

CoAIMH

Colorado Association for  
Infant Mental Health



**Supporting Home Visitors  
with the  
*Infant Mental Health  
Endorsement*®**

**Apoyar a los visitantes en  
el hogar con  
el respaldo de salud mental  
infantil**

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***Parent Possible Home Visiting Conference: April 2019***

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## Today's Learning Objectives

### Objetivos de aprendizaje de hoy

- Connect CoAIMH's mission and activities to your work.

*Conectar la misión y las actividades de CoAIMH a su trabajo.*

- Explain how the *IMH Endorsement*® is relevant for **home visitors**.

*Explicar cómo el endoso IMH es relevante **para los visitantes en el hogar**.*

- Discuss the *Infant Family Associate* and *Infant Family Specialist* categories of Endorsement

*Discutir las categorías de endoso; Asociado Familiar Infantil y el Especialista Familiar Infantil.*

- Identify the steps necessary to begin the *IMH-E*® application process,

*Identificar los pasos necesarios para comenzar el proceso de solicitud de IMH-E®.*

# Colorado Association for Infant Mental Health (CoAIMH)

CoAIMH is a statewide non-profit membership organization that supports a strong community of providers, policy makers, and researchers that consistently prioritize the relationships between young children and their caregivers.



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*CoAIMH es una organización estatal de membresía sin fines de lucro que apoya a una comunidad sólida de proveedores, personas responsables de políticas e investigaciones que priorizan de manera constante las relaciones entre los niños pequeños y sus cuidadores.*

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

**“¡Pero no soy un proveedor de salud mental!”**

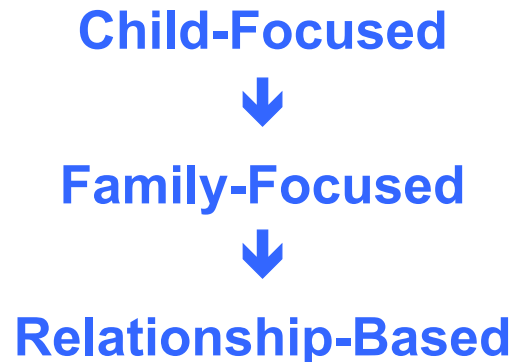
## **Infant Mental Health is:**

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)



# ***Infant Mental Health Endorsement (IMH-E ®): Why Colorado?***

**Overall:** Support **shared language** and a foundation of competencies among a multi-disciplinary field of early childhood providers

***En general:*** *apoyar un lenguaje compartido y una base de competencias en un campo multi-disciplinario de proveedores de la primera infancia*

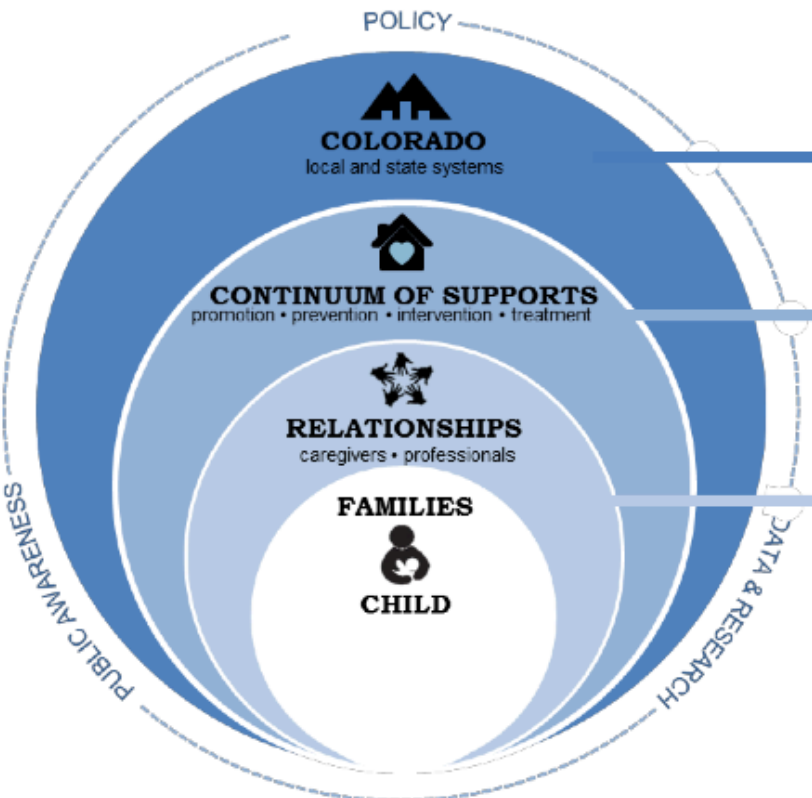


▷ VISION

all children and families are **valued**, socially and emotionally **healthy**, and their relationships are **thriving**

# Colorado's Early Childhood Mental Health Strategic Plan: An Innovative Portfolio of Solutions

*Endorsed by the Colorado Early Childhood Leadership Commission 9/15*



- ▷ STRATEGIC PLAN PRIORITIES
- A long-term sustainable financing approach exists for Colorado's early childhood mental health system.
  - Coordination and alignment exists across systems that promotes and extends collaboration and integration.
  - Colorado's early childhood workforce has the capacity and expertise defined through knowledge, skills, experiences, and the support necessary to promote child and family mental health and well-being.

Visión  
Todos los niños y familias son **valorados**, social y emocionalmente **saludables**, y sus relaciones son **prósperas**.

- ▷ RESULTS
- Young children develop to their fullest social-emotional potential; form close and secure interpersonal relationships; and are ready to explore the environment and learn.
  - Adults are knowledgeable about early childhood mental health and development and have the skills and mental well-being necessary to engage in responsive, supportive relationships with and on behalf of young children.

- The continuum of supports and services including promotion, prevention, intervention, and treatment promotes early childhood mental health by building safe and healthy relationships and environments.
- Local and state systems and the people of Colorado recognize the importance of early relationships and prioritize and support early childhood mental health in young children and families.

## Infant Mental Health Endorsement (IMH-E ®)

- An addition to a person's professional background that **recognizes achievement of knowledge and training** in the area of infant and early childhood mental health.
- Work specific to **infants and toddlers (ages 0-3)** and their caregivers.
- The Endorsement is 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.
- The Endorsement is not a license or certification.
- Administered out of the Colorado Association for Infant Mental Health (CoAIMH).

# Why is the IMH Endorsement Important to Me & My Professional Development?

- Ongoing training *with standards* is important to promote consistent, positive practices with young children and their families regardless of discipline.
- Provides information about skills and knowledge that a person incorporates into their profession.
- Provides a framework that tells parents/guardians and other partners what good practices look like.
- Aligned professional standards in the field are more likely to produce a workforce that is prepared and consistent in their practice.
- *La capacitación continua con estándares es importante para promover prácticas consistentes y positivas con los niños pequeños y sus familias, independientemente de la disciplina.*
- *Proporciona información sobre las habilidades y el conocimiento que una persona incorpora a su profesión.*
- *Proporciona un marco que les dice a los padres / tutores y otros socios cuales son las mejores prácticas.*
- *Es más probable que los estándares profesionales alineados en el campo produzcan una fuerza laboral mas preparada y consistente en su práctica.*



## Why is the IMH Endorsement Important to Me & My Professional Development?

- “It hold us to a higher standard; being Endorsed means you may be able to educate families better on infant mental health.”
- Having a grounding and being knowledgeable in Infant Mental Health changed the way I work – 180 degrees. Going through the process...refreshed my thinking and re-inspired my work.”
- “...with and Endorsement, it guarantees you have a certain amount of experience, training and education, and reflective supervision. You’re held to these competencies...”
- “I have noticed the shift that the Endorsement has had in the workforce. People are taking it seriously and using it to plan their professional development and seek out additional skills. It is such an important support for us. Thank you!”



## Four Categories of Endorsement

- **Infant Family Associate (IFA)** 
- **Infant Family Specialist (IFS)** 
- Infant Mental Health Specialist (IMHS)
- Infant Mental Health Mentor (IMHM)
  - *Clinical*
  - *Research/faculty*
  - *Policy*

# Competencies & Area of Expertise

- Theoretical Foundations
  - Pregnancy & early parenthood, infant development/behavior, cultural competence, attachment, etc.
- Law, Regulation & Agency Policy
  - Ethical practice, agency policy, etc.
- Systems Expertise
  - Service delivery systems, community resources
- Direct Service Skills
  - Observation and listening, screening and assessment, developmental guidance, etc.
- Working with Others
  - Collaborating, resolving conflict, etc.
- Communicating
  - Listening, speaking, writing
- Thinking
  - Solving problems, planning/organizing, etc.
- Reflection
  - Contemplating, self awareness, curiosity, etc.

## Examples: Competencies & Area of Expertise

### ***Infant Family Associate***

#### Theoretical Foundations

*Shares with families an understanding of infant and family relationship development*

### ***Infant Family Specialist***

#### Theoretical Foundations

*Supports and reinforces parent's capacity to seek appropriate care during pregnancy*

# Requirements for ALL Categories / *Requisitos para TODAS las categorías*

- **Training / *Entrenamientos***
  - 30 hours / 30 horas
- **Three Professional Reference Ratings / *3 Referencias***
- **Documentation of Competencies (Application) / *Documentación de Competencias (Solicitud)***
- **Signed Code of Ethics & Endorsement Agreement / *Código de Ética Firmado y Acuerdo de Endoso***
- **Current Member of CoAIMH / *Miembro actual de CoAIMH***



# *Infant Family Associate Requirements*

- **Education/Work Experience**

## ***Educación / Experiencia Laboral***

- Any academic degree OR Child Development Associate OR Associate's degree OR 2 years early childhood experience (including specific related volunteer experience)
- *Cualquier título académico O Asociado en desarrollo infantil O Título asociado O 2 años de experiencia en la primera infancia (incluida la experiencia específica relacionada con voluntarios)*



# ***Infant Family Specialist Requirements***

- **Education / *Educación***

- BA, BS, BSW, BSN, MA, MS, MSW, MEd, MSN, MAS, PhD, EdD, PsyD

- **Work Experience / *Experiencia laboral***

(minimum 2 years paid, post-Bachelor's)

- Minimum of 10 families of children 0-36 months
- Primary focus of services is social-emotional needs
- Include attention to the relationships surrounding the child's mental health

- **Reflective Supervision/Consultation**

- Minimum 24 clock hours within 1-2 year time frame while providing services to birth-36 months & families
- RS/C provider must meet requirements for Endorsement at a higher level if not Endorsed



## What are my next steps?

1. **Contact the Endorsement Coordinator**
2. **Register as a CoAIMH Member**
3. **Register on EASy** (Category-specific fees)
4. **Coordinator verifies** fees paid and reviews for appropriate level of application
  - Complete required fields re: education, work, and reflective supervision/consultation history as relevant to the level at which you are applying
  - Upload CV/resume
  - Select Endorsement Category
  - Pay Registration Fee
5. **EASy sends username and password**
6. **Coordinator sends you Next Steps**

***Endorsement is a journey, not a race!***



## **Endorsement Process / *Proceso de aprobación***

- 7. Application preparation / *Preparación de la aplicación***
  - Endorsement Agreement, Code of Ethics, Education, Work, Training, Reflective Supervision/Consultation, References, and Transcripts
  
- 8. Documentation of Competencies / *Documentación de Competencias***
  - Match competencies met in areas of education, work, and training
  - General Rule: 1 Competency = 1 Hour of Training
  
- 9. Matched with Advisor / *Emparejado con el asesor***
  - Work in partnership to develop portfolio

***Endorsement is a journey, not a race  
El endoso es un viaje, no una carrera.***

## **Endorsement Process / *Proceso de aprobación***

### **10. Submit Application / *Presentar la solicitud***

- Pay processing fee
- Two Application Reviewers provide review
- *Infant Mental Health Specialists* and *Infant Mental Health Mentors* notified of eligibility to sit for exam or deferred based on portfolio review

### **11. Endorsement or Deferment / *Endoso o Aplazamiento***

- Feedback given on strengths and areas for growth



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## Contact Information / *Información del contacto*

### **Colorado Association of Infant Mental Health (CoAIMH)**

<http://coaimh.org/>

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