

Snapshot: Highlights of Workforce Development – Early Childhood Consultation Partnership (ECCP) (Statewide ECE program/model with universal access)

Program Overview



Connecticut's statewide Early Childhood Consultation Partnership (ECCP®) is a nationally recognized, evidenced-based early childhood mental health consultation program developed to meet the social and emotional needs of infants, toddlers, and preschoolers. ECCP® does this by building the capacity of families, providers, and systems, which promotes the most enduring and optimal outcomes for young children.

Goal: Decrease the suspension or expulsion rates from early care and education (ECE) settings of children with behavioral and social and emotional needs by supporting their inclusion in these settings.

Outcomes: ECCP® was proven effective by three rigorous Randomized Controlled Trial (RCT) evaluations, which are considered the gold standard. Outcomes are demonstrated at the child level. The value of the high level of rigor of RCT evaluations is the certainty that the positive child-level outcomes were caused by the ECCP® service intervention. To ensure outcomes consistent with the research, ECCP® is manualized; it is accompanied by the ECCP® information system (EIS), which supports model fidelity. The specialized ECCP® Model Training incorporates best practices of the Infant and Early Childhood Mental Health Consultation (IECMHC) field.

ECCP® is a program of **Advanced Behavioral Health (ABH)**, a nonprofit behavioral health care management company. ABH is the ECCP® model developer and provides statewide oversight and a centralized information system. ECCP® is proprietary and has begun to expand outside of Connecticut through licensing agreements.

Primary funding is provided by **Connecticut's Department of Children and Families**.

Funding is also provided through Connecticut's Office of Early Childhood through the Federal Preschool Development Grant, and through Elm City Project Launch in New Haven.

Service Delivery

- ◆ **Access:** Access is statewide and universal. All of Connecticut's families, caregivers, ECE program staff, and early childhood service providers for children from birth to age 5 are eligible for ECCP® services.
- ◆ **Service structure:** ECCP® services consist of child-, classroom-, and center-level consultation. Services are provided in the home, ECE setting, and community. Service delivery is considered brief but intensive. For example, classroom services are provided weekly (3 to 4 hours per week) for 4 months; child-level services—which include both classroom and in-home services—are provided weekly (up to 2 hours per week) for 8–10 weeks. Additionally, ECCP® serves as a resource to communities throughout the state by actively engaging in



collaborative groups and capacity-building activities, thereby integrating IECMH concepts and supports into Connecticut's child-serving systems.

- ◆ **Service delivery:** ECCP® partners with nonprofit, community-based child behavioral health agencies across Connecticut to help ensure IECMHC service accessibility, with increased service capacity in areas of high need. These agencies employ ECCP® consultants, who provide services in their local communities and cultures to address the mental health needs of infants, toddlers, and preschool children in ECE settings.

Staff Qualifications

- ◆ **Consultant qualifications:** ECCP® consultant positions require a master's-level degree in a human services field, such as social work, counseling, psychology, or child development, and preferably are licensed mental health providers. Experience in early childhood and mental health is also required, including at least two years post-master's field experience in one of these areas.
- ◆ **Competencies:** ECCP® has developed a set of ECMHC Competencies that support the training curricula, field practice, and ultimately the work of the ECCP® consultants.

Orientation and Training

IECMH consultant training modules: These modules were developed to prepare IECMH consultants within the ECCP® program for their role as consultants and to provide existing consultants with continuing education opportunities. The modules are separated into three series—Orientation Training, ECCP® Model Training, and Continuing Education Training—and are based on the ECCP® IECMHC Competencies. (See the table below for an overview of each training.)

Training dose and frequency: The ECCP® Orientation Training and Model Training are delivered over 14 weeks. The trainings progress from core training content to practical model implementation, which accompanies their first service assignments, and continues as they concomitantly build to a full consultation workload. Training formats vary.

ECCP® Orientation Training	ECCP® Model Training	Continuing Education Training
<p>Includes training on key competencies and core knowledge</p>	<p>Includes training on delivery of the ECCP® model with fidelity</p>	<p>Includes ECCP® delivery strategies, promising practices or developments in the field, and areas of assessed need</p>
<p>Topics:</p> <ul style="list-style-type: none"> ◆ Overview of ECCP® ◆ EIS ◆ IECMH ◆ Role of the IECMH consultant (IECMHC in practice) ◆ Theoretical foundations ◆ Early childhood systems ◆ Typical and atypical child development ◆ Culture ◆ Resilience <p>Related activities and resources:</p> <ul style="list-style-type: none"> ◆ ECCP® Reflective Workbook ◆ IECMHC assigned reading and online modules ◆ Shadowing opportunities ◆ Community introductions 	<p>Topics:</p> <ul style="list-style-type: none"> ◆ Topics related to each ECCP® service level and service visit ◆ Assessment and screening tools (reliability) ◆ Fidelity management ◆ EIS, which guides service delivery and contains built-in fidelity features <p>Related activities and resources:</p> <ul style="list-style-type: none"> ◆ <i>Solid Ground</i> (ECCP®'s Model Training manual) ◆ Mentor assignment ◆ Training site 	<p>Topics:</p> <ul style="list-style-type: none"> ◆ Topics vary according to need <p>Related activities and resources:</p> <ul style="list-style-type: none"> ◆ Assessment tool reliability ◆ Model fidelity refreshers ◆ Opportunities for trained trainers



Supervision

ECCP® consultants are provided with clinical, reflective, and administrative supervision from licensed mental health professionals.

Supervision formats:

- ◆ Individual: ECCP®; monthly for two hours per month
- ◆ Individual employer; weekly to biweekly
- ◆ Three-way supervision (includes consultant and both supervisors): Quarterly
- ◆ Model fidelity: ECCP®; a half-hour per week for the first six months (which can be done remotely), then reduced to monthly thereafter
- ◆ Group supervision: ECCP® Consultant Team; monthly

Workforce development: ECCP® consultants represent a unique workforce requiring specialized IECMHC training and model fidelity monitoring and supervision, which is provided by ECCP® program supervisors at Advanced Behavioral Health, the ECCP® model developer. Additionally, a dual supervisory relationship is maintained between ECCP® and the consultants who utilize agency supervisors. ECCP® has established a comprehensive workforce development program that prepares newly hired consultants for the IECMHC work and supports existing consultants with their continued growth and development in the field.

For more information, contact:

Elizabeth Bicio, LCSW
ECCP Director
Advanced Behavioral Health, Inc.
Middletown, CT 06457
Phone: (860) 704-6198
Fax: (860) 638-5302
Email: ebicio@abhct.com
<http://www.eccpct.com/>

