



Alliance for the Advancement of
Infant Mental Health

Endorsement for Culturally Sensitive, Relationship- Focused Practice Promoting Infant Mental Health® What is it and why apply?

Nichole Paradis, LMSW, IMH-E® (IV-C)

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What is Endorsement®?

- Recognizes and documents the development of infant and family professionals
- Endorsement® verifies that an applicant has attained a level of **education** as specified, participated in specialized in-service **trainings**, worked with guidance from qualified mentors or **supervisors**, and acquired **knowledge** to promote the delivery of high quality, culturally sensitive, relationship-focused services to infants, toddlers, parents, other caregivers and families
- Based on the Competency Guidelines®



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Competency Guidelines®

- 1) Create a shared framework across the disciplines of the infant and family field to promote high-quality, relationship-focused practice and social and emotional health beginning in pregnancy and including the first years of life
- 2) Guide development of knowledge, skills & best practices across systems/services to all infants/young children & families
- 3) Provide a foundation for knowledge, skills & best practices across disciplines and professions and along the lifelong learning continuum
- 4) Strengthen the scholarship in promoting infant mental health
- 5) Invite dialogue for collaborative practice, training and professional growth
- 6) Promote systems growth and change



8 Core Competency Domains

Competency Domain	Knowledge/Skill Area
Theoretical Foundations	Pregnancy & early parenthood; infant development & behavior; infant/family-centered practice; relationship-based therapeutic practice; family relationships & dynamics; attachment, separation, trauma & loss; disorders of infancy & early childhood; cultural competence
Law, Regulation, Policy	Ethical practice; government, law & regulation
Direct Service Skills	Observation & listening, screening & assessment; advocacy
Working with Others	Building relationships, collaborating
Communicating	Listening, speaking, writing
Systems Expertise	Service delivery systems
Thinking	Solving problems, analyzing information
Reflection	Contemplation, self awareness, curiosity

The Endorsement - IMH-E®

Four categories or levels. An interdisciplinary, professional development system to expand and recognize competency in the infant mental health field:

- Infant Family Associate (I): **Promotion**
- Infant Family Specialist (II): **Prevention**
- Infant Mental Health Specialist (III): **Treatment/Intervention**
- Infant Mental Health Mentor (Clinical, Policy, or Research/Faculty) (IV): **Leadership**



Endorsement®: Thumbnail side-by-side comparison

	Infant Family Associate PROMOTION	Infant Family Specialist PREVENTION	IMH Specialist TREATMENT/INTERVENTION	IMH Mentor: Clinical, Faculty, or Policy MACRO
Education	CDA/Associate	Bachelors or Masters	Masters or Post-Graduate	Masters, Post-Graduate
Work Experience* www.mii-aimh.org	2 yrs. in infant/family field	2 yrs. in infant/family field	2 yrs. post-masters IMH practice	3 years as IMH practice leader
In-Service Training	Minimum 30 hrs.	Minimum 30 hrs.	Minimum 30 hrs.	Minimum 30 hrs.
References	3	3	3	3
Reflective Supervision	Not required	Minimum: 24 hours	Minimum: 50 hours	Clinical: Minimum 50 hours
Code of Ethics & Agreement	Signed	Signed	Signed	Signed
Written Exam	No	No	Yes	Yes

Reflective Supervision/Consultation (RS/C) in Infant Mental Health Work

Essential Elements

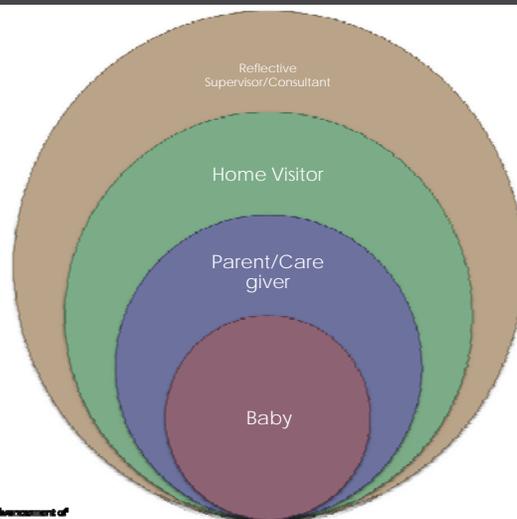
- Understanding the Story
- Parallel Process
- Holding the Baby in Mind
- Professional Use of Self
- Working Alliance

From Reflective Interaction Observation Scale (RIOS)

Watson, C. Shelley Neilsen Gatti, S., Cox, M., Harrison, M., & Hennes, J. (2014). Reflective supervision and its impact on early childhood intervention. *Early Childhood and Special Education: Advances in Early Education and Day Care*, 18, 1-26



Parallel Process



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RS/C that meets criteria for Endorsement®

Relationship-focused, reflective supervision/consultation with an *approved* supervisor/consultant, individually or in a group, while providing services to infants, toddlers and families.

- II - Minimum 24 clock hours within a 1-2 year timeframe
- III - Minimum 50 clock hours within a 1-2 year timeframe
- IV-C - Minimum 50 clock hours within a 1-2 year timeframe
- In Michigan, "approved" means Endorsed at IV-C or III
- In new Alliance states who are building RS/C capacity, "approved" providers are those who are Endorsed or who meet criteria for Endorsement® at IV-C or III; those seeking "approved" status are vetted by the IMH association



Why earn Endorsement®?

- Join a growing global community of like-minded professionals*
- Demonstrate achievement of a specialization
- Help to grow the professionalization of the IMH field
- Demonstrate a level of expertise to peers, employers, judges, and the community at large
- Reflect on one's professional journey and the experiences gained that have led to competency

**To date, over 1700 professionals have earned Endorsement® and over 1000 more are in the process of earning Endorsement®*



What is the Alliance?

9/13/2016

U.S. IMH Associations

- 23 Members
- 6 Discovery Process

Australian Assn. for Infant Mental Health

- West Australia
- Southern Australia

Irish Assn. for Infant Mental Health

Alliance for the Advancement of Infant Mental Health

IMH Association - Alliance Member
IMH Association - Discovery Process

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What it means to professionals: Surveys of Endorsed professionals in Michigan and Colorado (Project Launch)

When asked how Endorsement® has changed view/perception of infant mental health:

- "I have a better understanding of the importance of this work."
- "[I am] well-prepared for work with families."
- "I obtained more relevant training and supervision than I would have otherwise."
- "The time spent preparing my application helped increase my understanding of IMH work."
- "The material for the exam deepened my understanding."
- "Increased my credibility."
- "From some of the trainings I received-- a shift in my focus. I had more knowledge about infants and their development, their social-emotional development, infant mental health and attachment."



What professionals say about benefits of Endorsement® to families

- "I think it maximizes my capacity to be fully present with them."
- "I'm a more 'well-rounded' clinician due to requirements for reflective supervision and continuing education."
- "My knowledge/studies make me a better therapist."
- "I am a better advocate in court."
- "Increased breadth of knowledge and treatment approaches."



How do I apply for Endorsement®?

Step One

- Determine which type of Endorsement® is the best fit for your professional experiences
- Flow chart at <http://mi-aimh.org/endorsement/endorsement-levels/>

Step Two

- Join the Association for Infant Mental Health Tennessee
- Membership in an IMH association is required

Step Three

- Register on EASy (once it becomes available in Tennessee)

Step Four

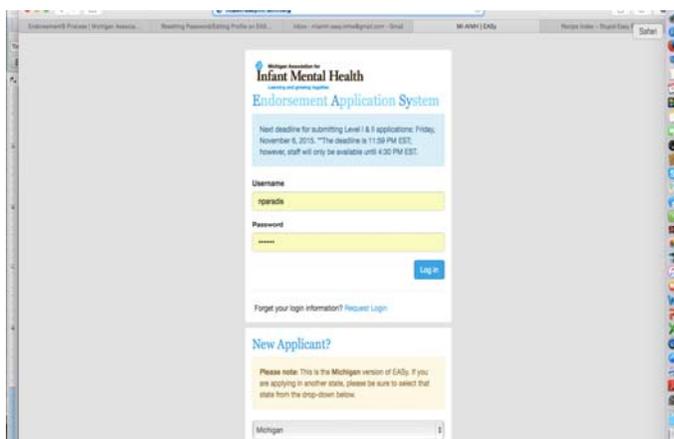
- Complete the application on EASy
- Specialized education, work, in-service training, and RS/C experiences plus transcripts and three reference ratings

Step Five

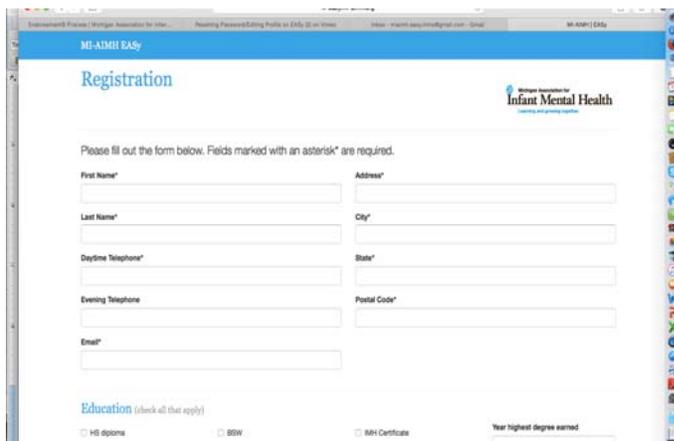
- Submit application via EASy



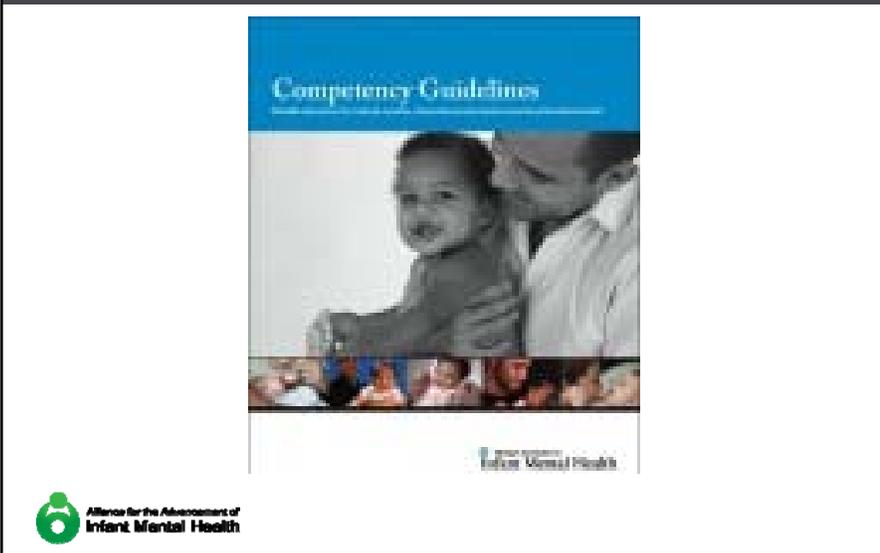
EASy: Endorsement[®] Application System



Registration



Competency Guidelines® as a tool



Getting Started Guide: a self-study tool

Theoretical Foundations	Education	Work	In-service training(s)
pregnancy and early parenthood (I, II, III & IV)			
infant/young child development and behavior (I, II, III & IV)			
infant/young child & family-centered practice (I, II, III & IV)			
relationship-based, therapeutic practice (I, II, III & IV)			
family relationships & dynamics (I, II, III & IV)			
attachment, separation, trauma & loss (I, II, III & IV)			
psychotherapeutic & behavioral theories of change (III & IV)			
disorders of infancy/early childhood (II, III & IV)			
mental & behavioral disorders-adults (III & IV)			
cultural competence (I, II, III & IV)			
adult learning theory & practice (IV - all)			
statistics (IV - all)			
research & evaluation (IV - all)			

Application Review Process

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- Once submitted, the entire application is reviewed by at least two trained volunteers
- Check to be sure both quantitative and qualitative requirements are met. A minimum of two must agree
- Applications for Infant Family Associate (I) and Infant Family Specialist (II) are reviewed quarterly
- Apps for IMH Specialist (III) and IMH Mentor (IV) are reviewed twice a year; aligned with exam dates
- III and IV apps must be approved before applicant can sit for the written exam

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Thank you!

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