your lead worker and your team for success will be important. It’s important to make sure that your lead worker is stepping into the process feeling supported and that the team dynamics support a process of reflection.*

Questions about the monthly reflective consultation:

1. What is the difference between reflective supervision and reflective consultation?

*Reflective supervision is provided by a program supervisor within the agency who serves as both the program supervisor and reflective supervisor to staff members. Reflective Consultation is the term used when a provider, outside your program or agency, provides reflective group or individual support.*

1. How many reflective consultation hours will I receive?

*You will receive up to 24 hours of reflective consultation hours. The groups occur once/month for 2 hours and run for 12-13 months as needed should there be a cancelation.*

1. I’ve already received reflective supervision (Capstone, Family Foundations Home Visiting, or other). Do I need to participate in the monthly reflective consultation or can I just attend the in-person training sessions?

*You will need to participate in the monthly reflective consultation, even if you’ve received reflective supervision in the past. The monthly reflective consultation is designed to support participants in their implementation of reflective supervision. It’s an opportunity to receive support from an experienced provider and for peer-based support and learning from others who are also implementing reflective supervision in their programs. If you feel this is not needed, or feel you are not able to commit to this piece, the RSLC is probably not a good fit for you.*

1. Who provides the reflective consultation and will these hours meet Endorsement® requirements?

*The monthly reflective consultation is provided by qualified Reflective Consultants who have experience providing individual and group RSC. All of the RSLC Reflective Consultants are eligible providers of reflective supervision or consultation as determined by Endorsement® requirements.*

1. What if my schedule changes and I cannot attend all of the monthly reflective sessions?

*Please set aside the time to participate in monthly reflective group. Ask for administrative support from your agency and ensure that this time is protected. If your schedule changes, communicate with your Reflective Consultant so that they can identify a new day/time that works for all group members.*

1. Am I able to make up any monthly reflective consultation sessions that I miss?

*Make-up hours or extra group time will not be offered. WI-AIMH will work with participants to connect them with an eligible provider of reflective supervision as needed. The cost for any ongoing RSC would need to be paid for by the professional or agency.*

1. What if the Reflective Consultant cancels the group?

*In this circumstance, the Reflective Consultant will reschedule to make up the time.*

1. How can I continue to receive reflective support after completing the Learning Collaborative?

*WI-AIMH will work with participants to connect them with an eligible RSC provider. The cost for any ongoing reflective support would need to be paid for by the professional or agency.*

Questions about Endorsement®

1. I’m already endorsed; can I still participate in the RSLC?

Yes, you can still participate in the RSLC.

1. I’m not interested in applying for Endorsement®, can I still apply to the Learning Collaborative?

Yes, you can still participate. After completing the RSLC we strongly encourage you to consider applying for Endorsement® and pursuing the Endorsed Reflective Supervisor (ERS) add-on so that the hours you provide to others count towards their Endorsement®.

1. It seems like a lot to take on—participating in the RSLC and applying for Endorsement®; how will all these components be managed so that it doesn’t feel too overwhelming?

We recognize that this is a big commitment! We strongly advise that participants apply for Endorsement® after completing the Learning Collaborative. This way participants can really focus on strengthening their reflective capacities and get the most of the learning experience.

1. I’m willing to apply for Endorsement®, but honestly, I don’t know much about it or the process. Will WI-AIMH provide any type of support or technical assistance?

Yes! Each Learning Collaborative participant will be provided with an Endorsement® packet to help them get started. The application process is self-paced so we encourage each person to determine their time-frame, pace and overall goals. If you want to learn more about Endorsement®, feel free to visit our web page and explore the endorsement tab. <http://wiaimh.org/>

Questions about Agency or Administrative support

1. I’m very interested (and excited) to attend, but I’m not feeling confident about my administrative support. What do you suggest?

*We appreciate you carefully considering your administrative backing, as it can be so critical to sustaining a new practice. There are a number of approaches to consider.*

* *First, you can provide your administrator with some articles and talking points on the benefits of reflective supervision and how to set it up within your program. We’d be happy to connect you with resources or other materials.*
* *Second, we could connect your administrator with a program supervisor or administrator who currently receives and/or provides RSC to share their experiences.*
* *Third, a WI-AIMH staff member could meet with your administrator(s) to answer questions about reflective supervision and the RSLC as well as provide information and resources.*
* *Fourth, we could connect your administrator with a current RSLC participant to share why their agency has prioritized participation in the RSLC and to answer questions.*
* *Finally, you could encourage your administrator to attend the WI-AIMH annual conference or other infant/early childhood training that address the importance of reflective supervision. This is a great way to involve persons within your program and expose them to additional information and experts within the field of Infant and Early Childhood Mental Health.*

*Please, be in touch with WI-AIMH if you are running into challenges related to administrative support. We would be happy to support you and connect with your administrator or program as needed.*

Questions pertaining to the in-person learning sessions:

1. Have the learning session days been determined?

*Yes, the training days have been determined. All of the trainings will be facilitated in-person and likely to take place in the Madison area. The learning sessions are scheduled as follows:*

*Day 1: Wednesday July 24, 2024*

*Day 2: Thursday July 25, 2024*

*Day 3: Wednesday March 5, 2025*

*Day 4: Thursday March 6, 2025*

*Day 5: Wednesday June 11, 2025*

1. Who are the trainers for the in-person learning sessions?

*The trainers have not yet been determined. One trainer will be WI-AIMH staff member and the other trainer will be a WI-AIMH staff person or experienced Reflective Consultant.*

1. What topics will be covered at the in-person learning sessions?

*The learning sessions will be focused on content and knowledge acquisition in a discussion-based format via large and small groups, or pairs. Videos and other resources will be used to explore reflective supervision content, elements, and facilitation.*

*The following areas will be covered during the learning sessions:*

* *What is reflective supervision and why is it critical to our work*
* *Important elements of reflective supervision & how to practice and apply the elements*
* *Self-awareness, self-regulation, self-attunement and self-compassion as a foundation for supporting others in reflection*
* *Creating an environment that fosters trust and authentic participation*
* *Strategies and tools to provide structure and consistency to reflective sessions*
* *Deeper exploration of internal and external biases, culture, the parallel process, keeping the baby in mind, and linking relational themes*
* *Maintaining a reflective stance in your work – challenges and successes*
* *Creating a culture of reflection and relational values within your organization*
* *Implementation strategies and support*
* *Self- care and wellness*
* *Ongoing professional development including Endorsement® and other opportunities to continue building strong IMH and reflective competencies*

1. Will Continuing Education Units (CEU’s) be provided?

*Each participant will receive a Certificate of Attendance that can be used towards licensure renewal or to pursue licensure. WI-AIMH is able to provide individualized letters of attendance to those whose accreditation bodies require a letter. The training also meets some of the Endorsement® requirements for specialized training.*

1. Is lunch or other meals provided at trainings?

*Yes, lunch is covered as well as light morning snacks and an afternoon snack. We recommend that you bring additional food or beverage items as needed, as well as a water bottle and coffee mug.*

1. Will training sessions be recorded? Do participants have the option to attend in-person training virtually?

*The training sessions are not recorded and we are currently not offering the option to attend virtually. Please carefully consider all of the RSLC requirements to determine if full participation in the Learning Collaborative, at this time, is the best fit for you personally and professionally.*

1. I understand that the RSLC also covers registration to the Infant and Early Childhood Mental Health state conference. Do I get to select conference sessions? Tell me how this works.

*The 2024 conference will take place October 28th and 29th at the Ostoff Resort in Elkhart Lake, WI. Each 2024-2025 RSLC participant will receive free registration. We are offering a special closed session on Monday afternoon (10/28) for RSLC participants, which is not required but offered for supplemental learning and connection.*

Questions related to the application process and submitting payment

1. Tell me about the application—what will be asked and how long does it take to complete? When is the application due?

*The application includes approximately 22 short answer questions. Please respond to all questions and provide thorough answers to help expedite the application review process. It should take about 30 minutes to complete and needs to be completed in one session. Applications are due by May 1, 2024.*

1. How will applications be processed? When will I find out if my application has been accepted?

*Applications will be processed in the order in which they are received. During the review of applications WI-AIMH staff may follow up with you as needed. Acceptance decisions will be communicated no later than June 1, 2024. Once your application has been accepted, WI-AIMH will contact you and invoice you for the cost of the RSLC.*

1. What is the cost to participate? When do I need to pay the participation fee? Can I pay in installments?

*The full cost of operating the RSLC is $3,000 per participant. WI-AIMH is currently able to award up to 6 scholarships for Early Care and Education (ECE) professionals and is working diligently to secure additional scholarships and cost saving opportunities. Nonetheless, agencies should budget for the full amount of $3000.  Full payment is due by July 1, 2024.*

Thanks again for your dedication and commitment to infants, young children and their families, and your interest in the Reflective Supervision Learning Collaborative!