Training on the Georgetown Model of Effective Early Childhood Mental Health Consultation Services

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Presentation Objectives

• Define “effective” early childhood mental health consultation (IECMHC)
• Describe core components of effective consultation programs
• Identify two types of IECMHC and the benefits of each
• Articulate outcomes associated with IECMHC
• Identify the qualifications, skills and characteristics of effective IECMH consultation.
Presentation Objectives

• Identify and discuss IECMHC consultation strategies to support staff and families abilities to promote social emotional development in young children.
• Explore issues related to cultural competence in ECMHC.
• Discuss the critical importance of positive relationships in supporting young children's mental health and social emotional development.
Ground Rules/ Shared Agreements

• Take care of yourself
• Suspend certainty
• Turn off or mute cell
• Go out on a limb
• Maintain confidentiality
• Demonstrate respect
“I Already Know This”
Reflection

• What do you think of when you think of early childhood mental health?

• What do parents think?

• What do stakeholders think? (e.g. community, boards, primary care, community agencies/referral sources, etc.)
Definition of Early Childhood Mental Health

Mentally healthy infants and young children have the developing capacities to

• Experience, regulate, and express emotions in socially acceptable ways

• Form close and secure adult and peer relationships

• Explore the environment and learn

• All in the context of family, community, and culture

Adapted from: http://main.zerotothree.org/site/PageServer?pagename=key_mental
Definition of Early Childhood Mental Health
Activity: Handout 1
Reflection

• What about infant early childhood mental health consultation?

• What do you think?

• What do parents think?

• What do stakeholders think? (e.g. community, boards, primary care, community agencies/referral sources, etc.)
Learning about ECMHC

• How do parents and family members learn about consultation availability?

• How do staff learn about your role and services?

• How does ECMHC work within the other child and family serving community agencies?
Video- A Day in the Life of an I/ECMHC
Definition of Early Childhood Mental Health Consultation:

“A problem-solving and capacity–building intervention implemented within a collaborative relationship between a professional consultant with mental health expertise and one or more individuals with other areas of expertise - primarily child care, child development, and families – or individuals with child care responsibilities.”

(Cohen & Kaufmann, 2000)
Defining ECMHC (cont’d)

- Promotes social emotional development
- Addresses children’s challenging behavior
- Primarily indirect services
- Impacts child, family, staff, and outcomes
Defining I/ECMH Consultation (cont.)

- Culturally sensitive
- Family focused
Child- and Family- Centered Consultation

- Addresses the factors that contribute to an individual child and/or family’s difficulties engaging in an early childhood setting or program

- Typically provided to staff and families about concerns related to an individual child.

- Impacts one child/family
Child and Family Centered Video
Programmatic Consultation for Staff and Programs

• Works in collaboration with program leadership to assess and address issues related to a program’s structure, policies, procedures, professional development, philosophy and mission as they relate to supporting young children’s social emotional development

• Focused on the whole program
Programmatic Consultation Video
What ECMHC “Isn’t”

- Formal diagnostic evaluations
- Therapeutic play groups
- Individual therapy
- Family therapy
- Staff therapy
- Family support groups
SCENE 1...TAKE 1...

1. Read the **Scene** on The front of the card.

2. Discuss your **Take** on the scene and decide:
   - What type of consultation is indicated?
   - What might be the role of the Mental Health Consultant?
The Perfect Mental Health Consultant
The Effective Consultant: Qualifications & Characteristics

- Education/Knowledge
  - Masters degree in a related field, e.g., social work, psychology
  - Core content knowledge

- Respectful
- Trustworthy
- Open-minded/non-judgmental
- Reflective
- Approachable
- Good listener
- Compassionate
- Team player
- Flexible
- Patient
Consultant Knowledge

• Child development
• Typical and atypical behavior including:
  • Attachment
  • Separation
• Medical and genetics information
• Cultural understanding
• Treatment alternatives
• Family systems
• Early childhood systems
• Adult learning principles
Skills and Experience

- Ability to work in group settings
- Observation, listening, interviewing and assessment
- Sensitive to community attitudes and strengths
- Cultural competence
- Respect for diverse perspectives
- Ability to communicate
- Familiar with interventions and treatments
Specialized Experience

- Separation and loss
- Substance abuse
- Maternal depression
- Abuse and neglect
- Teen motherhood
- Working with fathers
- Early childhood mental health including:
  - Aggressive behavior

- Medical concerns including:
  - Prematurity and low birth weight
  - Failure to thrive
  - Developmental delays including:
    - Speech and language
    - Learning
    - Developmental disabilities
Elements of the Consultative Stance

- Mutuality of endeavor
- Avoid position of expert
- Wondering not knowing
- Understanding another subjective experience
- Consider influence
- Hearing and representing all voices
- Centrality of relationships
- Parallel process
- Patience

- Johnston & Brinamen, 2006
The Relationship:
How we are is more important than what we are
Competencies

• Thoughts
• Questions
• Concerns
• Feedback
Roles and Responsibilities

• Support staff in addressing individual challenges that affect work
• Provide crisis stabilization
• Work with families on resolving behavioral challenges
• Refer when indicated
Quiz on Roles and Responsibilities
Georgetown Model of Effective EMCHC

Positive Outcomes
- Child
- Family
- Staff
- Program

Catalysts for Success
- Positive Relationships
- Readiness for ECMHC

Core Program Components
- Solid Program Infrastructure
- Highly-Qualified Consultants
- High-Quality Services

Support for Sustainability/Expansion
Guidance for Continuous Quality Improvement
Solid Program Infrastructure

- Strong leadership
- Clear model design
- Clear organizational structure
- Hiring and training program staff
- Supervision and support
- Strategic partnerships
- Community outreach and engagement
- Clear communication
- Financing
Delivering High-Quality Services

- Provide an array of services/activities
  - Information gathering
  - Individualized service plan development
  - Plan implementation support
  - Provider/family education
  - Provider/family emotional support
  - Linkages to services beyond consultation
  - Staff training and support
Tips on High-Quality Service Delivery

- Strong service initiation process
- Collaboration
- Family involvement
- Cultural and linguistic competence
- Individualization of services/strategies
- Consistency across home & classroom
Tips on High-Quality Service Delivery (cont’d)

- Utilization of hands-on, practical materials
- Consistency in consultants
- Availability of consultants
- Integration of consultant into program routines and operations
- Facilitation of ECE program requirements and goals
Getting Off to a Good Start: High Quality Service

- Clarify roles and expectations up front
  - Written agreements
  - Widespread communication
- Integrate into ECE program
  - Attend activities/events
- ECE program-level accommodations
Mental Health Consultation is Effective When

- consultants engage in both family and child consultation and program level consultation
- program level consultation may be getting more “bang for the buck”
- integrated into day-to-day
- “part of the team”
Mental Health Consultation is Effective When

<table>
<thead>
<tr>
<th>Strengths based</th>
<th>Individualized and comprehensive</th>
</tr>
</thead>
<tbody>
<tr>
<td>Relationship based</td>
<td>Family focused</td>
</tr>
<tr>
<td>Preventative</td>
<td>Inclusive</td>
</tr>
<tr>
<td>Culturally sensitive</td>
<td>Integrated</td>
</tr>
<tr>
<td>Promote staff wellness</td>
<td>Promote strong community partnerships</td>
</tr>
</tbody>
</table>
Mental Health Consultation is Effective When

The consultant has:
- experience with young children and families with low-incomes
- a long term commitment to the program
- an approach consistent with program’s philosophy and best practices
Successful MH Consultation

- is **not** based on the frequency of services provided or on the amount of money spent on the mental health consultation.
Unimportant Characteristics

• (as perceived by staff)
  - budget spent on mental health
  - size of program
  - race/ethnicity of families served
  - credentials
  - years of education
Child- and Family-Level Outcomes

Children’s behavior problems

- Prevent preschool suspensions and expulsions
- Improve dyadic relationships
- Reduce missed work days for parents

Provider-Level Outcomes

Gain Skills
- ECE: Teaching feelings, managing behavior
- HV: Engaging families

Improve Fidelity
- ECE: Teacher–child interactions
- HV: Dosage

Improve Outcomes
- ECE: CLASS scores
- HV: Retention

**Program-Level Outcomes**

**MHC**
- Increased supportive policies
- Increased reflective supervision

**Staff**
- Reduced staff stress and burnout
- Reduced staff turnover

**Child**
- Improved attachment and resilience
- Improved school readiness

System-Level Outcomes

- Increases in ongoing developmental screening with referral and follow-up
- Earlier identification of mental health problems
- More-appropriate referrals for specialty services

Philosophy

- Individuals select two cards
- Chose your best one
- As a group reach consensus on your philosophy
Create a Want-Ad

- Use your philosophy to create a want-ad for the perfect consultant
  - Knowledge, experience, skills, duties to perform, attributes
Thoughts about Tim?

• What do you see/ observe?
• What do you feel?
• What do you think?
• What do you do?
Consultant Training

- Orientation to the model – including approach and associated policies/processes
- Key early childhood topics – including child development and I/ECMH
- Key consultation topics
- Working within ECE settings
- Cultural and linguistic competency
Consultant Supervision

- Supervision
  - Clinical and administrative supervision
  - Regular and ongoing
  - Reflective in nature

*Reflective supervision provides support and knowledge to guide decision-making, offers empathy to help supervisees explore their reaction to the work, and helps supervisees manage the stress and intensity of the work.*

Parlakian, 2002
Distinguishing between Supervision and Therapy

- Purpose
- Outcome
- Agenda
- Basic Process

Adapted from Practical Issues in Clinical Supervision, http://lpcethics.com/texts/course2.pdf
Quality of the Supervisory Relationship

double most important factor in effective supervision

“Do unto others as you would have others do unto others” – Jeree Paul
Effective Supervision

- Mutually agreed upon goals, responsibilities, time frames
- Established method for resolving communication and other problems
Effective Supervisors

• Offer empathy, support, instruction, knowledge,
• Demonstrate interest in supervision, good tracking of supervisees,
• Are interpretative, respectful, focused, practical and flexible
Consultant Support

- One-on-one and with peers (i.e., group)
- Formal and informal

“[Reflective supervision and peer support] – these were the two components that made me want to stay and that make the program successful.”

~ Mental health consultant from What Works? study
Outcomes of Supervision

- Little empirical evidence
- Positive effect on clients
- Lack of supervision can be harmful
- Quality of supervision impacts client outcomes
Reflective Supervision Video
<table>
<thead>
<tr>
<th>Thoughts about Branden?</th>
</tr>
</thead>
<tbody>
<tr>
<td>• What do you see/observe?</td>
</tr>
<tr>
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</tr>
<tr>
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<tr>
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</tr>
</tbody>
</table>
Key Partners for Effective Consultation

• ECE program administrators/Consultation “champions”
  • Strong influence on “readiness” for ECMHC

• Evaluators
How do others introduce you?
Are teachers your champions?

- Insert MI mh consultant video
As a Mental Health Consultant

- How can you support the teacher in her work with this parent?

- What questions might you ask the teacher about her conversation with the parent?

- How might you help her reflect on her conversation?

- How do you keep in mind the consultative stance?
Define Culture?
Culture

• Culture is a shared system of meaning, which includes values, beliefs, and assumptions expressed in daily interactions of individuals within a group through a definite pattern of language, behavior, customs, attitudes, and practices.

Reflecting on Consultant Cultural and Linguistic Competence

- Explore the meaning and degree of importance of key constructs for each family (e.g. discipline, mental health, behavioral expectations, comfort talking about personal concerns)

- Reflect on one’s own culture and the role it plays in shaping perception and understanding
Activity on Culture

- When you were sick?
Tip of the Iceberg
Video Consultation and Culture
## TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>VIGNETTE</th>
<th>Description</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Discussing a Referral for ECMH Consultation with a Family</td>
<td>8</td>
</tr>
<tr>
<td>2.</td>
<td>Visiting a Child Care Site for the First Time: Meeting with the Director</td>
<td>12</td>
</tr>
<tr>
<td>3.</td>
<td>Visiting a Child Care Site for the First Time: Entering the Classroom</td>
<td>17</td>
</tr>
<tr>
<td>4.</td>
<td>Meeting with a Parent to Gather Information</td>
<td>21</td>
</tr>
<tr>
<td>5.</td>
<td>Observing a Toddler with Aggressive Behavior within a Center-based Care Setting</td>
<td>26</td>
</tr>
<tr>
<td>6.</td>
<td>Observing a Preschooler with Internalizing Behavior within a Family Child Care Setting</td>
<td>30</td>
</tr>
<tr>
<td>7.</td>
<td>A Child/Family-centered Consultation Planning Meeting with a Parent, Grandmother and Teacher</td>
<td>33</td>
</tr>
<tr>
<td>8.</td>
<td>Talking with a Teacher About Programmatic Strategies</td>
<td>39</td>
</tr>
<tr>
<td>9.</td>
<td>Programmatic Planning to Support Staff Relationships and Well-being</td>
<td>43</td>
</tr>
<tr>
<td>10.</td>
<td>Coaching a Provider on a Social and Emotional Strategy</td>
<td>47</td>
</tr>
<tr>
<td>11.</td>
<td>Talking with a Family About a Community Referral for Additional Services</td>
<td>50</td>
</tr>
<tr>
<td>12.</td>
<td>Reflective Supervision: The Day It Made Sense to Me</td>
<td>54</td>
</tr>
</tbody>
</table>
Homework: Assess Your MH Consultation
How do you Know if it is Working?

- Adopt a Process: Consider
  - Survey staff
  - Survey families
  - Survey your consultant
  - Survey community members
Quick Survey Tools

• How is the Mental Health Consultation in the Program? Survey for Families
• How is the Mental Health Consultation in the Program? Survey for Staff
• Assessing Your Program’s Early Childhood Mental Health Consultation: How do you know if your mental health services are effective?
Is it Working? How is it Working?

• Is it Effective?
• Is it Sufficient?
• How do you know?
• What are the outcomes?
Resources

Resources

- Center for Effective Mental Health Consultation
  [http://www.ecmhc.org/](http://www.ecmhc.org/)

- What Works? Study
  [http://gucchd.georgetown.edu/78358.htm](http://gucchd.georgetown.edu/78358.htm)

- Mental Health Consultation in Child Care
  (K. Johnston & C. Brinamen)

- Family Connections

- Mental Health Consultation in Early Childhood
  (Donahue, Falk, & Provet)

- Special Issue: Current Issues and Practices in Early Childhood Mental Health Consultation,
  *Infant Mental Health Journal*
  May/June 2012, Volume 33, Issue 3

- Early Childhood Mental Health Consultation,
  *Zero to Three*, May 2013, Vol 33 (5)
Reflections/ Thoughts
Next Steps

• How will you integrate IECMHC in your work?
• Interested in continuing to receive support
  • Monthly Webinar – reflective peer support; reflective supervision; identify implementing “consultative stance”
Contact:

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Guided Questions

1.) How will you help ECE programs to differentiate between mental health consultation and other types of supports/services?

2.) How will you help ECE programs to understand the need for multiple types of consultation i.e. programmatic, child/family, classroom, (and systems work)?

3.) Video 3.5 highlights relationships between consultants, staff, and parents. As a consultant how do you emphasize the central focus of relationships?