



## **What Is Reflective Supervision/Consultation (RSC)?**

RSC is an ongoing professional development practice for the infant and early childhood (IEC) workforce. Through regularly scheduled reflective sessions, the IEC professional and their supervisor/mentor/consultant establish a collaborative and reflective alliance. RSC supports the professional in addressing the challenges of their work and leads to better service to families. The relationship, in which the professional feels seen, heard, and understood, provides a model for strengthening relationships and promoting the growth and development of babies, young children, their parents, and caregivers.

Concretely, RSC provides a regular opportunity for a professional to talk about their work and the impact their work has on themselves and others. RSC fosters critical self-awareness and the ability to consider multiple perspectives, all of which enhance an organization's implementation of a relationship-based culture.

## **Values and Beliefs About Reflective Supervision/Consultation (RSC)**

Every professional supporting babies, young children, caregivers, and families deserves and benefits from a collaborative and consultative reflective relationship

RSC has the capacity to facilitate social justice work through the practice of curiosity, self-awareness, and exploration of the parallel process

RSC provides a space to identify bias, increase cultural humility, and to explore the ways in which power, privilege, and systems of oppression impact both the reflective alliance and the work with young children and families

The IEC field has a responsibility to ensure that RSC is offered and delivered across all disciplines and sectors of the workforce in an equitable, accessible, and culturally responsive way

RSC is an inclusive practice, honoring and elevating diverse and non-dominant ways of knowing, doing, and being

RSC providers must be engaged in ongoing learning and reflection, including participation in their own RSC about the RSC they are providing to others

The Alliance is committed to broadening pathways for professionals to meet RSC qualifications, with a particular focus on diversifying the pool of RSC providers

The Alliance is committed to our own critical self-awareness as we strive to deepen our understanding of RSC

## **What Is the Link Between Reflective Supervision/Consultation (RSC) and IECMH Endorsement?**

RSC is good for the workforce. It offers a space for professionals to consider the impact of their work on families and on themselves. It provides emotional support to the practitioner so that they, in turn, can offer that support to families so that families can offer it to their infants and young children

RSC is a requirement for most categories and a strong recommendation for all categories of the Infant/Early Childhood Mental Health (IECMH) Endorsement credential; it offers a reflective “relationship for learning” through which professionals integrate IECMH knowledge & skills into relationship-based practice

RSC is linked to Endorsement so that more professionals ask, “What about the baby?” which places the experience of the infant/young child at the center of the work

The IECMH Endorsement credential provides best practice standards that define the qualifications for RSC providers. RSC qualifications ensure that providers participate in professional development (initial & ongoing) and are supported by their own RSC