



# Updates



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## In This Issue

Teleconference Series on  
Infant Mental Health... 2

Growth and Change at  
NAPPR... 3

ECEP Announcement... 3

Early Intervention  
Workshops.....Insert



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## Reflective Practice and Supervision in Action

by Mary Zaremba

As practitioners in early intervention, we represent different professional and non-professional backgrounds, educational levels, number of years working in the field, as well as a wide variety of life experiences. We also know that working with infants and toddlers in relationship with their families is demanding, complex, rewarding, and at times, even inspiring.



The ability to maintain professional demeanor and boundaries while providing supports and services to families where they live can be challenging. Situations that arise during our visits and conversations with caregivers may cause us to feel as if we must come up with answers, explanations, worthy ideas or solutions “on the spot.” In other words, if we were really doing our job, we would know what to do to “fix” the problems presented to us. Knowing when to “jump in” with solutions, or when to pause and offer a listening ear can be difficult to sort out, especially if we feel emotionally reactive in the moment.

Our ability to know and trust ourselves is as important in our work as any knowledge we may have about encouraging a baby to sit up, a toddler to say or sign “more juice” or give information about applying for subsidized

housing. Reflective practices and supervision is essential to the growth, competence, and emotional well being of the early intervention practitioner. It is also essential for the supervisor of the practitioner! Reflective practices afford us the opportunity to crystallize our learning by stepping back to “replay” our experience to understand more fully what was really happening and our role in that situation.

The following comments by three early intervention coordinators illustrate how reflective practices and supervision have influenced them and their organizations, given time constraints, competing priorities, and billing limitations.



### ENMRSH Early Childhood Intervention

Erin Wood, Director  
Clovis, New Mexico  
ewood@enmrsh.org

We find Reflective Practice benefits and builds a stronger foundation for the Developmental Specialists/Service Coordinators in our program who coordinate and carry out decisions made by the family and team. When staff are responsible to do this, and much more for eighteen families, this is a huge responsibility! They provide all ser-

(Continued on Page 2)

(Continued from Page 1)

vices out in the field and away from the office – we do not want them to feel “alone.”

In reality, everyone is so extremely busy that it is difficult to schedule a time to meet regularly. But, when we do, there are fewer emergencies and staff feel their job is more manageable. Using reflective practice helps the SC/DS to review child progress and family issues/concerns with me, their supervisor. We discuss what is or is not working, and brainstorm to transform the concerns into possibilities. This is also valuable and keeps the supervisor in touch. I know then how the children and families are doing, how staff are doing, when clarification or training is needed, and areas that require attention. To me, this experience translates on as continuous improvement!



### **Los Angelitos Early Intervention**

*Grace Coca, Director*

*Taos, New Mexico*

**ecd@taoscountyarc.org**

The Los Angelitos staff report that reflective practice and supervision occurs on a daily basis. Staff are using reflective practice with one another to problem solve and come up with different strategies. I have an “open door policy” which means I am readily available when staff needs to think things through with me. Staff meetings are held two times a month, usually every other week. Time is allotted at each bi-weekly staff meeting for staff to share any experience or concern.

Reflective practice and supervision is used to help guide and support each other through complex issues and emotions. Listening to the issues and sharing responsibility together encourages team dialogue. This mutual respect and support provides the foundation we need for quality intervention with our families.



### **Pueblo of Laguna Early Intervention Program**

*Alayna Smith, Early Intervention Director*

*Pueblo of Laguna, New Mexico*

**a.smith@lagunaed.net**

I have been attending regularly the Northwest Reflective Supervision group meeting since its inception in 2003. I participated in the group because I was a new supervisor dealing with some “heavy” issues, and needed some guidance and support. What I learned from my monthly meetings not only strengthened my supervisory skills, but enhanced my relationship with my staff that developed mutual respect and trust.

I have learned through reflective supervision to begin by taking a “hands off” approach. Given my personality, I would typically just “jump in” and try to solve the problem. I quickly learned that by asking open-ended questions, I could assist my staff in relating their feelings and get a fuller picture of what was going on. By doing this, together we identify next steps, and gain a more in-depth appreciation of the work that needs to be done.

Reflective supervision is truly a “parallel process,” meaning that how you as a supervisor interact with your staff will directly affect the way they interact and respond to the families with whom they work. To me, this is why it is imperative to develop a trusting relationship from the start.

For more information on Reflective Practice: [http://www.zerotothree.org/site/PageServer?pagename=key\\_reflective](http://www.zerotothree.org/site/PageServer?pagename=key_reflective)

#### **Teleconference Series on Infant Mental Health**

*Abandoned Infants Assistance Resource Center*

*Taming the Ghosts in the Nursery*—Michael Trout, Director,  
The Infant-Parent Institute, Inc., Champaign, IL.

**June 26, 2007**

**Time: 12 noon-1:30 pm MST**

*Supporting Families in Recovery through Mental Health Interventions*—Mary Claire Heffron, Clinical Director, Early Childhood Mental Health Program, Children’s Hospital and Research Center, Oakland, CA.

**July 17, 2007**

**Time: 12 noon-1:30 pm MST**

If you plan to attend, contact Harrie Freedman at 272-3469 or [hfreedman@salud.unm.edu](mailto:hfreedman@salud.unm.edu) and visit:

[http://aia.berkeley.edu/training/teleconference/teleconference\\_series.php](http://aia.berkeley.edu/training/teleconference/teleconference_series.php)

## **Growth & Change at NAPPR**

*by Mary Zaremba*

The NAPPR (Native American Professional Parent Resources) is the recipient of several innovative grants that will expand and enhance current supports and services, as well as fund new programs. NAPPR provides services to Native Americans living in Albuquerque, Acoma, Cochiti, San Felipe, Santa Ana, Santa Domingo, Isleta, Jemez, Tohajiilee, and Zia. The four new funding sources and programs are:

### **Administration for Native Americans Grant:**

This is a three-year grant to develop a culturally relevant model for primary prevention of child abuse/neglect to be used in Native American communities. Primary prevention models relate to the entire community as opposed to identifying and subsequently serving individuals who are “at risk.” The development of this model relies heavily on a Steering Committee comprised of community members and community resource providers. The completed model will have three components:

- ★ A parenting curriculum to be used prenatally through age five;
- ★ An Adult-Education curriculum that will be primarily focused on preparing adults to provide quality child care, and to find and maintain employment; and
- ★ Public awareness and social marketing with key messages such as, the importance of positive parenting, careers caring for young children, and quality early care and education.

### **CYFD Home Visiting Grant:**

NAPPR will implement prescribed CYFD model/requirements with Native American families living in Bernalillo, Cibola, Sandoval, and Valencia counties for first time pregnant parents.

### **Con Alma Grant:**

Another home visiting grant for first time pregnant and parenting families up through age six months.

### **Capacity Building Grant:**

This is a one-year federal grant that will assist NAPPR in developing leadership through organizational assessment and comprehensive strategic planning.

Congratulations to NAPPR’s energetic administration, enthusiastic staff, and forward thinking Board of Directors. Many new families will benefit from the array of health, educational, and informational supports and services available in their home communities. Thanks to Jane Larson, Executive Director; Maggie Austin, Program Director for Child and Family Services; and Lucinda Covarrubias, Community Services Director, for the information included in this article.



### **ECEP Announcement**

*Marcia Moriarta*, PsyD, currently interim director of the the Early Childhood Evaluation Program (ECEP), has been appointed Director of ECEP and Associate Professor with the UNM Department of Pediatrics. She will continue to provide psychology and cognitive evaluations as part of the ECEP team. Marcia is also available, on a limited basis, for mental health consultations with families and/or providers in rural areas of the state through the REACH Telehealth Project.

*Karin Fulford* is the Program Coordinator for ECEP and is now overseeing the ECEP intake process – replacing the old model of regional coordinators. Some of you may know her through her administrative support for the REACH project. Karin’s primary role is to receive and schedule all ECEP referrals. She is available for questions from families and/or providers and to assist you with referrals to ECEP. Please feel free to contact Karin at:  
Office: (505) 272-9846  
Toll Free: 1-800-337-6076  
Fax: (505) 272-0386  
email: [kfulford@salud.unm.edu](mailto:kfulford@salud.unm.edu)

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CDD Library Information Network for the Community (LINC)  
1-800-827-6380 or 272-0281

Visit the Early Childhood & Specialized Personnel Development Division website at <http://cdd.unm.edu/ecspd/>



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**SCHOOL OF MEDICINE**

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# Early Intervention Workshops

Please Post!

## July 2007

### July 25

*Service Coordination 1:  
Family-Centered Service Coordination  
Albuquerque  
Doreen Sansom – [Doreen.sansom@state.nm.us](mailto:Doreen.sansom@state.nm.us)*

## August 2007

### August 13

*Service Coordination 2: From Intake to Eligibility  
Albuquerque  
Doreen Sansom – [Doreen.sansom@state.nm.us](mailto:Doreen.sansom@state.nm.us)*

### August 14

*Service Coordination 3: The IFSP Process  
Albuquerque  
Doreen Sansom – [Doreen.sansom@state.nm.us](mailto:Doreen.sansom@state.nm.us)*

### August 21

*Service Coordination 4: Facilitating Smooth &  
Effective Transition  
Albuquerque  
Doreen Sansom – [Doreen.sansom@state.nm.us](mailto:Doreen.sansom@state.nm.us)*

### August 30

*Family Visiting: A Relationship-based  
Early Intervention  
Santa Fe  
Mary Zaremba – [mzaremba@salud.unm.edu](mailto:mzaremba@salud.unm.edu)*

## September 2007

### September 7

*Service Coordination 1:  
Family-Centered Service Coordination  
Las Cruces  
Sbicca Brodeur – [Sbicca.brodeur@state.nm.us](mailto:Sbicca.brodeur@state.nm.us)*

### September 27

*Service Coordination 2: From Intake to Eligibility  
Las Cruces  
Sbicca Brodeur – [Sbicca.brodeur@state.nm.us](mailto:Sbicca.brodeur@state.nm.us)*

### September 28

*Service Coordination 3: The IFSP Process  
Las Cruces  
Sbicca Brodeur – [Sbicca.brodeur@state.nm.us](mailto:Sbicca.brodeur@state.nm.us)*

## October 2007

### October 11

*Developing the Dream: the Individualized  
Family Service Plan  
Las Cruces  
Mary Zaremba – [mzaremba@salud.unm.edu](mailto:mzaremba@salud.unm.edu)*

### October 19

*Service Coordination 4: Facilitating Smooth &  
Effective Transition  
Las Cruces  
Sbicca Brodeur – [Sbicca.brodeur@state.nm.us](mailto:Sbicca.brodeur@state.nm.us)*

## November 2007

### November 29

*It's Only Natural: Supports and Services in Everyday  
Routines, Activities and Places  
Albuquerque  
Mary Zaremba – [mzaremba@salud.unm.edu](mailto:mzaremba@salud.unm.edu)*

## Save the Dates:

*October 25 & 26, 2007  
New Mexico 3rd Annual Interdisciplinary Early  
Care and Intervention Conference  
Albuquerque  
Joette Baity – [jbaity@salud.unm.edu](mailto:jbaity@salud.unm.edu)*

Please make reservations  
for all workshops.