

Competency Guidelines® and the Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant Mental Health®

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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®

Competency Guidelines

- 1) Create a shared framework across 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; developmental guidance; relationship-based therapies
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 types or levels. An interdisciplinary, professional development system to expand and recognize competency in the infant mental health field :

- Infant Family Associate - I
- Infant Family Specialist - II
- Infant Mental Health Specialist – III
- Infant Mental Health Mentor (Clinical, Policy, or Research/Faculty) – IV

Endorsement®: Thumbnail side-by-side comparison

	Infant Family Associate	Infant Family Specialist	IMH Specialist	IMH Mentor: Clinical, Faculty, or Policy
Education	CDA/Associate	Bachelors or Masters	Masters or Post-Graduate	Masters, Post-Graduate
Work Experience* www.mi-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
Membership	Yes	Yes	Yes	Yes

Reflective Supervision/Consultation (RSC)

- A trusting relationship between supervisor and practitioner
- Consistent and predictable
- Questions that encourage details about the infant, parent and emerging relationship
- Both commit to remain emotionally present
- Teach/guide
- Nurture/support
- Apply the integration of emotion and reason
- Explore the parallel process and to allow time for personal reflection
- Attend to how reactions to the content affect the process

RSC 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.

- Level II – Minimum 24 clock hours within a 1-2 year timeframe
- Level III - Minimum 50 clock hours within a 1-2 year timeframe
- Level IV-C - Minimum 50 clock hours within a 1-2 year timeframe
- In Michigan, “approved” means Endorsed at Level IV-C or Level III
- In new League states who are building RSC 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

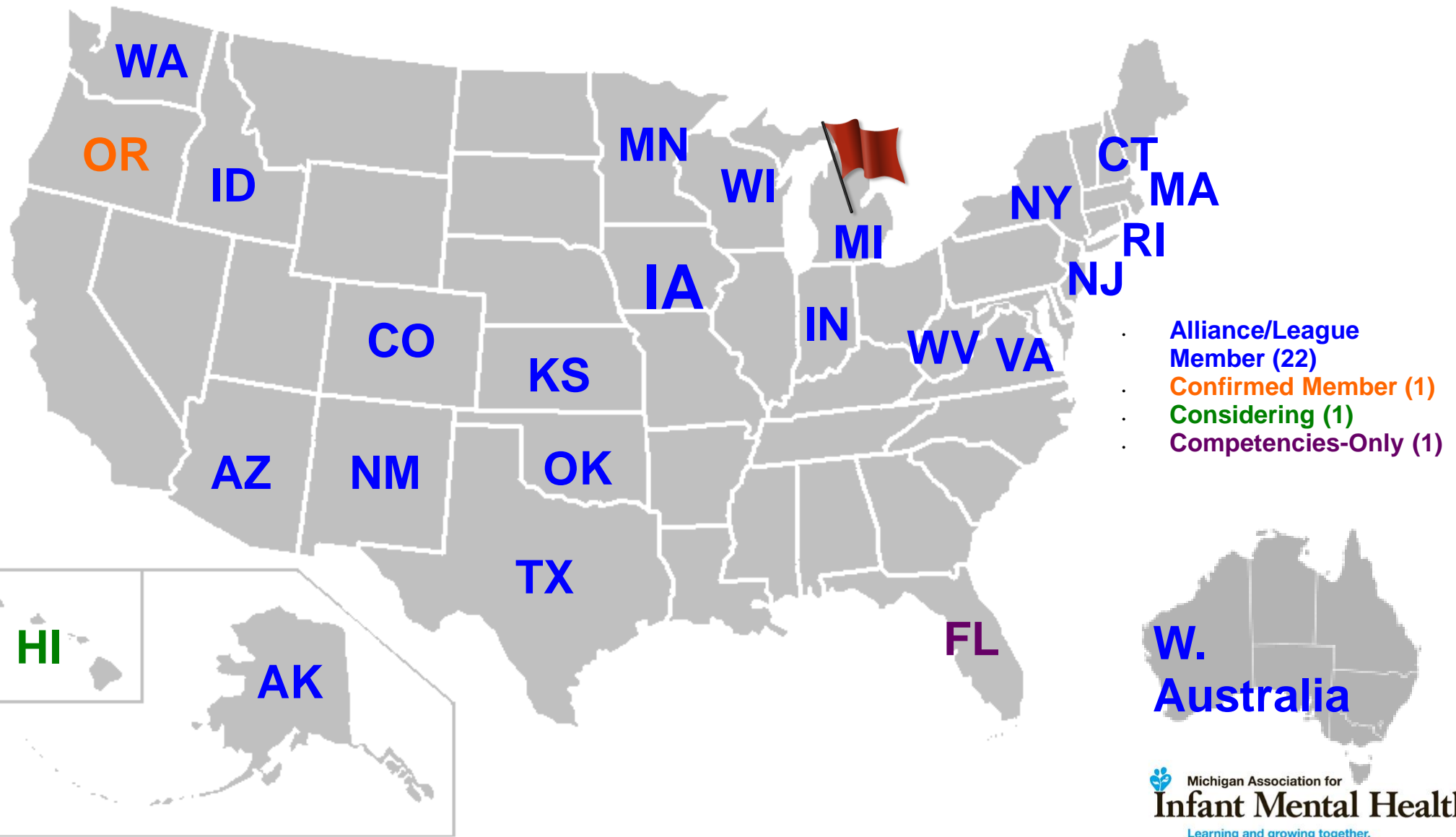
Why earn Endorsement®?

- 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

**At the end of 2014, 1,343 professional had earned Endorsement® and 567 more were in the process of earning Endorsement®*

Alliance for the Advancement of Infant Mental Health

States & Nations Licensed to use the MI-AIMH Competencies® & Endorsement®



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 Iowa Association for Infant Mental Health

- Membership in an IMH association is required

Step Three: Register on EASy

- <https://easy.mi-aimh.org>

Step Four: Complete the application on EASy

- Specialized education, work, in-service training, and RSC experiences plus transcripts and three reference ratings

Step Five: Submit application via EASy

EASy: Endorsement® Application System

The screenshot shows a Safari browser window with several tabs open: "Endorsement® Process | Michigan Associa...", "Resetting Password/Editing Profile on EAS...", "Inbox - miimh.easy.imhe@gmail.com - Gmail", "MI-AIMH | EASy", and "Recipe Index - Stupid Easy F...". The main content area displays the Michigan Association for Infant Mental Health logo and the title "Endorsement Application System". A light blue box contains a deadline notice: "Next deadline for submitting Level I & II applications: Friday, November 6, 2015. **The deadline is 11:59 PM EST; however, staff will only be available until 4:30 PM EST." Below this is a login form with fields for "Username" (containing "nparadis") and "Password" (masked with dots), and a "Log In" button. A link for "Request Login" is provided for users who have forgotten their information. A "New Applicant?" section features a yellow note: "Please note: This is the Michigan version of EASy. If you are applying in another state, please be sure to select that state from the drop-down below." and a dropdown menu currently set to "Michigan".

Michigan Association for
Infant Mental Health
Learning and growing together.

Endorsement Application System

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Username
nparadis

Password
.....

Log In

Forget your login information? [Request Login](#)

New Applicant?

Please note: This is the **Michigan** version of EASy. If you are applying in another state, please be sure to select that state from the drop-down below.


Michigan

Registration

Endorsement® Process | Michigan Association for Infan... Resetting Password/Editing Profile on EASy (2) on Vimeo Inbox - miaimh.easy.imhe@gmail.com - Gmail MI-AIMH | EASy

MI-AIMH EASy

Registration

 Michigan Association for
Infant Mental Health
Learning and growing together.

Please fill out the form below. Fields marked with an asterisk* are required.

First Name*	<input type="text"/>	Address*	<input type="text"/>
Last Name*	<input type="text"/>	City*	<input type="text"/>
Daytime Telephone*	<input type="text"/>	State*	<input type="text"/>
Evening Telephone	<input type="text"/>	Postal Code*	<input type="text"/>
Email*	<input type="text"/>		

Education (check all that apply)

HS diploma BSW IMH Certificate

Year highest degree earned

Competency Guidelines® as a tool



Getting Started 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)			

Completing the application

- Once your payment, membership, and level have been confirmed, the Coordinator authorizes EASy to issue a username and password
- Use these to log in and begin working on the full application
- Carefully review the Endorsement requirements as they related to the level at which you are applying. Requirements are spelled out in the Competency Guidelines book and at the top of each page within EASy
- Complete each section, being sure to Edit Competencies for each Training entry
- Once transcripts are in and reference ratings completed, you may hit the Submit button

Thank you!

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