

# Indiana Association for Infant & Toddler Mental Health

ENDORSEMENT FOR CULTURALLY SENSITIVE,  
RELATIONSHIP-BASED PRACTICE PROMOTING INFANT  
MENTAL HEALTH

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# What is the IAITMH?

- Indiana Association for Infant & Toddler Mental Health (Established in 2000)
- Subsidiary of Mental Health America Indiana
- Affiliate of the World Association for Infant Mental Health
- An interdisciplinary group devoted to advancing conditions that provide an early start toward optimal mental health

# Indiana

- In August 2010 the IAITMH purchased the rights to use the MI-AIMH (Michigan) Competencies and Endorsement Process
- An Endorsement Committee will be working on education about the competencies and Endorsement
- This powerpoint explains about the Competencies and Endorsement



# Endorsement: What is it?

- Part of a system that supports best practice in provision of many kinds of services to young children and families
- A way to clarify the connections among different kinds of workers across fields
- Voluntary verification that an individual holder has attained a specific set of training experiences and competencies



# What Is Endorsement?

- A recognition that the professional demonstrates the specific **competencies** needed to work effectively with parents/ caregivers and their infants/toddlers.
- The competencies reflect specialized infant mental health knowledge acquired through education, reflective supervision and relevant work experiences with infants/toddlers and their parents/caregivers.



# Endorsement: What it is NOT

- A replacement for a license
- An effort to restrict anyone's scope of practice
- Required for practice in Indiana



# Endorsement

- Each professional must always practice within the scope of his or her professional license. *Endorsement does not change this requirement.*
- Endorsement is an overlay of specialized infant mental health competence to your existing practice under your current license.
- Most funding systems have specific licensure requirements as part of their personnel standards for service provision and billing.



# A National Movement

- MI-AIMH, with over 25 years of IMH expertise, developed the competencies and endorsement process in 2002.
- IN is one of 13 states who have entered into a licensing agreement with MI-AIMH to use this process to support a competent IMH workforce in our state.
- Indiana's Endorsement will be recognized by sister states in the League of States.
- Many other states are developing competency-based professional credentialing systems for IMH.



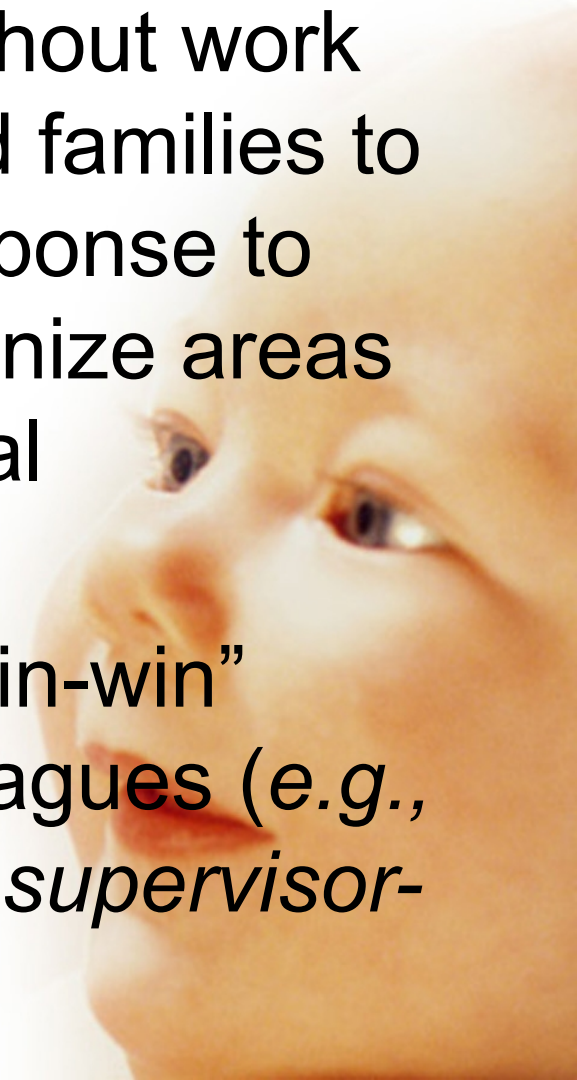
# What are the 8 Competency Areas?

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



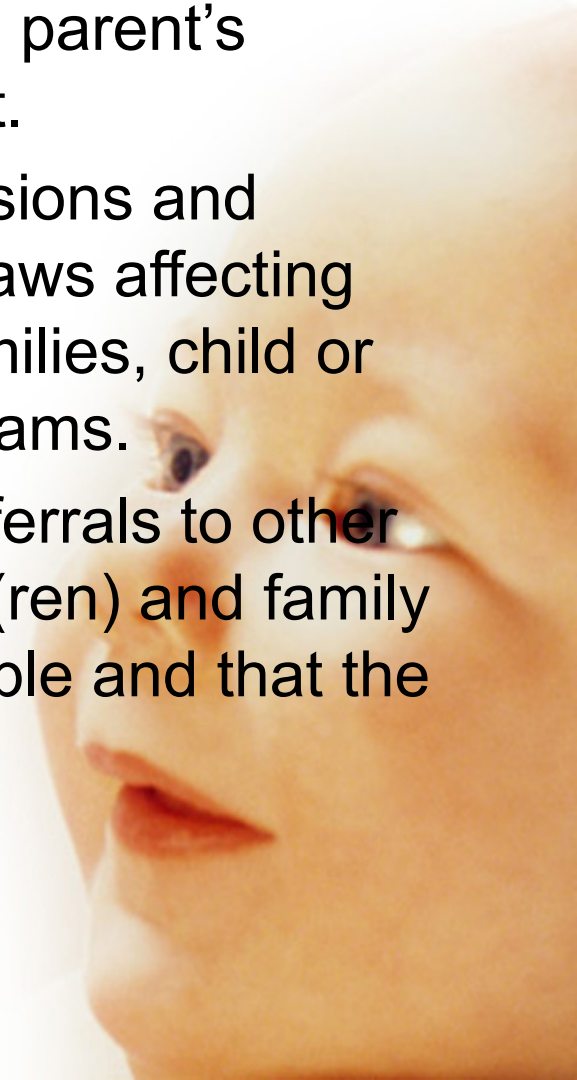
# Competency Examples

- Uses reflective practice throughout work with infants/young children and families to understand own emotional response to infant/family work and to recognize areas for professional and/or personal development.
- Works constructively to find “win-win” solutions to conflicts with colleagues (*e.g., interagency, peer-peer, and/or supervisor-supervisee conflicts*).



# Competency Examples

- Observes and articulates the infant's and parent's perspectives within a relationship context.
- Accurately and clearly explains the provisions and requirements of federal, state and local laws affecting infants/young children and families to families, child or foster care staff, community-based programs.
- Works collaboratively with and makes referrals to other service agencies to ensure that the child(ren) and family receives services for which they are eligible and that the services are coordinated.



# Who Can Be Endorsed?

- Anyone working with or on behalf of infants/toddlers and their parents/caregivers can be endorsed.
- The competencies define what is needed across professional disciplines and various work settings to address the mental wellness of our youngest citizens and their families.



# MI-AIMH Endorsement

## Four Level System

- Infant and Family Associate
- Infant and Family Specialist
- Infant Mental Health Specialist
- Infant Mental Health Mentor
  - Clinical, Research, Policy



# MI-AIMH Endorsement

- Each level has specific portfolio and continuing education requirements
- Levels 3 and 4 require an exam



# MI-AIMH Endorsement

## Portfolio

- Specialized work experience
- Education
- Specialized continuing education
- Reflective Supervision Experiences
- Ethics agreement



- Written Exam(Levels 3 & 4) covers topics such as:
  - Attachment theory, early relationship development, infant and toddler development
  - Infant Mental Health principles and practices
  - Family, parenting and child care issues in culturally diverse populations
  - Professional Ethics



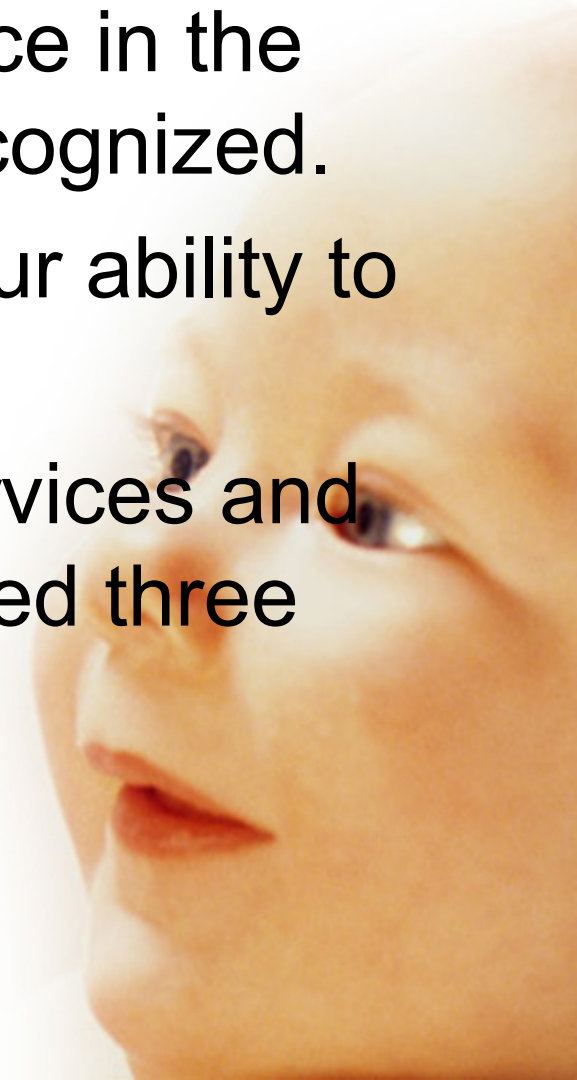
# Reflective Supervision

- An essential component of effective practice.
  - The Definition\*helps you assess which of your supervision experiences were “reflective supervision”
  - Your reflective supervision experiences specific to working with infants, toddlers and their parents/ caregivers are documented in your endorsement portfolio
- Occurs regularly
- Is collaborative –focus on your professional skills
- Is reflective –focus on process as well as content of infant-family work



# Why Become Endorsed?

- Good for You: Your competence in the field of infant-family work is recognized.
- Good for Families: Improves our ability to support families.
- Good for Babies: Improves services and supports to benefit children aged three and younger.



# Why Become Endorsed?

- Good for Communities: Supports Infant-Family professionals in all settings.
- Good for Early Childhood Systems of Care: A competent workforce, improves quality, and leads to desired outcomes.



# Benefits of Endorsement

- Formally documents a set of agreed upon competencies
- Ensures that children and families receive services from individuals with appropriate training
- Recognizes and supports professional development



# Who Recognizes Endorsement?

- Over time and with your help --
  - **PARENTS**
  - **EMPLOYERS; and**
  - **FUNDERS**
  - **POLICY MAKERS**
- will recognize that Endorsement helps assure quality and adds value.



# What's Next?

- **NOW:** Go to the MI-AIMH site and click on Endorsement for FAQs and other details. ([mi-aimh.org](http://mi-aimh.org))
- **SOON:** Watch the IAITMH website for details about how to enroll ([iaitmh.org](http://iaitmh.org))

