

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 deep relational work through the practice of curiosity, self-awareness, and exploration of the parallel process.

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

RSC is an inviting practice, honoring and elevating a variety of 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.

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

RSC is good for the workforce. It offers 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.