

**Knowledge and Skill Areas of the Competency Guidelines® addressed by  
IPTI's Reflective Supervision in Early Education and Care course**

Individuals who have participated in the IPTI's Reflective Supervision in Early Education and Care course can count those training hours toward an application for Endorsement® (IMH-E® and ECMH-E®). The knowledge and skill areas covered by the course are indicated below. Please note that this training alone may not be enough to fully meet a particular knowledge or skill area. Endorsement® applicants may need to include coursework and/or additional in-service training to fully meet a knowledge or skill area.

(Category below refers to I= IFA/ECFA, II=IFS/ECFS, III- IMHS/ECMHS, IV=IMHM-M/ECMHM {C, R/F, P})

Theoretical Foundations	Reflective Supervision in Early Education and Care
Pregnancy & early parenthood (Category I, II, III, IV)	
Infant/very young child development & behavior (Category I, II, III, IV)	
Infant/family-centered practice (Category I, II, III, IV)	
Relationship-based therapeutic practice (Category I, II, III, IV)	
Family relationships & dynamics (Category I, II, III, IV)	
Attachment, separation, trauma, grief & loss (Category I, II, III, IV)	
Psychotherapeutic & behavioral theories of change (Category III, IV)	

Disorders of infancy & early childhood (Category II, III, IV)	
Mental & behavioral disorders in adults (Category III, IV)	
Cultural competence (Category I, II, III, IV)	
Adult Learning Theory and Practice (Category IV)	
Statistics (Category IV)	
Research and Evaluation (Category IV)	
<b>Law, Regulation, and Policy</b>	<b>Reflective Supervision in Early Education and Care</b>
Ethical Practice (Category I, II, III, IV)	
Government, Law and Regulation (Category I, II, III, IV)	
Agency Policy ((Category I, II, III, IV)	
<b>Systems Expertise</b>	<b>Reflective Supervision in Early Education and Care</b>
Service Delivery Systems (Category I, II, III, IV)	
Community Resources (Category I, II, III, IV)	
<b>Direct Service Skills</b>	<b>Reflective Supervision in Early Education and Care</b>
Observation and Listening (Category I, II, III, IV)	
Screening and Assessment (Category I, II, III, IV)	
Responding with Empathy (Category I, II, III, IV)	
Intervention/Treatment Planning (Category III, IV)	
Developmental Guidance (Category III, IV)	

Supportive Counseling (Category III, IV)	
Parent-Infant/Very Young Child Relationship-based Therapies and Practices	
Advocacy (Category I, II, III, IV)	
Life Skills (Category I, II, III, IV)	
Safety (Category I, II, III, IV)	
Reflective Clinical Supervision (Category IV, clinical)	
<b>Working with Others</b>	<b>Reflective Supervision in Early Education and Care</b>
Building and Maintaining Relationships (Category I, II, III, IV)	Yes
Supporting Others (Category I, II, III, IV)	Yes
Mentoring (Category II, III, IV)	
Coaching and Mentoring (Category IV)	
Collaborating (Category I, II, III, IV)	Yes
Resolving Conflict (Category I, II, III, IV)	Yes
Crisis Management (Category IV)	
Empathy and Compassion (Category I, II, III, IV)	Yes
Consulting (Category IV)	

<b>Communicating</b>	<b>Reflective Supervision in Early Education and Care</b>
Listening (Category I, II, III, IV)	Yes
Speaking (Category I, II, III, IV)	Yes
Writing (Category I, II, III, IV)	
Group Process (Category I, II, III, IV)	Yes
<b>Thinking</b>	<b>Reflective Supervision in Early Education and Care</b>
Analyzing Information (Category I, II, III, IV)	Yes
Solving Problems (Category I, II, III, IV)	Yes
Exercising Sound Judgment (Category I, II, III, IV)	Yes
Maintaining perspective (Category I, II, III, IV)	Yes
Planning and Organizing (Category I, II, III, IV)	Yes
<b>Reflection</b>	<b>Reflective Supervision in Early Education and Care</b>
Contemplation (Category I, II, III, IV)	Yes
Self Awareness (Category I, II, III, IV)	Yes
Curiosity (Category I, II, III, IV)	Yes
Professional/Personal Development (Category I, II, III, IV)	Yes
Emotional Response (Category I, II, III, IV)	Yes
Parallel Process (Category III, IV)	Yes

<b>Administration</b>	<b>Reflective Supervision in Early Education and Care</b>
Program Management (Category IV)	
Program Development (Category IV)	
Program Evaluation (Category IV)	
Program Funding (Category IV)	
<b>Research and Evaluation</b>	<b>Reflective Supervision in Early Education and Care</b>
Study of infant relationships and attachment (Category IV)	
Study of infant development and behavior (Category IV)	
Study of families (Category IV)	