

## **Procedure 8.5**

# **Continuing Education Requirements for Certified Imago Therapists**

### **1. Overview**

From its inception until 2006, Imago Therapists have been certified by the Imago institute permanently.

Many other leading Certifying bodies have recognized that in order to maintain the standards of the Certification, it is important to maintain a relationship with the person certified. This can ensure that referrals can be made to Imago Therapists who are still maintaining high standards in their use of Imago clinical skills.

Imago Relationships International is concerned that by failing to maintain a relationship with certified therapists, we are falling out of step, and devaluing the certificates we issue. Our goal is to require all Certified Therapists to have some form of continuing education relationship with IRI.

IRI recognizes that in the past the community of Imago therapists has strongly resisted the introduction of mandatory continuing education for those who have been previously granted Certification without this requirement. Therefore there will be a phased grandfathering process.

Therefore the following policies have been put in place,

- All Trainees who start courses after 1 Jan 2007 will be required to sign a Training Agreement which states that continuing education and membership in IRI will be a condition of ongoing certification.
- Effective 1 Jan 2008, all Imago Therapists who are approved continuing education with IRI will be highlighted in the Directory and Website
- Effective 1 Jan 2009, only Imago Therapists who are in approved continuing education with IRI will be listed in the main part of the Directory and Website. Others will only be available through a separate listing in the Directory and by a special search option on the website.
- During 2007 and 2008 Imago Therapists will be trained as Supervisors and opportunities for supervision and continuing education will be made widely available.

## 2. Continuing Education Requirements

	Started training after Jan 1, 2007	Started training before Dec 31, 2006
Prior to Dec 31, 2006	None	None
1 Jan 2007	Fulfill "minimum requirements" to maintain certification	None
1 Jan 2008	As above	Commit to "minimum requirements" for highlighted directory listing
1 Jan 2009	As above	Fulfill "minimum requirements" to maintain full listing. Others will be listed separately

The following are the "minimum requirements" indicated in the table above:

- 15 Continuing education credits every two years from Imago
- Meet the CE requirements of your licensing body

Methods of gaining Imago Continuing education credits are set out in the following Q&A

## 3. Monitoring Continuing Education

IRI will track CEUs for each member, from conference attendance records, advanced courses, and reports from supervision groups, and will provide members with a record at the time of renewal.

At the time of membership renewal members will be asked to complete the following information:

*The Imago CEUs we have on record for you are \_\_\_ in 20\_\_ and \_\_\_ in 20\_\_*

*I have / have not completed 15 Imago approved CEUs in the past two years Where completed \_\_\_\_\_*

*CEUs \_\_\_\_\_ Date \_\_\_\_\_*

*I confirm that I hold a License to practice psychotherapy in my state \_\_\_\_\_  
OR In my State of \_\_\_\_\_ a license to practice psychotherapy is not required*

*I confirm that my malpractice insurance will be valid through 2007 \_\_\_\_\_*

## Questions and Answers on Imago's introduction of Imago CEUs

For Imago Therapists who joined certification programs prior to 1 Jan 2007

### Are Imago CEUs required to maintain certification?

No! For therapists who joined certification programs prior to 1 Jan 2007, Imago CEUs are not required to maintain certification.

However, if you agree to complete a minimum level of 15 every two years, we will highlight that in our website listings and directories. This is an incentive, to encourage you to do some ongoing training and skills deepening work with the Imago Institute.

### Can I meet the Imago CEU goals without traveling?

Yes.

We will introduce teleclasses during 2007, and will be working with Imago regional groups to provide Imago trainings in many locations where there are Imago therapists. The first teleclass, presented by Wendy Patterson will be a series of four one-hour sessions, on how to help couples reach commitment to each other, scheduled to start on March 29<sup>th</sup>. More details will follow soon.

We will also plan to award *Imago Clinical Credits* (ICCs) for work you do to maintain and deepen your clinical skills, such as supervision based on clinical tapes, or assisting in trainings. The CEU requirement may be met with any combination of CEUs and/or ICCs. This is dealt with in more detail later in this document.

### Can I get CEUs that will be accepted by my US licensing Board while I earn Imago CEUs?

Yes.

CEUs earned at the annual conference are also registered with many USA national boards, including psychologists, social workers and marriage and family therapists.

In addition we are working to register so that other Imago training courses will also qualify as CEUs for a range of professional associations. Some trainers are also registered in their own right to award a range of CEUs for trainings they provide, and also some Imago regional associations can award nationally recognized CEUs when they provide Imago trainings.

### When do I need to start earning Imago CEUs?

We have notified you now, so that you can begin to prepare for when we begin to identify therapists who are continuing their training relationship with Imago.

In January 2008 we will ask you to make a declaration on your membership renewal that you intend to get 15 Imago CEUs over a two-year period. Just declaring your intention will be sufficient for us to indicate that you are part of our program for therapists in a continuing training relationship with the Institute.

In January 2009 we will also ask you to declare that you are still committed to this program to stay on the list of therapists in a continuing training relationship. We will also run some cross-checks with our records, and may contact you for confirmation if there is a large disparity between your declaration and the CEUs we have on record.

During 2007 we will begin to introduce a range of new opportunities for Imago continuing education and supervision. Our hope is that you will take advantage of these to deepen your Imago practice, so that by the time we begin to measure the CEUs that therapists are earning, you will find that you have easily met the requirement.

### **How will Imago CEUs be recorded?**

Our database will record the Imago CEUs you have earned. You will be able to visit your Imago dashboard to view your Imago CEUs.

### **What are the ways that I can earn Imago CEUs?**

The table below provides many ways to earn Imago CEUs. Please note that there are also some ways to meet the requirement through tape supervision, discussed below:

Activity	Notes	Location	Imago CEUs	Other CEUs
Imago International Conference	Held annually	every 2 years in USA – every third out	Over 10 – and up to 40 with pre-conference	Yes – registered with national associations
Advanced courses presented by the Imago faculty	Will develop an annual program	Various locations where there is need	Often well over 20 CEUs	Currently with APA, working to register more widely
Imago Teleclasses	Will develop an annual program	Wherever your phone is	Typically 4-6 CEUs	Plan to register for wide CEU coverage
Trainings by Imago consultants and Advanced presenters	An application is required for each training	Usually presented by regional groups	Typically 4-6	Depending on the group running the training

**Can I meet the CEU requirement through tape supervision, and other opportunities to maintain and deepen my clinical skills?**

CEUs are awarded for attending programs which extend knowledge, or bring you up-to-date with recent advancements in the field.

However we would also like to recognize the work you do to maintain and deepen your clinical skills, through activities such as supervision. Will call these ICCs (Imago Clinical Credits). ICCs are equivalent in value to CEUs, so the total CEU requirement may be all CEUs, all ICCs, or any combination.

Activities which provide ICCs are not eligible for CEUs from any other professional institution.

You should contact Betty Williams at [training@imagorelationships.org](mailto:training@imagorelationships.org) to notify her if you have fulfilled any of the following requirements to ensure your ICCs are registered.

Activity	Notes	Number of ICCs
Video Tape consultation	Send a DVD to Betty Williams in Florida, with the fee of \$150, and a request for who you would like to review it.	8 ICC per tape review with feedback
Group consultation	Groups usually meet 3-5 hours monthly. You should join a group run by a faculty member or a Certified Imago supervisor	1 ICC per hour
Assisting at an Imago Weekend Workshop	Email IRI to claim your ICCs	7 ICC for assisting full weekend
Assisting at a clinical training	Email IRI to claim your ICCs	30 ICC for assisting on the complete training
Individual consultation	With a faculty member or a Certified Imago supervisor	1 ICC per hour
Co-Therapy	Faculty member joins therapists working with client	1 ICC per hour

### **How can I get approved to offer Imago CEUs for my training course or consultation?**

If you are offering an Imago training, and wish to offer Imago CEUs to attendees, we have set up an application process. Because of the time involved to operate this process, we do need to charge a fee for these CEUs.

- Certified Imago Clinical Instructors may offer Imago CEUs for all Imago trainings they offer, and this is included in the fees they pay to IRI
- Certified Imago Consultants may offer Imago CEUs for consultation only. There are no additional fees payable to register these programs for Imago CEUs
- Certified Imago Advanced Clinicians, or Certified Imago Consultants who are current Imago members may apply to offer CEUs for a training:
  - To qualify, the training **must** be primarily based on Imago clinical practice
  - The training should include some specific expertise or experience, which would extend the teaching beyond the core imago work. Typical examples would be specialist knowledge on sex, addictions, parenting, in-depth theoretical knowledge which applies to imago practice, or gender issues.
  - An application is required for each training you hold
  - To apply please send a letter to Betty Williams ([training@imagorelationships.org](mailto:training@imagorelationships.org)) including the following information:
    - Description of training
    - Number of hours
    - Outline agenda, including how many hours are for each of didactic/lecture, group discussion, clinical demonstration.
    - Date of training
    - Your qualifications and specialist experience related to presenting this training
    - Number of people expected
  - The application should be received at least 6 weeks prior to the proposed training.
  - The fee payable to IRI to cover our processing is \$5 per person for each training, with a \$50 minimum fee per application. The \$50 fee is required with the application, prior to processing. Any additional fees will be payable before CEUs are awarded. You can pay by credit card by calling Betty Williams, or mail a check marked "Imago CEUs" to Imago Relationships International, 160 Broadway, Suite 1001, East Building, New York, NY, 10038. (Please note that this is intended to cover the actual cost of addition staff time required to administer this process, and is not expected to be a profitable to IRI. For regional groups, you may submit one application with a \$50 fee to cover a -  
  
bundle of several trainings by different presenters. This would enable you to cover an entire season for a single \$50 application fee)
  - The application will be submitted to the Professional Training and Standards Committee for approval, and we will endeavor to provide this within 4 to 6 weeks.

- If they do not accept your application we will provide a short note explaining why it does not meet the criteria. You may either re-apply, addressing the reasons we give for not accepting the application, or ask for a refund of 50% of the application fee.

## To assist you in writing a course description we've included a listing of APA preferred adjectives.

Please refer to this list of behavioral and non-behavioral verbs to help you write the objectives for your course.

### BEHAVIORAL - choose from these words when writing objectives

1. Behavioral objectives allow for more appropriate evaluation procedures because the meaning of the objective is clear.
2. Behavioral objectives must be measurable while the learners are in the learning situation.
3. The instructor will be able to better select learning activities since the learner behavior is precisely defined.

adjust	define	interpolate	rate
analyze	demonstrate	interpret	recite
apply	describe	inventory	recommend
appraise	design	judge	record
arrange	detect	list	relate
assemble	diagnose	locate	repeat
calculate	diagram	match	report
choose	differentiate	measure	review
cite	discuss	name	revise
classify	distinguish	operate	select
collect	estimate	order	separate
compare	evaluate	organize	solve
complete	explain	plan	specify
compute	express	point	state
conduct	extrapolate	practice	summarize
construct	find	predict	tabulate
contrast	formulate	prepare	tell
count	grade	prescribe	trace
create	identify	propose	utilize
criticize	indicate	question	write
critique	inspect	quote	
debate	integrate	rank	

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### NON-BEHAVORIAL - DO NOT USE THESE WORDS when writing objectives

1. These words describe something that is happening in the head where others can't see it.
2. There is no way to measure the achievement of objectives when these words are used.
3. These words are broad, vague, and ambiguous. They permit a variety of interpretations.

acquire	be acquainted with
appreciate (develop an appreciation of)	be aware of

be familiar with  
believe  
comprehend  
develop conceptual thinking  
empathize  
enjoy  
exemplify  
have faith in  
increase interest  
internalize  
know (gain a working knowledge of) (have knowledge of)  
learn  
perceive  
realize  
recognize  
reflect  
remember  
sympathize with  
think  
understand (increase understanding) (really understand)

