



January 2023

**The California Infant and Early Childhood Mental Health Consultation (IECMHC) Network, formerly known as CIBC, is currently recruiting professionals to join our IECMHC Network of consultants!** We want to provide you with some background information about the IECMHC Network as you consider submitting an application.

In July 2021, funding for the California Inclusion and Behavior Consultation (CIBC) Network project moved to the California Department of Social Services (CDSS) as part of the Child Care Transition from the California Department of Education, Early Learning and Care Division (CDE/ELCD) to CDSS. Additional funding was awarded to expand the Network and as part of that expansion, CIBC was renamed the Infant and Early Childhood Mental Health Consultation (IECMHC) Network. The IECMHC Network utilizes a tiered system of support framework to deliver an expanded suite of IECMHC services, supports, and resources available in synchronous and asynchronous formats, both in-person and virtually, to all early learning and care programs and providers across California.

### **The Purpose of Consultation**

Infant and early childhood mental health consultation (IECMHC) is an evidence-based practice that supports caregivers in understanding and addressing behaviors they find challenging, facilitating young children's social and emotional development and identifying strategies for effective classroom interventions and program practices that promote adult and child well-being. Core to the IECMHC Network consultation model are reflective practice and the Consultative Stance, both of which uphold the centrality of relationships and the parallel process. Areas of support for Classroom and Programmatic consultation include:

- Promoting positive mental health and social and emotional development.
- Addressing behavior that providers find challenging or concerning.
- Focusing on relationships and practices that buffer against stress and trauma.
- Developing a program culture that promotes the well-being of providers, young children, and families.

### **Role of an IECMHC Network Consultant**

Consultants work in communities providing direct in-person and virtual support to center-based administrators, teachers, staff, and home-based care providers. Consultants are matched with assignments based on geographic location, availability, consultant expertise and individualized program needs. The IECMHC Network team coordinates the referral process and provides resources, and a host of consultant supports, including reflective practice for all consultants. IECMHC Network consultants use a reflective and relationship-based approach to collaborate with home-based providers, center-based teachers, and program leaders to build their capacity to:



- Respond effectively to children’s developmental, social, emotional and behavioral needs.
- Consider all relationships influencing young children’s well-being, both adult-child relationships and those between the adults caring for children.
- Engage in self-reflection about personal values, perceptions and beliefs, culture as well as the connections between adult’s feelings and behavior and children’s feelings and behavior.
- Reframe children’s behavior to problem solve and practice new ways of responding to children’s needs.
- Gain knowledge and skills in understanding the impact of trauma on young children and develop a trauma-informed lens to inform their approaches working with young children and their families.
- Increase awareness and connection to community resources.
- Develop inclusive and equitable policies and procedures that reflect a commitment to serving all children and families.
- Promote staff/provider health and well-being by attending to their feelings and experiences within the context of their relational work and interactions with young children and their families.

## About the IECMHC Network Consultants

At a minimum, consultants hold a master’s degree in social work, psychology, mental health, counseling, early childhood special education, early childhood education or child development, and/or a closely related field. Clinical licensure or license eligible preferred, but not required. Ideal candidates bring:

- At least 3 years of experience providing training, technical assistance and/or consultation with early learning and care staff/providers.
- At least 1 year of providing and receiving reflective practice.
- Ability to provide relationship- and strength-based consultation using inquiry and reflective practices.
- Knowledge of social and emotional development of young children, how to promote social and emotional competence and trauma-informed practices in early learning and care settings.
- Knowledge of community resources for children ages birth to five and their families.
- Knowledge of inclusive practices and IDEA and ADA requirements.
- Infant-Family and Early Childhood Mental Health endorsement.

As part of the consultation process, IECMHC Network Consultants will:

- Communicate how mental health consultation is a preventive, indirect service different from direct mental health treatment services such as therapy and child-focused intervention.
- Share and review IECMHC Network documents to discuss the program’s role and expectations for consultation.



- Develop relationships with staff/providers to assess the program's needs, identify strengths and challenges within the early childhood setting and discuss the program's goals for consultation.
- Offer program-level support and/or work directly with staff/providers to provide classroom focused consultation depending on the program-identified needs.
- Observe the environment in order to provide feedback on current practices and strategies.
- Facilitate reflective conversations to help the staff/provider consider the meaning of young children's behavior and how their own experiences and beliefs impact the way they respond to children.
- Collaborate on the development of an action plan for the program or staff/provider(s) and support implementation of that plan.
- Engage in problem-solving to identify strategies to improve staff/providers' caregiving practices, promote adult/child well-being and build staff/provider confidence in working with all children and families.
- Provide guidance to maximize the use of community resources.
- Encourage on-going celebration of the work.

## Application Process

We accept applications for new consultants on an ongoing basis. Consultant hours are intermittent and will vary based on program needs and consultant availability. If this work sounds interesting to you, please complete an application. Applications can be submitted online on the [WestEd job board](#).

You may also share this information with colleagues and other professionals that you consider a good fit for the IECMHC Network. We look forward to hearing from you!

Sincerely,

A handwritten signature in blue ink that reads "Jennifer Miller".

Director, IECMHC Network

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