



FAQ: Reflective Supervision/Consultation (RSC) for IMH Endorsement Applicants

Do I have to qualify to receive reflective supervision/consultation (RSC)?

Anyone can receive RSC, as it is considered one of the hallmarks of high quality infant mental health services. For the purposes of Endorsement, RSC is recommended for all but required in the following categories: Infant Family Specialist (IFS), Infant Mental Health Specialist (IMHS), and Infant Mental Health Mentor-Clinical (IMHM-C).

To become endorsed you may have a minimum required number of hours that need to be submitted for your application (see below).

Are there rules around who I can receive RSC from?

You will notice that those hours need to be provided by an RSC provider that is experienced with your scope of work and meets certain criteria based on the category of Endorsement you would be applying for. See below for questions about “vetted” RSC providers.

How do I find a RSC provider?

Many infant mental health professionals receive RSC through their employer or their employer may have resources or connections to support you in receiving RSC.

The North Carolina Infant and Early Childhood Mental Health Association (NCIMHA) is building a registry of approved providers [here](#), this registry is being updated periodically as we work to grow RSC capacity. For the most up to date information, and for additional support in connecting to a qualified RSC provider, you can reach out to the NCIMHA Endorsement Coordinator (endorsement@NCIMHA.org).

If I start RSC right now, when can I become endorsed?

If all other requirements are met, the soonest one can become endorsed is one year from the start date. Note, that the requirements are two part:

Timeframe: Qualifying hours of RSC must be received within a 1 to 2 year timeframe

Quantity: IFS and IFRS applicants need 24 hours of RSC. IMHS and IMHM-C applicants need 50 hours of RSC.

Both parts of the RSC requirements must be met before you can submit your application. However you may be able to register and start building your application while you are gaining all or some of those RSC hours.

I'm currently supervising staff who do direct service work prevention/early intervention, but I did not receive RSC when I did direct service. Can I provide RSC that will count toward their Endorsement® application?

Yes, you can become endorsed as an IFRS or an “emerging” IFRS while in your current supervisor role and then provide RSC hours to your direct service staff if:

- you are currently receiving RSC that meets the required hour/timeframe requirements (based on IFRS Endorsement)
- you have past work experience that meets the direct practice work requirements (based on IFS Endorsement) even if you did not receive RSC while doing that direct practice work

If you are currently providing RSC to staff who are going through Endorsement and are not Endorsed yourself, reach out to the NCIMHA’s Endorsement Coordinator for information about becoming a “vetted” provider for your current staff (see below for more information on the vetting process).

Vetting RSC Providers

What is vetting?

Vetting is a process put in place to support applicants through their Endorsement journey, specifically around requirements for receiving RSC. As NCIMHA continues to endorse professionals throughout the state to build RSC capacity, NCIMHA allows a vetting process to help identify IMH professionals in the community who are not yet endorsed and are providing RSC to others that could count towards an applicant’s Endorsement application.

The identified RSC provider goes through an interview style process. It is then determined if their experiences and knowledge of RSC aligns with the Best Practice Guidelines for Reflective Supervision/Consultation (BPGRSC). If so, that RSC provider can either have past hours of RSC provided to an applicant(s) approved and/or they can become an “vetted” RSC provider so that additional hours of RSC for applicant(s) can be approved and applied to Endorsement applications moving forward.

How do I get my supervisor vetted?

If you have previously received RSC, you will first contact that supervisor to inform them that you are:

1. Going through Endorsement
2. Hoping to use the hours of RSC that they provided you to count towards your Endorsement application
3. With consent, pass along their contact information to a NCIMHA representative who can explain the vetting process and schedule a vetting interview.

For additional information on this process, see Vetting FAQ for RSC Providers, which is available on the NCIMHA website.

What if my past supervision hours are not approved?

In the case that your previous supervisor/supervision hours are not approved, NCIMHA will work with you to connect to a vetted or endorsed reflective supervisor/consultant who you can begin working with.

Can a current supervisor be vetted?

Yes, someone you are currently receiving RSC from can be vetted in order to count past, current, and future hours towards your Endorsement® application.

Does vetting end?

Vetted RSC providers are limited in how long they are approved to provide RSC to others before becoming endorsed themselves. Usually, RSC providers are approved for a year, with annual check-ins with the Endorsement Coordinator to renew their “vetted” status.

Additionally, it is important to note that vetting across the state is temporary, to be utilized as we grow our list of endorsed RSC providers. When NCIMHA no longer allows vetting throughout the state, hours of RSC utilized in Endorsement applications must be provided by an endorsed provider. It is projected that NCIMHA will cease to utilize the vetting process and vetted RSC providers on or before December 31, 2027.

Once vetted, are there other requirements of a vetted providers?

Vetted RSC providers who are counting past hours towards an applicant’s Endorsement® application are asked to complete a reference rating form for the applicant going through Endorsement. For a sample of the reference rating forms, visit the NCIMHA website.

Vetted RSC providers who continue to provide hours to one or more Endorsement applicant

- Are required to receive their own RSC
- Check in with the Endorsement Coordinator annually in order to maintain their vetted status
- Work toward their own Endorsement application so that they can continue to provide once vetting is no longer approved.
- Complete a reference rating form for Endorsement applicants to be utilized in their Endorsement application. For sample reference rating forms, see the NCIMHA website.

Additional questions? Contact the NCIMHA Endorsement Coordinator at endorsement@ncimha.org.