

# California Training Guidelines and Personnel Competencies for Infant – Family and Early Childhood Mental Health

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*We Can't Wait 2012*  
*From Science to Practice – Relationships Matter*

# Today's Objectives

- ▶ Define California's Training Guidelines and Personnel Competencies for IF & ECMH
- ▶ Understand the purpose of the of the California's Training Guidelines and Personnel Competencies for IF & ECMH
- ▶ Describe the endorsement process for the state of California
- ▶ Determine who needs to be certified in California's Training Guidelines and Personnel Competencies for IF & ECMH



# History of IF & ECMH Guidelines and Competencies in California

1992–1996 – Initial recommendations for competencies came from grant funded by US Dept. of HHS and Maternal and Child Health Bureau, under the direction of the USC, University Center for Excellence in Development Disabilities at Children's Hospital in LA.

2001–2003 State wide work group was established: funded by First 5 of CA, Children and Families Commission through the Dept. of Mental Health and coordinated by the West Ed in partnership with eight county teams.

2007–2009 Interdisciplinary workgroup conducted training programs throughout CA., workgroup included DMH, IDA, CEITAN, a draft of the guidelines was sent to IF & ECMH professionals throughout the state for review

2009 – First 5 of California held a state wide meeting to introduce the competencies to counties throughout CA

2010 – State wide endorsement pilot system provided by West Ed

2011 – Statewide endorsement system in place for certification

2012 – IF & ECMH Guidelines and Competencies Revised

# Efforts in San Diego

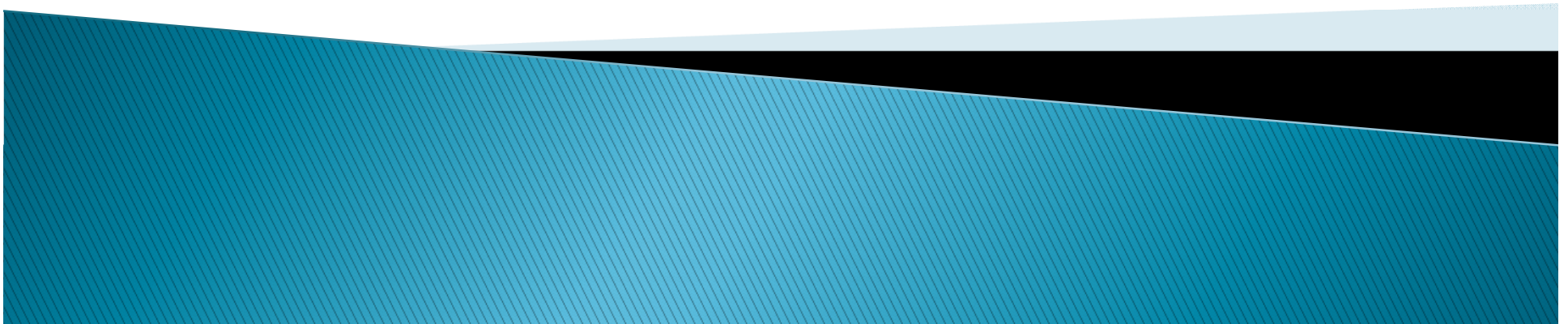
- March 2009 – IF & ECMH Leaders meeting was convened to introduce the competencies to San Diego County
- 2009– Building on the work that has been done in San Diego:
  - Behavioral Health Planning Study – Chris Walsh
  - Young Child Institute – Roseanne Myers
  - Behavioral Health Consultation to Early Care and Education providers A Service Access deficit – San Diego Child Care and Development Planning Council
- 2009 – Infant Development Association kick off training
- 2010– present – S. D. Academy of Child & Adolescent Psychiatrist Association host the yearly ‘We Can’t Wait Conference’ to bring the latest research on ECMH to S. D.
- 2010 – present – Super ECMH Leaders Meeting Emerges
  - Present – Culture shift is taking place with one person at a time, one agency at a time.



# What is the purpose of IF & ECMH Training Guidelines and Personnel Competencies?

Build a multi-disciplinary IF & ECMH workforce throughout the state of California

Define California standards for IF & ECMH specialty training to help ensure child social – emotional and developmental well being



# What exactly do the IF & ECMH Training Guidelines and Personnel Competencies do?

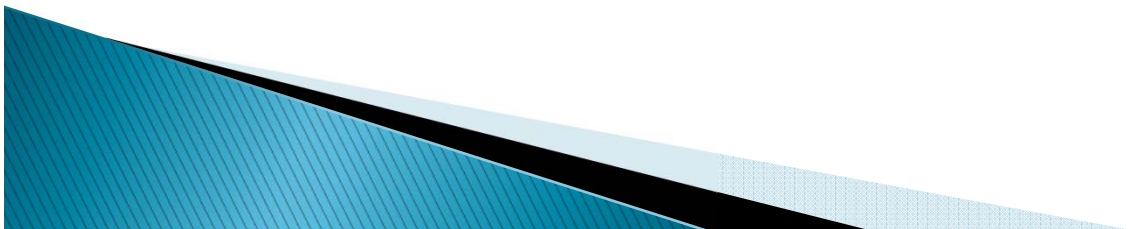
- ▶ Provide a framework that outlines a coherent foundation of the knowledge and skills necessary to work with very young children and their families with a focus on early relationships and early mental health.



# Who does this apply to?

Practitioners working with infants, young children, and their families come from diverse fields. Every individual who provides services to a baby should be trained in the basic concepts of infant–family mental health and early development. The knowledge, skills, and reflective practice needs vary for different professionals.

- ▶ **Transdisciplinary Mental Health Practitioner** requirements for:
  - Knowledge domain—key concepts, competencies and training hours
  - Clinical experience/reflective practice facilitation domain hours
- ▶ **Mental Health Specialist** requirements for:
  - Knowledge domain—key concepts, competencies and training hours
  - Clinical experience/reflective practice facilitation domain hours
- ▶ **Reflective Practice Facilitators**
  - Key concepts, competencies and training required for



# Endorsement Categories





Where do I Fit and What does this  
look like for me and/or my  
Agency?

Review Handout of  
Endorsement Categories



# Domain1 – Areas of Knowledge

- A. Parenting, Care giving, family functioning and parent–child relationships
- B. Infant, toddler and preschool development
- C. Biological and psychological factors impacting outcomes
- D. Risk and resiliency
- E. Observation, screening and assessment
- F. Diagnosis and intervention
- G. Interdisciplinary/multidisciplinary collaboration
- H. Ethics

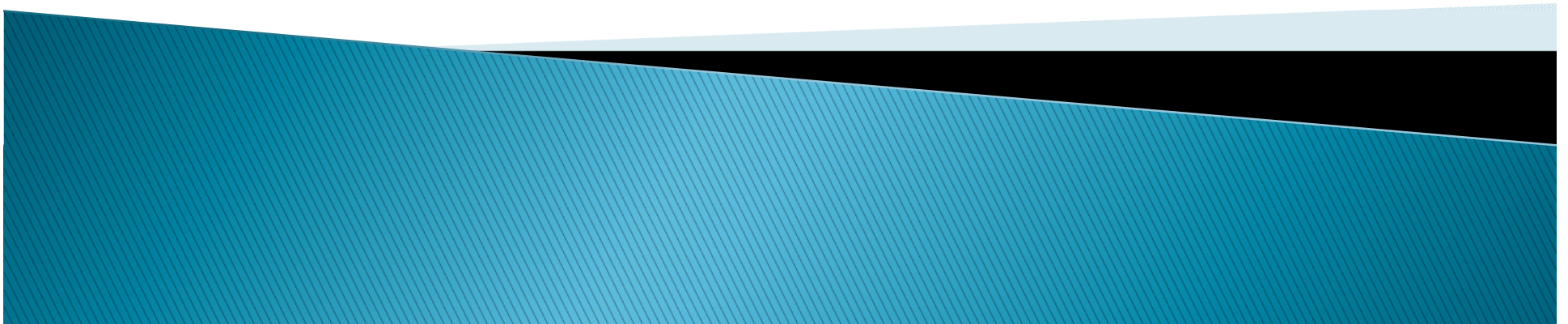


# Domain 2 – Experience

- ▶ Clinical experience with families and children prenatal to age 3 and /or
- ▶ Clinical experience with children 3 to 5 and their families
- ▶ Reflective Practice    Facilitation

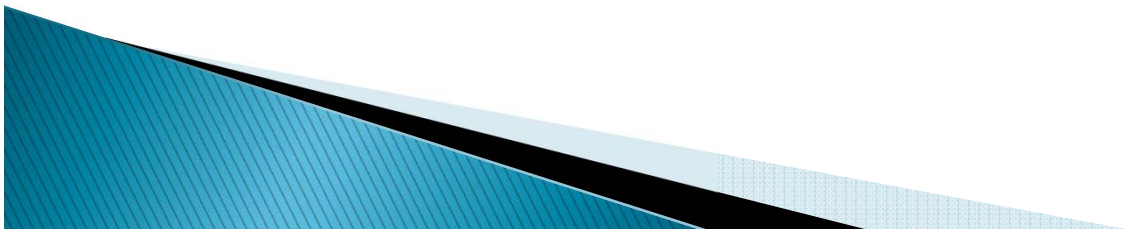


# KEY CONCEPT – Reflective Practice Facilitation\*



# What is Reflective Practice Facilitation?

- Paradigm shift from solely administrative supervision toward reflective practice facilitation
- Differentiated from the previous field emphasis on administrative supervision, accountability, documentation, and the mechanics of “case management”
- Focus on relationships, qualitative improvement, support, and the investment of self in the intervention and treatment process





# Reflective Practice Facilitation

- ▶ Reflective Practice facilitation of Transdisciplinary IFECMH Practitioners and IFECMH Specialist may be done either individually or in small groups, up to eight participants
- ▶ Reflective Practice facilitator must embody ways of being that are best practice for 0–5 practitioners
- ▶ Reflective Practice Facilitation is not:
  - Supervision (clinical or administrative)
  - Consultation
  - Psychotherapy



# Where Can I Obtain this Knowledge/Experience?

1. You may already have several or all of the hours of training required
2. Today's conference counts towards your hours
3. Attend trainings and track your hours
4. Participate in one of the San Diego's local programs



# Affect Regulation Center Training Program

For More Information:

Dr. Ruth Newton, PhD.

[ruthnewton@newtoncenter.net](mailto:ruthnewton@newtoncenter.net)

# Early Childhood – Social Emotional and Behavioral Regulation Intervention Specialist Certificate (EC–SEBRIS) offered at SDSU

For more information:

Dr. Shulamit Ritblatt:

[ritblatt@mail.sdsu.edu](mailto:ritblatt@mail.sdsu.edu)





# Infant-Preschooler Mental Health Programs

For More Information:

Dr. Lily Cosico-Berge, PsyD, ATR-BC,  
RPT  
[lcosicoberge@neighborhoodhouse.org](mailto:lcosicoberge@neighborhoodhouse.org)



# Statewide Endorsement System Started at the end of 2011

For more information about the Endorsement Process  
visit the California Center for Infant-Family Early  
Childhood Mental Health at:

<http://cacenter-ecmh.org/>

Additional Websites:

Infant Development Association

<http://www.idaofcal.org/>

# Who is Endorsed in our San Diego Community?

## **San Diego**

### **Advanced Transdisciplinary Mental Health Practitioner**

Joanne Brady (0-5)

### **Mental Health Specialist**

Allyson Barry (0-5)

Lilibeth Cosico-Berge (0-5)

Marianne Coughlin (0-5)

Nancy Deutsch (0-5)

Kimberly Flowers (0-5)

Bonny Forrest (0-5)

Sherry Hartwell (0-5)

Ruth Newton (0-5)

Sharon Perugini (0-5)

### **Reflective Practice Facilitators I, Reflective Practice Facilitators II & Reflective Practice Mentors**

Allyson Barry (RPF II)

Joanne Brady (RPF I)

Lilibeth Cosico-Berge (RPM)

Marianne Coughlin (RPF II)

Nancy Deutsch (RPM)

Kimberly Flowers (RPF II)

Bonny Forrest (RPM)

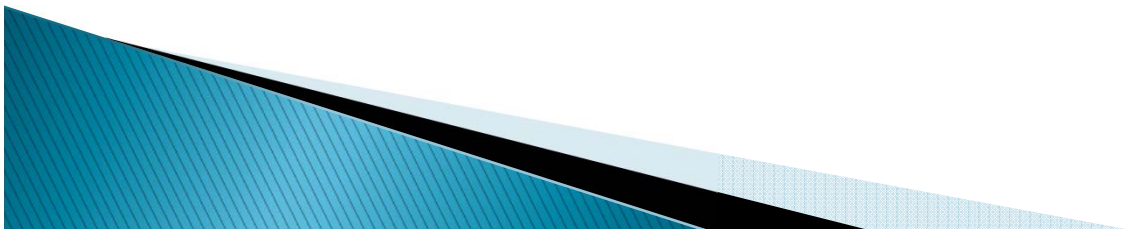
Sherry Hartwell (RPM)

Ruth Newton (RPM)

Sharon Perugini (RPF II)

# How would implementing the Guidelines make a difference in San Diego?

- ▶ Improve outcomes
- ▶ Decrease spending
- ▶ Advance knowledge on the relationship between attachment and healthy brain development during 0–5



# CALL TO ACTION – What Can You Do??

## Policy

- Add reflective supervision as a requirement to any contract that serves the 0-5 population
- Identify funding and or resources to have key staff trained
- Identify a champion in your system to advance the IF & ECMH Training Guidelines and Personnel Competencies

## Program

- Provide reflective facilitation in your agency for your staff serving 0-5 population

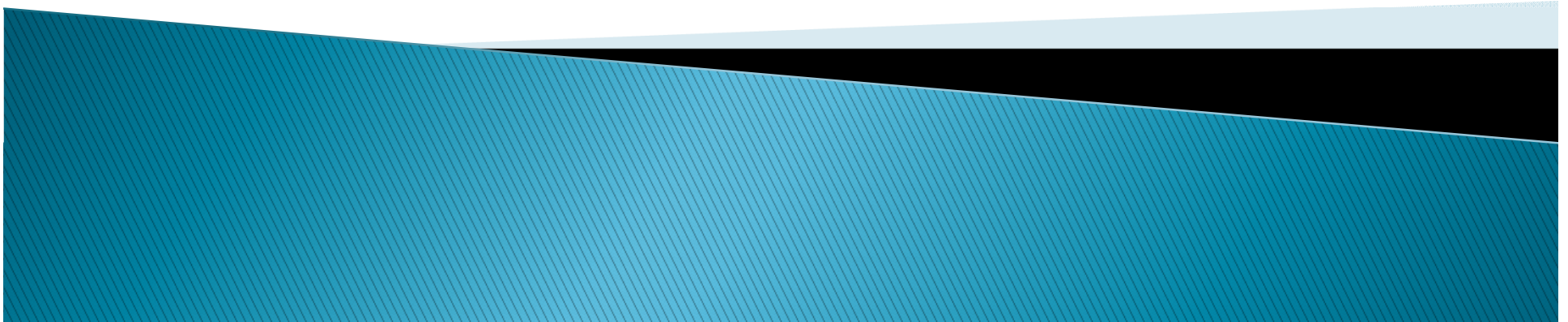
## Practice

- If your not working with 0-5 and they are in your waiting room, make a referral, early identification is critical
  - Obtain training to meet the endorsement requirements

Not to Act = \$\$\$\$\$\$\$\$\$\$\$\$  
Significant Cost to all of us

“Troubled early;  
troubled late.”

Dr. Jeff Rowe





# For Additional Information

- ▶ Infant Development Association of California
  - <http://www.ecmhtraining-ca.org>
- ▶ For information on local San Diego efforts pertaining to the IF & ECMH Training Guidelines and Personnel Competencies contact:
  - Elizabeth Marucheau, LCSW at [emaruche@mail.sdsu.edu](mailto:emaruche@mail.sdsu.edu)



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