



# **TRAINING & SMALL-GROUP REFLECTIVE SUPERVISION/CONSULTATION**

## **for Broward Healthy Start Coalition**

Updated June 7, 2022

### **OVERVIEW**

Florida Association for Infant Mental Health is pleased to submit this proposal for services to support Broward Healthy Start Coalition program leadership and staff to enhance their service to the infants and families they serve. FAIMH aims to build Broward HSC's professional infant mental health capacity with Reflective Supervision/Consultation (RSC) training and small-group RSC experiences, which will prepare them to earn the Florida's Endorsement for Culturally Relevant, Relationship-Focused Practice Promoting Infant and Early Childhood Mental Health®.

### **The Objective**

- Need #1: Enhance Broward HSC direct service staff's reflective capacity and their ability to engage in reflective, relationship-based practices that support the mental, emotional and relational health of the infants and families they serve;

For supervisors and leaders, improve their own reflective capacity and their ability to provide reflective supervision with staff that center relationship-based practices that better support the mental, emotional and relational health of the infants and families served.

- Need #2: create a pathway for Broward HSC staff to earn Florida's Endorsement for Culturally Relevant, Relationship-Focused Practice Promoting Infant and Early Childhood Mental Health®

### **The Solution**

- Recommendation #1: FAIMH provides competency-based training on Reflective Supervision/Consultation to Broward HSC leaders and staff.
- Recommendation #2: FAIMH provides Reflective Consultation in small-group format to Broward HSC leaders and staff.
- Recommendation #3: FAIMH prepares Broward HSC leaders and staff to earn Florida's Endorsement for Culturally Relevant, Relationship-Focused Practice Promoting Infant and Early Childhood Mental Health®.

## **OUR PROPOSAL**

FAIMH proposes to offer both training and small-group Reflective Consultation for supervisors and direct care staff, for staff of Broward HSC and their contracted community agencies. *A note on wording:* although RSC is used to represent all the ways this work can be provided, we use “Reflective Consultation” here, because the distinction between Supervision and Consultation is an important one. “Reflective Supervision” refers to the process that one’s supervisor at their agency would offer; separate from administrative supervision, but still offered by the person who is your actual supervisor within your agency. “Reflective Consultation” refers to when an independent consultant, from outside of your own agency, offers this formal reflective experience. Thus, FAIMH aims to provide Reflective Consultation to your staff (1) to enhance their reflective capacity (which enhances their quality of work AND reduces burnout), and (2) to build the capacity of supervisors to provide some Reflective Supervision to their staff.

FAIMH shall offer a series that includes both training and small-group Reflective Consultation to the team of Broward HSC leadership staff and community agency supervisors. Typically, supervisors are provided their own learning space and Reflective Consultation group because their needs are different than direct care staff, due to the multi-layered contexts in which they work and the relationships among those layers.

Phase 1 of this initiative will involve both leaders/supervisors and direct care staff. FAIMH shall provide 16 hours of training and two (2) small groups of Reflective Consultation to Broward HSC leaders and supervisors over 8 months, providing training and 24 hours of RSC to meet the requirement for endorsement as an Infant Family Specialist (the category that typically matches a home visiting supervisor’s scope of practice). FAIMH shall offer another set of training and small-group Reflective Consultation to the team of direct care staff. FAIMH shall provide 16 hours of training in two groups (with 30 staff each) and six small groups (with 10 staff each) of Reflective Consultation to direct care staff over 8 months, providing training and 24 hours of RSC to meet the requirement for endorsement as an Infant Family Specialist (the category that typically matches a home visitor’s scope of practice).

The structure for Phase 1 RSC Training and RSC Groups includes 16 hours of training on RSC—the what, when, where, how, and most importantly, the *why* behind RSC being a cornerstone of high quality, relationship-based, culturally responsive service to families and young children. First, staff will engage in 8 hours of training (which can be offered as 1 full day or 2 half days, to be decided in collaboration with Broward HSC, since you know your staff and their way of working and learning best). Then, they will engage in 16 biweekly 90-minute sessions of Reflective Consultation with a Reflective Consultant. These biweekly sessions will provide the staff a total of 24 hours of RSC over 32 weeks, and at the conclusion, the second 8 hours of training focused on reflection and integration on their reflective journey thus far will be provided to wrap-up this immersive learning experience.

Phase 2 of this initiative will involve only the leaders/supervisors, whereby after they complete Phase 1, they will engage in another 12 hours of training focused explicitly on becoming a Reflective Supervisor for their staff, which will be divided into three 4-hour sessions. They will begin with one 4-hour training, then they will then engage in 12 hours of RSC focused on developing themselves as Reflective Supervisors and growing their capacity to offer this critical type of supervision within Broward HSC

moving forward. In the middle of the RSC series, they will attend the second 4-hour training session, complete the remaining 12 hours of RSC. Then, Phase 2 concludes with the final 4-hour training session.

This proposal will also well prepare staff to earn Florida’s Endorsement for Culturally Relevant, Relationship-Focused Practice Promoting Infant and Early Childhood Mental Health®. Endorsement uses a nationally recognized set of competencies that helps define best practices and guides professional growth for professionals who serve infants and young children. Earning Endorsement demonstrates that an individual has attained education, participated in specialized relationship-focused training, works to deliver high quality and culturally sensitive services, and receives guidance from qualified reflective supervisors/consultants. By opening this pathway to Endorsement for Broward HSC staff, *you will be the first Healthy Start Coalition in Florida history* to build this capacity and lead the rest of the state in preparing to one day earn Florida’s Infant Mental Health Endorsement®.

Finally, by providing support via our typical, year-round member benefits to staff, FAIMH shall support and strengthen the professionals working directly with Broward’s infants and families, a group of professionals who make an incredible impact on Florida’s infants, toddlers and their families. Getting Broward HSC staff connected to FAIMH and our professional supports FAIMH offers to our member community is a critical step in supporting both the education and wellbeing of Broward County’s perinatal support, care coordination, and home visiting professionals. Level 1 Agency Membership, offering membership to up to 30 staff through December 31, 2023, will be included in this proposal.

### Project Deliverables

Following is a list of preliminary project deliverables, and is subject to change until a contract is in place.

Deliverable	Description
Deliverable #1	Activate Broward Healthy Start Coalition’s Agency Membership for staff to get connected to FAIMH member community supports (included at no cost)
Deliverable #2	FAIMH offers training and Reflective Consultation groups for up to 16 Broward HSC leaders, managers and community agency supervisors to meet the RS/C requirement to earn Endorsement® as an Infant Family Associate.
Deliverable #3	FAIMH offers training and Reflective Consultation groups for up to 60 Broward HSC and community agency direct care staff to meet the RS/C requirement to earn Endorsement® as an Infant Family Associate.
Deliverable #4	FAIMH provides an Intro to Florida’s Endorsement for Culturally Relevant, Relationship-Focused Practice Promoting Infant and Early Childhood Mental Health® exclusively for Broward HSC to help them learn more about the next steps in their growth in infant/early childhood mental health (included at no cost)
Deliverable #5	FAIMH shall provide a Final Report with evaluation of services and recommendations for next steps at the end of the contract.



### Timeline for Execution

Key project dates are outlined below. Dates are best-guess estimates and are subject to change until a contract is executed.

Description	Start Date	Duration
Project Start	Agreement to be executed in July 2022; Project Start on Sept. 1	September 1, 2022
Milestone 1: Activate FAIMH Membership	Within 7 days from project start date; 2023 Membership activated by 1/1/23	Sept 2022 - Dec 31, 2023
Milestone 2: Phase 1 RSC Training	First training will begin 30 days of project start date, second training held after staff complete RSC Groups	Sept 2022 and June 2023
Milestone 3: Phase 1 RSC Groups	Groups will begin in October 2022	Oct 2022 – May 2023
Milestone 4: Phase 2 RSC Training	First training held in July 2023; second training held after leaders/supervisors complete Phase 2 RSC Groups	July 2023 and May 2024
Milestone 5: Phase 2 RSC Groups	Groups will begin August 2023	Aug 2023-April 2024
Evaluation & Recommendations	Evaluation of training and RSC will be ongoing; Final report will be completed by August 31, 2024	June-August 2024
Project End	Two years from Project Start Date	Aug 31, 2024

### PRICING

The following table details the pricing for delivery of the services outlined in this proposal. They are a preliminary estimate.

Item	Amount	Complimentary from FAIMH
Phase 1 Training for All Staff: Three 16-hour training series on Reflective Supervision/Consultation provided by a FAIMH Training Academy Trainer (1 series of up to 10 Supervisors; 2 series for up to 30 staff each)	\$12,000	
Phase 2 Training for Leader/Supervisor Staff: One 12-hour training series for up to 10 Supervisors focused on becoming a Reflective Supervisor	\$4,000	
Phase 1 RSC for All Staff: Eight 24-hour Reflective Consultation groups (2 for Supervisors; 6 for staff) provided by a FAIMH Endorsed Reflective Consultant	\$36,000	
Phase 2 RSC for or Leader/Supervisor Staff: Two 24-hour Reflective Consultation groups provided by a FAIMH Endorsed Reflective Consultant	\$9,000	



Level 1 Agency Membership (\$1500 per year, for 2022 and 2023)		\$3000
Private Broward HSC Introduction to Endorsement Session		\$300
<b>Total</b>	<b>\$61,000</b>	<b>Value of \$3300</b>

Disclaimer: The prices listed in the preceding table are an estimate for the services discussed. This summary is not a warranty of final price. Estimates are subject to change if project specifications are changed or costs for outsourced services change before a contract is executed.

## QUALIFICATIONS

Florida Association for Infant Mental Health is continually proven to be an industry leader for high-quality service and support in the following ways:

- FAIMH is the only professional organization in Florida with a sole focus on infant and early childhood mental health, with the mission of supporting and strengthening the infant mental health workforce.
- FAIMH staff, trainers, facilitators and Reflective Supervisors/Consultants are comprised of leaders in the field of infant and early childhood mental health, recognized both statewide, nationally, and internationally, and include content and practice experts.
- FAIMH offers the perfect combination of competency-based training, professionals support, and preparation to earn Florida’s IMH Endorsement® to increase the knowledge, skill and competence of infant and early childhood mental health professionals across varying disciplines and fields, including home visitors and perinatal support specialists such as Healthy Start provides.
- As the sole license holder for Florida’s Endorsement for Culturally Relevant, Relationship-Focused Practice Promoting Infant and Early Childhood Mental Health® for the state of Florida, FAIMH will best prepare your staff to earn Endorsement®.
- The Reflective Supervisors/Consultants who provide RSC that counts towards the Endorsement® requirement are vetted and endorsed by FAIMH. There might be other providers throughout the state who offer RSC, but only the Reflective Supervisors/Consultants who are endorsed by FAIMH are the most qualified to provide RSC to professionals who plan on earning Endorsement® in the future. Further, FAIMH contracts directly with several of our most highly qualified endorsed Reflective Consultants to provide small group RSC to organizations and staff teams across Florida. By choosing FAIMH, you are selecting the highest quality trainers and Reflective Consultants, and giving your staff the best opportunity to enhance their professional practice and the best preparation to earn Florida’s IMH Endorsement®.



## CONCLUSION

As you can see, selecting FAIMH for this opportunity will give you the most flexibility and highest quality experience as they embark on their journey towards professional growth in infant/early childhood mental health and hopefully earning the Florida's IMH Endorsement®. We look forward to working with Broward Healthy Start Coalition to increase capacity among your staff serving infants and families in Broward County, which also will create pathways to Florida Infant Mental Health Endorsement.

These opportunities, being highly specialized, are an investment both in your staff's wellbeing and professional service, in addition to being an investment in your community's families that you serve. For an organization to engage their staff in training and small-group RSC is a commitment, and if would serve Broward HSC best to change elements of this proposal to better fit your needs, FAIMH welcomes having more conversation and tailoring this proposal to your needs. As a small statewide non-profit, we offer you both the high-quality expertise and the flexibility you need.

Please contact me at [christine@faimh.org](mailto:christine@faimh.org) or by phone at 954-304-4704. We look forward to hearing from you soon.

Thank you for your consideration,

*Dr. Christine Hughes, MA-E®*

Executive Director  
FAIMH