



Alliance for the Advancement of
Infant Mental Health

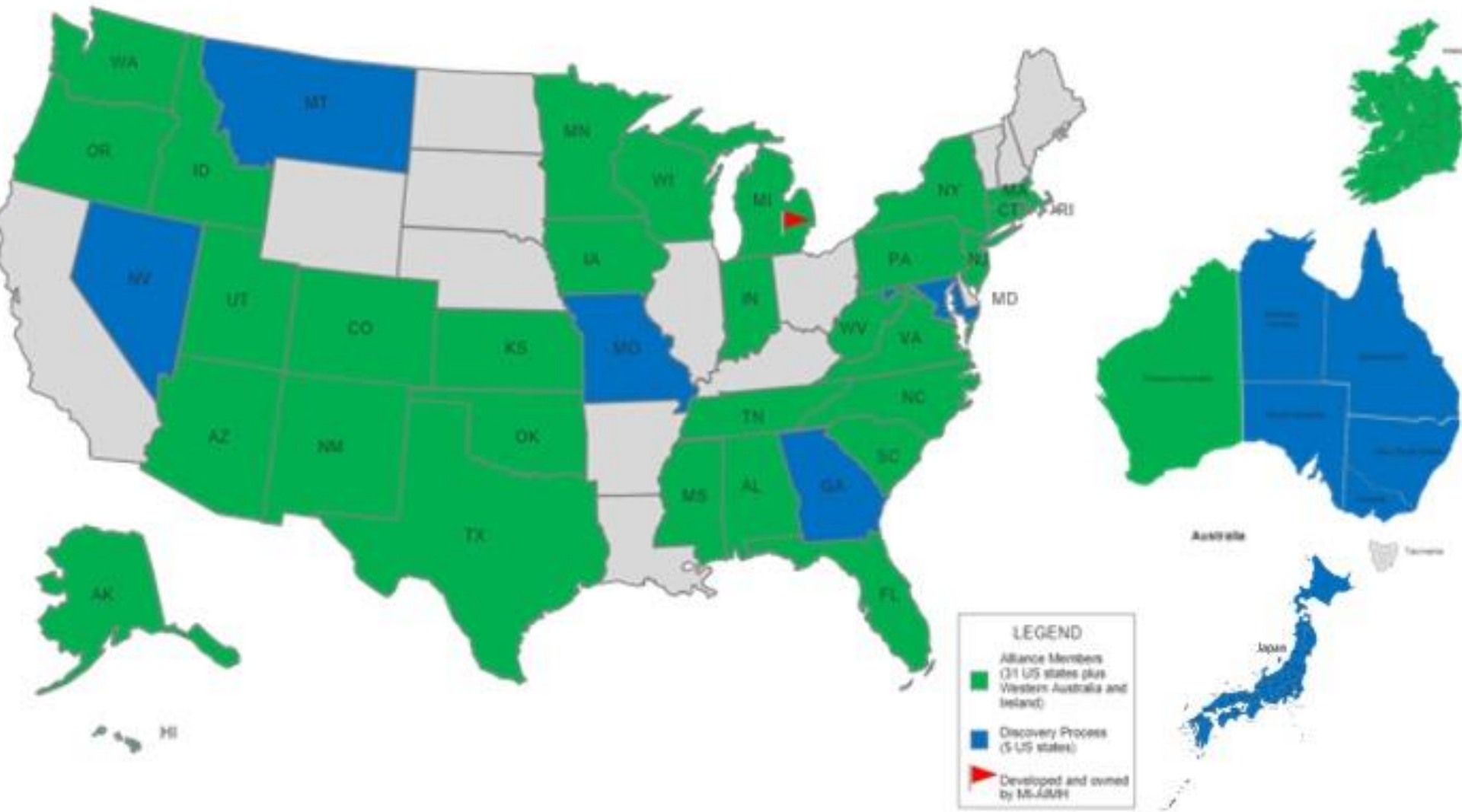
Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant & Early Childhood Mental Health

Welcome & Learning Objectives

1. History of Endorsement
2. Explain how the IMH Endorsement & ECMH Endorsement is relevant to the infant and early childhood workforce
3. Differentiate between the different IMH & ECMH Endorsement categories
4. Identify the steps necessary to begin the IMH or ECMH Endorsement application process



Endorsement is used WORLDWIDE!



Infant & Early Childhood Mental Health Endorsement

- Professionals focusing more specifically on issues of infancy and early childhood mental health
- Cross-disciplinary relevance of infant and early childhood mental health
- Provides credibility for professionals engaged in the critical work of supporting young children's social-emotional health & well-being
- Formally recognizes infant and early childhood mental health expertise across the state



IMH-E[®] & ECMH-E[®]

- An addition to a professional's background that recognizes achievement of knowledge and training in the area of infant and early childhood mental health
- Work specific to pregnant people, infants and toddlers (ages 0 up to 3) or young children (ages 3 up to 6) and their caregivers
- One of the first and most comprehensive efforts in the country to identify best practice competencies at multiple levels and across disciplines and to offer a pathway for professional development in the infant, early childhood and family field
- Endorsement is not a license or certification
- Administered by an AIMH



“But I’m not a mental health provider!”

Infant Mental Health is:

The developing capacity from birth to 3 to:

- Experience, regulate, and express emotions
- Form close relationships
- Explore the environment and learn

...all in the context of family, community, and cultural expectations for young children.

(ZERO TO THREE Infant Mental Health Task Force, 2011)

Child-Focused



Family-Focused



Relationship-Based





Alliance for the Advancement of Infant Mental Health

When working with or on behalf of 0-6 year olds, do you...

Endorsement is for Every Infant & Early Childhood Professional!

You provide direct service to:

Individuals/Others:
Caregiver, teacher, child, etc.

Caregiver-Child Dyads

How do you support them?

Prevention and/or Early Intervention

Treatment (ex: Infant Parent Psychotherapy)

Family Associate

Family Specialist

Mental Health Spec

Family Reflective Sup

Family Specialist

Do you have direct service experience?

Yes

No

Prevention and/or Early Intervention

Treatment (ex: Infant Parent Psychotherapy)

Do you provide RSC?

Yes

No

Do you provide RSC?

Yes

No

Mentor-Clinical

Mental Health Spec

Direct Service Supervisor

Program Administrator

State, Local, Gov't Advocate or Policy Maker

Researcher or University Educator

Mentor-Policy

Mentor-Research/Fac

This tool is to help start your Endorsement experience. You may find that you don't "fit" perfectly in one track. Please consult with your Endorsement Coordinator for support.

Categories of Endorsement

SCOPE OF WORK

- **Promotion**

Infant Family Associate (IFA)

Early Childhood Family Associate (ECFA)

- **Prevention**

Infant Family Specialist (IFS)

Infant Family Reflective Supervisor (IFRS)

Early Childhood Family Specialist (ECFS)

Early Childhood Family Reflective Supervisor (ECFRS)

- **Intervention**

Infant Mental Health Specialist (IMHS)

Early Childhood Mental Health Specialist (ECMHS)

- **Macro**

Infant Mental Health Mentor (IMHM)

Early Childhood Mental Health Mentor (ECMHM)

Clinical OR Research/Faculty OR Policy



Competency Guidelines

Provide a foundation for knowledge, skills & best practices

Shared standards across disciplines and service delivery systems

A **map** that can show you where you have been so you know where you still need to go

Strengthen the scholarship in promoting IECMH

Invite dialogue for collaborative practice, training, evaluation, and professional growth

Promote systems growth and change

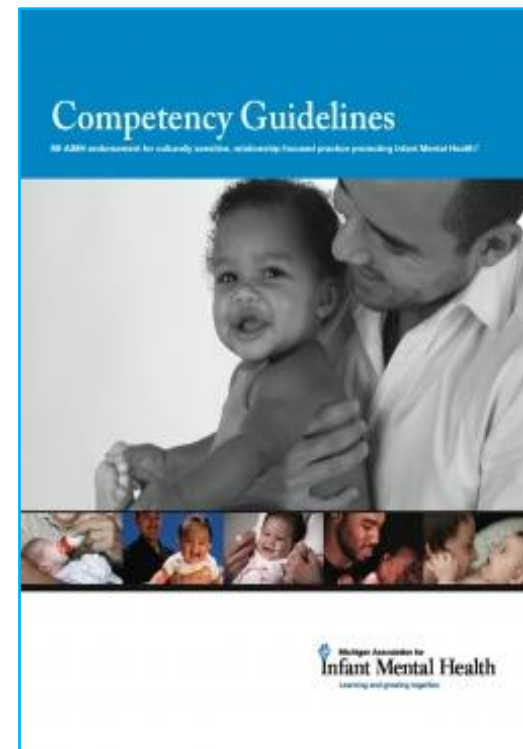
Lay the foundation for Endorsement



Structure of the Competency Guidelines

Eight domains:

- **Theoretical Foundations**
- Law, Regulation & Agency Policy
- Systems Expertise
- **Direct Service Skills**
- Working with Others
- Communicating
- Thinking
- **Reflection**



Theoretical Foundations

Competency Domain

Knowledge/Skill Area

Theoretical Foundations

- **Pregnancy & early parenthood**
- **Infant/young child development & behavior**
- **Infant/family-centered practice**
- **Relationship-based therapeutic practice**
- **Family relationships & dynamics**
- **Attachment, separation, trauma, grief & loss**
- **Disorders of infancy & early childhood**
- **Cultural humility**
- **Psychotherapeutic & behavioral theories of change**
- **Mental & behavioral disorders in adults**

Direct Service Skills

Competency Domain	Knowledge/Skill Area
Direct Service Skills	<ul style="list-style-type: none">• Observation & listening• Screening & assessment• Responding with empathy• Advocacy• Life skills• Safety• Intervention/treatment planning• Developmental guidance• Supportive Counseling• Parent-infant/very young child relationship-based therapies & practices

Reflection

Competency Domain

Knowledge/Skill Area

Reflection

- **Contemplation**
- **Self awareness**
- **Curiosity**
- **Professional/personal development**
- **Emotional response**
- **Parallel process**



Examples: Scope of Practice & Competencies

Infant/Early Childhood Family Associate (Promotion)

Shares with families an understanding of infant/young child and family relationship development

Infant/Early Childhood Family Specialist and Infant/Early Childhood Family Reflective Supervisor (Prevention/Early Intervention)

Supports and reinforces each caregivers' strengths, emerging capacities, and positive-infant/young child interactions and relationships



Examples: Scope of Practice & Competencies

Infant/Early Childhood Mental Health Specialist

(Intervention/Treatment)

Develops service plans that consider each infant's/very young child's and family's unique needs, desires, history, lifestyle, concerns, strengths, resources, cultural community, and priorities

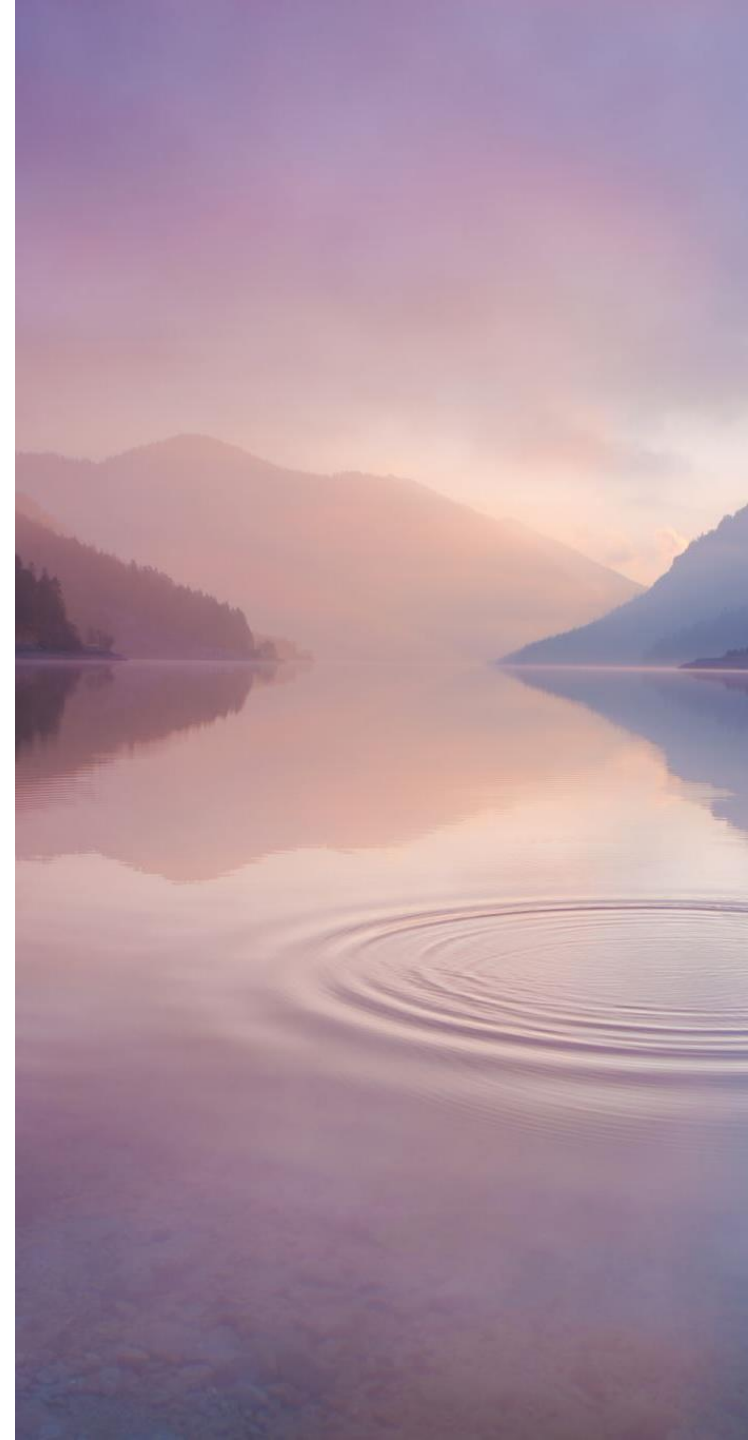
Infant/Early Childhood Mental Health Mentor (Macro)

Promotes an IECMH service delivery that includes screening, referral assessment, use of diagnostic tools, development of trusting relationships, service planning, interagency collaboration, etc.



Reflective Supervision/Consultation (RSC)

- Specific type of supervision that is the standard of practice in the infant-early childhood & family field.
- Distinction due to the shared exploration of the parallel process.
 - **All of the relationships are important**
 - How do each of these relationships affects the others?
 - Attends to **the emotional content of the work and how reactions to the content affect the work.**



Infant / Early Childhood Family Associate Requirements

Promotion

- **Education/Work Experience**

- Any academic degree OR Child Development Associate OR Associate's degree OR 2 years early childhood experience (including specific related volunteer experience)



Infant / Early Childhood Family Specialist Requirements

Prevention/Early Intervention

- **Education**

- No degree

- **Work Experience** (minimum 2 years paid)

- Minimum of 10 families of children 0-36 months / 3 up to 6 years
- Primary focus of services is social-emotional needs
- Include attention to the relationships surrounding the child's mental health (must include primary caregiver)

- **Reflective Supervision/Consultation**

- Minimum 24 clock hours within 1-2 year time frame while providing (or providing supervision to staff who are providing*) services to infants, young children, and families and/or providing (or providing supervision to staff who are providing*) mental health consultation services through a relational lens with a focus on social emotional development
- RSC provider must meet requirements for Endorsement
- Ongoing RSC is required for annual renewal



Infant / Early Childhood Family Reflective Supervisor Requirements

Prevention/Early Intervention & Macro

- **Education**

- No degree

- **Work Experience** (minimum 2 years paid)

Part I

- Minimum of 10 families of children 0-36 months / 3 up to 6 years
- Primary focus of services is social-emotional needs
- Include attention to the relationships surrounding the child's mental health (must include primary caregiver)

Part 2 (*not required for emerging)

- 1-year providing IECMH RSC



Family Reflective Supervisor Requirements

Prevention/Early Intervention & Macro

Reflective Supervision/Consultation

Part 1

- Received: Minimum 24 clock hours within a minimum 12-month to maximum 24-month time-frame, relationship-based, RSC, individually or in a group while:
 - providing (or providing supervision to staff who are providing*) services to infants, young children (birth to 36 months), and familiesand/or
 - providing (or providing supervision to staff who are providing*) mental health consultation services* (birth to 36 months) through a relational lens with a focus on social emotional development

Part 2 (*not required for emerging)

- Received: Minimum 12 clock hours within a minimum 12-month to maximum 24-month timeframe, relationship-based RSC while providing IMH RSC to others; the RSC will be about the RSC the applicant provides to others

Ongoing RSC is required for annual renewal

- **Leadership**

- Demonstrates leadership/mentorship in the infant-young child & family field
- Can be volunteer or paid experiences



Infant / Early Childhood Mental Health Specialist Requirements

Treatment/Intervention

- **Education**

- MA, MS, MSW, MEd, MSN, EdD, PsyD, PhD, MD, DO, or other specific to professional focus on Infant Mental Health

- **Specialized Work Experience**

- 2 years post graduate, supervised; with infant/young child and their primary caregiver(s) on behalf of their relationship

- **Reflective Supervision/Consultation**

- Minimum 50 clock hours in 1-2 year timeframe while providing specialized work
- RSC provider must meet requirements for Endorsement
- Ongoing RSC is required for annual renewal

- **Successful completion of the written exam**



Infant / Early Childhood Mental Health Mentor Requirements

Macro

- **Three Designations**

- Clinical, Policy, or Research/Faculty

- **Education**

- MA, MS, MSW, MEd, MSN, EdD, PsyD, PhD, MD, DO, or other specific to professional focus on Infant Mental Health

- **Specialized Work Experience**

Clinical: Meets IMHS/ECMHS requirements PLUS has served as a **provider of IMH/ECMH RSC for 3 years or more**

Policy and Research/Faculty: 3 years post-graduate experience as a leader in IMH/ECMH policy and/or program administration OR University teaching and/or published research



Infant / Early Childhood Mental Health Mentor Requirements Cont.

Leadership

- **Leadership**
 - Demonstrates leadership/mentorship in the infant-young child & family field
 - Can be volunteer or paid experiences
- **Reflective Supervision/Consultation**
 - Minimum 50 clock hours in 1-2 year timeframe
 - Required for Clinical ONLY
 - Ongoing RSC is required for annual renewal
 - Optional for Policy, Research/Faculty
- **Successful completion of the written exam**



What are my next steps?

1. **Contact the Endorsement Coordinator** *if you have any specific questions*
2. **Become a member of an AIMH!**
3. **Register on EASy**
4. **Endorsement Coordinator verifies** fees paid and reviews for appropriate category of application
 - Complete required fields re: education, work, and RSC history as relevant to the category at which you are applying
 - Upload CV/resume
 - Select Endorsement Category
 - Pay Registration Fee
5. **EASy sends you your username and password**
6. **Endorsement Coordinator emails you next steps**



What are my next steps?

7. Application preparation

- Endorsement Agreement, Code of Ethics, Education, Work, Training, Leadership, RSC, References, and exam (if applicable)

8. Documentation of Competencies

- Match competencies met in areas of education & training

Endorsement is a journey, not a race!



What are my next steps?

10. Submit application

- Pay processing fee
- Peer application review
- *IMHS/ECMHS and IMHM/ECMHM* notified of eligibility to sit for exam or deferred based on application review

11. Examination

- *IMHS/ECMHS and IMHM/ECMHM* only
- Part 1: Multiple (all categories)
- Part 2: Essay response to vignettes – tailored re: category

12. Endorsement or Deferment

- Feedback given on strengths and areas for growth





Exam Preparation
List



What to Know
About the
Endorsement
Exam



Endorsement
Examination Tip
Sheets

Endorsement
Exam
Resources



For more
information:

allianceaimh.org



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