

HARRIS EARLY CHILDHOOD MENTAL HEALTH TRAINING PROGRAM RECRUITMENT FOR 2010-2011



Early Childhood Mental Health Program • Early Intervention Services
Division of Mental Health & Child Development

Dear Colleagues and All Interested Parties:

We are pleased to announce the continuation of the **Irving B. Harris Early Childhood Mental Health Training Program**, a two-year training program with an optional third year. The training program, established in 2000, is directed by the Early Childhood Mental Health (ECMH) Program of Children's Hospital & Research Center at Oakland, in collaboration with First 5 Alameda County—Every Child Counts (ECC) and the Alameda County Behavioral Health Care Services Agency. This letter provides:

- Information about the mission and goals of the Harris Program;
- Agency commitment and involvement;
- Recruitment information for the incoming 2010-2011 Cohort;
- Registration information for continuing year two and three Harris trainees;
- Information about the year two Mental Health Consultation: Partnering with Early Care and Education program;
- Information about our pilot program;
- Application information and form (attached).

Irving B. Harris Early Childhood Mental Health Training Program

The program provides in-depth training for individuals that are committed to providing a continuum of relationship-based services to infants, young children and their families. The program has been developed as an applied training program for new and experienced mental health clinicians, along with other practitioners from a variety of disciplines who are working with infants, young children and their families. In 2010-2011, we will be working with a curriculum that is aligned with the California Training Guidelines and Personnel Competencies for Infant-Family and Early Childhood Mental Health Providers. Trainees who complete the program requirements will be eligible for endorsement under this system.

Training Program Background

The program was developed as part of the Infant, Preschool and Family Mental Health Initiative, sponsored by the State Department of Mental Health and funded by the California First 5 Commission. In July of 2003, we received generous grants from the Irving Harris Foundation and First 5 Alameda County—Every Child Counts (ECC). Alameda County Behavioral Health Care Services and ECC have collaborated in the development and sponsorship of this program since its inception. The program has been named the Harris Early Childhood Mental Health Training Program in honor of Irving B. Harris, a pioneer in development of programs for infants, young children and families. Continuation of the

program is made possible by the generous financial support of the Irving B. Harris Foundation and First 5 Alameda County—Every Child Counts. The Alameda County Behavioral Health Care Services Agency continues to provide support, guidance and resources for the program. Title IV-E funds are used to support social workers from Alameda County Social Services to participate in the program.

Goals of the Harris Early Childhood Mental Health Training Program

The goals and activities listed below are conceptualized and implemented with an emphasis on socio-cultural factors such as race, culture, class, and other forms of diversity. This framework contributes to the development of a workforce and leadership corps sensitive to the complex needs of diverse populations. Main goals and activities are:

- To provide specialized training in infant and early childhood mental health to licensed or license-eligible mental health professionals who are working with children 0-5 and their families in a variety of settings, including home and community, Training is for those providing direct services or supervision and program direction.
- To provide training to practitioners such as social workers, nurses, early care and education providers, early interventionists, and others providing services to children 0-5 and their families who want more in-depth knowledge about children's social-emotional development and parent-child interaction, as well as to build skills in relationship-based approaches and reflective practice.
- To support agencies that wish to develop, enhance or expand their capacity to provide preventive intervention and infant and early childhood mental health treatment services to children 0-5 and their families.

Agency Commitment and Involvement

Enrollment in the training program requires sponsorship by the trainee's agency and a commitment at the agency level to enhance or expand infant and early childhood mental health services. Agencies are asked to provide time for the staff person to attend by excusing them from agency program activities that occur during the scheduled training times. We require both trainee and agency participation in the evaluation processes designed to assess the impact of the program. Trainees are also required to complete an assessment instrument to help them gauge their progress in learning specific skills and knowledge.

HARRIS PROGRAM RECRUITMENT FOR 2010-2011

Harris Year 1 Program

A new training cohort will begin in late September 2010. Please share this letter with possible candidates or agencies that you think might want to take advantage of this opportunity. We seek a diverse group of trainees who work in a variety of community settings providing services to infants, young children and their families.

The Harris Program will provide trainees with a combination of interactive didactic instruction and clinical process training. The 1st year program elements include:

- A three-hour seminar that meets twice a month. Several community conclaves with keynote speakers are scheduled throughout the training year;
- Bi-monthly individual reflective supervision; and
- Bridging Theory-to-Practice group sessions twice a month.

The content of the training seminar includes core theories and knowledge related to social-emotional development, assessment and intervention techniques for infant and early childhood mental health services. The training content emphasizes intervention approaches and the development of services that are responsive to the culture and context of the children, families and organizations involved. Time in the large group seminar also helps trainees learn more about the multiple systems working with infants, young children and families. The structure of this group stresses the importance of inter-agency and cross-system collaboration to create meaningful services.

The individual reflective supervision provides individualized opportunities for each trainee to strengthen their understanding and skills.

The “Bridging Theory-to-Practice” groups are designed to help trainees learn to apply and adapt early childhood mental health theory and intervention techniques to the settings where they practice, and to think about cross- system implications of their work.

Trainees are assisted in these groups to use a competency-based instrument to look at their individual training needs and to measure changes in skills and knowledge.

APPLICANT SELECTION CRITERIA

- Employment or practice in a setting with regular opportunities to work with children 0-5 and their families, providing treatment or preventive intervention, or providing supervision or consultation to others who do so. Program leaders who wish to enhance their knowledge and understanding of infant and early childhood mental health services will also be considered.
- Individual interest and willingness to commit to regular attendance at all scheduled activities. Willingness and time to complete assigned readings for the seminar.
- Participating agencies must send an administrator and the trainee’s direct supervisor to an orientation meeting about the program and be willing to evaluate the participant’s experience.

Fee: The Harris training program is supported by grants and contracts from a number of funding sources that subsidize most of the cost, allowing us to provide this program to the community. The fee for Year 1 participants is \$450.00 for staff from Alameda County and \$650.00 for out-of-county participants.

Program Schedule

The Harris Year 1 program begins on **Tuesday, September 28, 2010 and ends on Tuesday, June 22, 2011.** Program evaluation will continue to the end of June 2011. The

Harris seminar meets on Tuesday afternoons, 1:30-4:30 p.m. Theory-to-Practice groups are schedule on Tuesday afternoons as well. Supervision is scheduled individually.

1ST YEAR HARRIS PROGRAM TRAINEE SELECTION PROCESS

- An interagency team comprised of program staff and community members will screen the applications.
- Interviews are scheduled for trainees and; in some cases, agency personnel.
- Final selection is determined.
- After the review and interview process, applicants will be notified by **Monday, June 21, 2010**, of his/her acceptance. Acceptance letter from candidate must be received by the Early Childhood Mental Health Program, attention Lorraine Watts, no later than Wednesday, June 30, 2010. At that time, the trainee is assigned to a program group and assigned an individual supervisor.

Harris Year 2 Program

The second year presents many opportunities to expand knowledge and skills, as well as deepen connections and professional relationships that serve to build a strong infant and early childhood mental health community. The time commitment in the second year is less than year 1. In order to advance to the second year, trainees are required to have met the (80%) attendance requirements and made progress in mastering the material and skills covered during the first year of the program as described in the program competency instrument. The second year includes:

1. **Three “All-Year 2” sessions.** These training sessions are mandatory for all second year trainees; the trainee’s program supervisor and/or administrator are encouraged to attend. These programs are designed to bring in new content to the participants and also to provide opportunities to come together as a continuing group.
2. **Bi-monthly small group meetings.** These small learning groups focus on special themes and topics related to infant and early childhood mental health. Some of these are topics introduced in year one and deepened in year two.

There will be a core set of readings as well as individualized readings for each specific group. Trainees will present and discuss examples from the work, integrate past and present knowledge and readings. The groups will meet for two hours and we plan to schedule group sessions on Wednesday and Thursday afternoons.

3. **Bi-monthly individual supervision.** Each participant will receive two hours of individual supervision per month related to their work with the 0-5 population. Individual supervision is mandatory for participants. Supervision will include discussion of the direct service or supervisory work done by the trainee and discussion of individual competency. New supervisors will be assigned in some cases. Trainees will be expected to bring progress notes or video material to supervision. The supervisor will revisit the competency instrument and the supervisee will do a self-assessment at the end of the year. The supervisor will discuss individual growth and goals. The twice-a-month individual supervision will begin in October 2010 and continue through June 2011. The supervision/consultation provided the trainee about work with families

and young child is for the purposes of professional development, and the legal supervision of the trainee on cases remains with the agency.

4. **Agency Visitation.** Individual supervisors will conduct their first supervision sessions at the program site if possible and during that visit will arrange for an informal meeting with the agency director and the trainee's supervisor. A phone check-in will be done mid-year and an end-of-the-year agency impact contact will be in June 2011.
5. **Conclaves.** Conclaves are open sessions of the Year 1 Harris ECMHTP. These meetings are held from 1:30–4:30 p.m., on scheduled dates. Schedules and descriptions of these activities will be provided at the orientation meeting. Participation is strongly encouraged, but optional. Participation is also open to other staff from your agencies.
6. **Project.** Development of an individual project that will be presented at the third "All-Year 2" session. This project can be something that the trainee has developed in his/her agency that reflects the skills and knowledge that he/she gained from the Harris training program. Examples might be (1) a training presentation to staff on relationship-based work; (2) revision of procedures to help an activity be more supportive of children or parent-child relationships, (3) detailed presentation of how infant mental health principles have been integrated into a system or service in a way that is new for the agency; (4) revision of agency materials or procedures; or (5) summary of a conference presentation.

Harris Year 2 Program—Mental Health Consultation: Partnering with Early Care and Education

The Year 2 Mental Health Consultation group is for those providing consultation to early care and education. The current group will continue. No new enrollment is anticipated. This group is supported by the Alameda County Behavioral Health Care Services Agency.

This specialty training group is designed for mental health providers who work in agencies that provide mental health consultation services to early care and education (childcare programs). This Harris training group is a response to an ever growing need for mental health services to meet the social, emotional, behavioral, and developmental needs of young children, ages 0-5, in early care and education programs. While recognizing the growing need for mental health services in early care and education, we also recognize the dearth of skilled mental health consultants in Alameda County.

The Mental Health Consultation group will meet twice a month at the Eastmont Town Center, located at 7200 Bancroft Avenue, Suite 125C, Oakland, CA., and are expected to participate in the three All-Year 2 sessions planned for 2010-2011. There will be no individual supervision for this group. Trainees will be expected to complete a final exam at the end of the training and a consultation to early care and education competency instrument.

Fee and Schedule: The cost for Year 2 is \$300 for Alameda County participants and \$600 for out-of-county participants. **The second year component begins in October 2010 and ends June 2011.** Program evaluation will continue to the end of June 2010.

Optional Year 3 Activities

The **Clinical Consultation** group, facilitated by Stephen Seligman, is designed for Harris graduates providing infant mental health services to families. The group uses case material brought by the participants. The group meets on the second Wednesday of each month from 7:00-9:00 p.m., at the Offices of Early Intervention Services, 638 3rd Street, Oakland, CA. Participants are expected to make a commitment for the full ten (10) months.

Fee and Schedule: The training fee is \$450.00 per session (i.e., \$45.00 per session). The first payment of \$225.00 is due in August 2010 and the final payment of \$225.00 is due by the end of February 2011. The **Clinical consultation group begins September 8, 2010 and ends June 8, 2011.** Program evaluation will continue to the end of June 2011.

Additional Harris Training Program

A Reflective Facilitators-in-Training Program (RFIT): Last year, a new program for Harris graduates was developed. Seven individuals are now enrolled in the first year of the RFIT pilot training and will continue for a second year. They are receiving training to enable them to expand their facilitation, supervision and leadership skills with a focus on addressing issues related to diversity. The Reflective Facilitators-in-Training group has co-facilitated the Harris “Bridging Theory-to-Practice” groups with our ongoing reflective facilitators; and in the second year, will be involved in individual supervision. This training meets the requirements for the Reflective Facilitator training outlined in the California Training Guidelines and Personnel Competencies for Infant-Family and Early Childhood Mental Health Providers. We will recruit new trainees for this program in 2011. We urge interested Harris graduates to inquire about possibilities for involvement in this training in 2011.

Continuing Education Units for All Harris Programs

California Board of Behavioral Sciences - The Early Childhood Mental Health Program is a provider approved by the California Board of Behavioral Sciences, provider #PCE 3884. This course meets the qualifications for 30 hours (for Years 1 and 2) and 20 hours (for Year 3) of continuing education credits for MFTs and/or LCSWs as required by the California Board of Behavioral Sciences. No refund on courses given with or without fee.

California Board of Registered Nursing – Every Child Counts-First 5 Alameda County Public Health Nursing Department is a provider approved by the California Board of Registered Nursing, provider #1639 for 30 contact hours (for Years 1 and 2) and 20 contact hours (for Year 3) per course. No refunds on courses given with or without a fee.

Psychologists Mandatory Continuing Education Units – We plan to apply to MCEP for continuing education units.

Certified Addiction Specialists Continuing Education Credit – We plan to apply to the American Academy of Health Care Providers in the Addictive Disorders for continuing education credits and do not anticipate any problems with being authorized to offer these units for Certified Addiction Specialists.

For psychology licensees, an additional \$7.00 will be collected at the end of the training year if the course receives MCEP approval. There is no charge for other CEUs.

Participants will receive a certificate of completion for each program year certifying that they have met program requirements for knowledge domain and reflective practice facilitation outlined in the California Training Guidelines and Personnel Competencies for Infant-Family and Early Childhood Mental Health Providers. Trainees will be responsible for signing in at all sessions and completing mid-year and end-of-the-year evaluations.