



Alliance for the Advancement of Infant Mental Health

Reference Add Entry form (Applicant completes the following):

Name of Reference Rater:

Organization/Employer:

Phone:

Email:

Endorsement Status: Endorsed, Not Endorsed, Vetted, Unsure

This reference rater is my: Reflective Supervisor/Consultant, Reflective Supervisee/Consultee,

Other: _____

- *The reference rating process is confidential. By checking this box I affirm that I understand and agree to the confidential nature of the reference rating form process and that I will not have access to the content of the raters completed form.*

Reference Information (Reference rater completes the following):

Name:

Email:

Phone:

Organization/employer:

Endorsement category or not endorsed:

How many years have you worked with infants, toddlers, caregivers, and families:

How long have you worked with the applicant from (mo./yr.) _____ to (mo./yr.) _____

I am the applicant's (role): Reflective Supervisor/Consultant, Reflective Supervisee/Consultee, Other: _____

Reference Information Specific to certain forms

For Reflective Supervisor/Reflective Supervisee ONLY:

How often did you meet for Reflective Supervision (weekly, 2x monthly, etc.):

Between the dates of: (mo./yr.) _____ to (mo./yr.) _____

For a total of: _____ hours

TO THE REFERENCE RATER:

You have been selected to complete a reference form for a professional applying for Endorsed Reflective Supervisor from the (STATE) association for infant mental health.

The information that you provide will help to establish the applicant's eligibility.

Please provide a rating on each item based on the context of your work with the applicant. It is not necessary to have directly observed the applicant perform their role in order to speak to your knowledge of their developed competency.

The content of your reference rating response is confidential and will not be viewed by the applicant. We encourage raters and applicants to have open and clear conversations around areas of strength and growth in order to support healthy relationships and quality professional development.

Thank you for your supporting the professional development of our infant and early childhood mental health community!

Please note one significant strength observed: _____

Please note one area for growth observed: _____

Comments: _____

- The information I have provided on this form is correct to the best of my knowledge and belief.
 - I hereby RECOMMEND this applicant for Endorsement.
- OR
- I hereby DO NOT recommend this applicant for Endorsement.
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**All Reference rating forms will use this scale for each question:
0- No/Not Yet / 1- At Times/Emerging / 2- Consistently/Effectively**

Reflective Supervisor Form		
#	Question	Competencies Covered
1	Supports others to integrates knowledge of current/relevant infant and early childhood principles and practices in a way that demonstrates growth, professional development, and capacity to guide others.	Reflection: <ul style="list-style-type: none"> • Professional Development Working with Others: <ul style="list-style-type: none"> • Coaching and Mentoring
2	Demonstrates ability to address urgent incidents quickly with the objective to eliminate the crisis and restore calm and order to the situation.	Working with Others: <ul style="list-style-type: none"> • Crisis Management
3	Has the capacity to create an environment that allows for the co-creation of a culture where group reflection is encouraged and supported.	Communication: <ul style="list-style-type: none"> • Group Process
4	Wonders and explores about their experiences when supporting others, demonstrating both safety and bravery within relationships with others and in the supervision space.	Reflection: <ul style="list-style-type: none"> • Curiosity
5	Regularly examines their own thoughts, feelings, strengths, and challenges and uses reflective supervision to discuss their reflections and/or concerns as they arise.	Reflection: <ul style="list-style-type: none"> • Contemplation
6	Examines their own culture, values, and beliefs, exploring the potential impact this has on their actions, behaviors, and on their various working relationships.	Reflection: <ul style="list-style-type: none"> • Self-Awareness
7	Recognizes their evoked feelings to better understand themselves and inform their work supporting others.	Reflection: <ul style="list-style-type: none"> • Emotional Response
8	Makes connections to the ways in which one relationship affects and is affected by other relationships.	Reflection: <ul style="list-style-type: none"> • Parallel Process
9	Models' personal commitment and empathy in promotion of all aspects of the practice of infant and early childhood mental health including supporting others professional development.	Leading People: <ul style="list-style-type: none"> • Motivation • Developing Talent

10	Promotes effective infant and early childhood mental health principles, practices, and programs inclusive of the integration of cultural humility to uphold systems of justice and equity.	Leading People: <ul style="list-style-type: none"> • Advocacy
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Reflective Supervisee Form

#	Question	Competencies Covered
1	Has expert knowledge of current and relevant infant and early childhood principles and practices and provides me with guidance to effectively integrate into my work, nurturing professional development and growth.	Working with Others: <ul style="list-style-type: none"> • Coaching and Mentoring Reflection: <ul style="list-style-type: none"> • Professional Development
2	Demonstrates ability to address my urgent incidents quickly with the objective to eliminate the crisis and restore calm and order to the situation.	Working with Others: <ul style="list-style-type: none"> • Crisis Management
3	Creates an environment that allows for the co-creation of a culture where group reflection is encouraged and supported.	Communication: <ul style="list-style-type: none"> • Group Process
4	Creates a space where I feel safe/comfortable to be curious, brave, and can openly explore my experiences with families.	Reflection: <ul style="list-style-type: none"> • Curiosity
5	Encourages me to regularly examine my own thoughts, feelings, strengths, areas for growth, and is able to bring up and discuss issues and/or concerns when necessary	Reflection: <ul style="list-style-type: none"> • Contemplation
6	Encourages me to examine the potential impact my culture, values and beliefs have on my actions, behaviors, and various working relationships.	Reflection: <ul style="list-style-type: none"> • Self-Awareness
7	Challenges me to recognize and then integrate evoked feelings into my work to better understand myself and how to support families.	Reflection: <ul style="list-style-type: none"> • Emotional Response

8	Gives consideration and makes connections to the ways in which one relationship affects and is affected by other relationships.	Reflection: <ul style="list-style-type: none"> • Parallel Process
9	Models personal commitment and empathy in promotion of all aspects of the practice of infant and early childhood mental health including supporting my professional development.	Leading People: <ul style="list-style-type: none"> • Motivation • Developing Talent
10	Promotes effective infant and early childhood mental health principles, practices, and programs inclusive of the integration of cultural humility to uphold systems of justice and equity.	Leading People: <ul style="list-style-type: none"> • Advocacy

Colleague/Other Form

#	Question	Competencies Covered
1	Demonstrates knowledge of current/relevant infant and early childhood principles and practices and integrates knowledge to guide and support the professional development of peers.	Working with Others: <ul style="list-style-type: none"> • Coaching and Mentoring Reflection: <ul style="list-style-type: none"> • Professional Development
2	Participates in an environment that fosters the co-creation of a culture where group collaboration is supported and effective.	Communication: <ul style="list-style-type: none"> • Group Process
3	Remains open and curious, maintaining both safety and bravery within relationships and considers the impact of one relationship on another relationships.	Reflection: <ul style="list-style-type: none"> • Curiosity • Parallel Process
4	Regularly examines own thoughts, feelings, strengths, and challenges with a willingness to explore their impact on working with infants, parents/caregivers, families and others.	Reflection: <ul style="list-style-type: none"> • Self-Awareness • Contemplation
5	Integrates thoughts and feelings into their work to better understand themselves and how to support families.	Reflection: <ul style="list-style-type: none"> • Emotional Response
6	Models personal commitment and empathy in promotion of all aspects of the practice of infant and early childhood mental health including supporting professional development of others.	Leading People: <ul style="list-style-type: none"> • Motivation • Developing Talent

7	Promotes effective infant and early childhood mental health principles, practices, and programs inclusive of the integration of cultural humility to uphold systems of justice and equity.	Leading People: <ul style="list-style-type: none"> • Advocacy
8	Demonstrates ability to address urgent incidents quickly with the objective to eliminate the crisis and restore calm and order to the situation.	Working with Others: <ul style="list-style-type: none"> • Crisis Management

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