

Reflective Supervision and Consultation

Q. What are the requirements for Reflective Supervision and Consultation?

A. In Virginia, candidates applying at Category II must receive a minimum of 24 clock hours of Reflective Supervision from a qualified reflective supervisor/consultant in no less than one year and no more than a two-year timeframe while working with children birth through 36 months and their families.

Candidates at Categories III & IV (Clinical) must have received a minimum of 50 clock hours of Reflective Supervision/Consultation within the same 1 to 2-year timeframe while working with children birth through 36 months and their families.

Reflective Supervision/Consultation that meets criteria for endorsement must come from someone who is either endorsed at Category III or Category IV, or who meets criteria for endorsement at Category III or IV. The only exception is for candidates who are pursuing Category II and are Bachelor's prepared; they can receive qualified reflective supervision/consultation from someone who has earned Category II endorsement AND is Master's prepared.

Q. When we are listing reflective supervision received, are we only able to list supervisors who were formally trained in reflective supervision? The reason I ask is that I had former supervisors in other work positions whose styles of supervision were very reflective, but I do not know for sure if they were formally trained in that model of supervision.

A. Reflective Supervision/Consultation that meets criteria for VAIMH endorsement should come from an individual who has earned endorsement at Category III or IV (or would meet training and reflective supervision criteria for Category III or IV). Clinical supervision can be reflective, but not all is from a specialist in infant mental health. For your application, please only include those hours that were provided by an individual who specializes in infant mental health, and that was focused on the practice or the promotion of infant mental health.

Q. My direct supervisor is not an infant mental health specialist and would not meet the criteria for endorsement. Our team does present cases to a clinical consultant hired from outside the agency once a month at a two-hour meeting, and the consultant is endorsed as an Infant Mental Health Specialist, Category III. However, there are six on our team, so I only present cases twice a year. Do any of the hours spent in these case presentations count toward endorsement?

A. Yes, if you meet and participate in the case consultations once a month for two hours, you will have 24 hours of reflective consultation that meets the criteria for endorsement.

Q. I have received my reflective supervision and consultation from multiple sources (e.g., former supervisor, current supervisor, program consultant, and reflective practice group). Should I include all of these sources?

A. If all of those sources meet criteria for endorsement as outlined in the previous answer, you may include them all as long as the majority of the required clock hours were provided by just one or two supervisors/consultants.

As in relationship-focused practice with families, Reflective Supervision/Consultation 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 of time. Therefore, VAIMH expects that endorsement candidates will have received the majority of the hours (24 minimum clock hours for Categories I & II, and 50 clock hours for Categories III & IV-Clinical) from just one source with the balance coming from no more than one other source.

The hours for Reflective Supervision need to have occurred in a period of time that is more than one year, and less than 2 years. For example, a Category III candidate may submit 48 hours of individual reflective supervision provided by the supervisor from January 12 through December 12, and 12 hours of reflective group supervision provided by a program consultant from January 6 through December 13.

Some candidates may have special circumstances (e.g., if the program supervisor changed, or if the candidate moved positions). Exceptions regarding the number of reflective supervision/consultation providers should be discussed with the Endorsement Coordinator. You may find answers to other questions like this in [Best Practice Guidelines for Reflective Supervision/Consultation](#) posted on the ECMHVA website.