

# New Mexico Association for Infant Mental Health

## ENDORSEMENT

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



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# New Mexico Association for Infant Mental Health

## NMAIMH [www.nmaimh.org](http://www.nmaimh.org)

### Who/what is NMAIMH?

- A professional membership organization (501.c3 ) that promotes & supports healthy development & nurturing relationships for all infants & young children in NM.
- Incorporated in 2004 to provide a forum for interdisciplinary collaboration by advocating for the application of infant mental health principles in services for infants, young children and caregivers.
- NMAIMH works to implement a ***Strategic Plan for Infant Mental Health in New Mexico (2003)***.





# Endorsement is . . .

## . . . a commitment to quality & competency:

- For infants/toddlers and their parents/caregivers
- Early childhood and mental health colleagues
- Community and State agencies that rely on infant-family professionals to provide services
- Funders who want to be sure that they are paying for infant-family services that are provided by competent professionals

## . . . an important step in implementing the ***Strategic Plan.***





# 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 is NOT . . . ... **Licensure!**

- 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.





## NM is Part of an Important National Movement

- Michigan AIMH, with over 25 years of IMH expertise, developed the competencies and endorsement process in 2002.
- NM is one of 8 states who have entered into a licensing agreement with MI-AIMH to use this process to support a competent IMH workforce in our state.
- NMAIMH endorsement will be recognized by MI, AZ, TX, OK, KS, CT, and MN Associations for IMH.
- Many other states are developing competency-based professional credentialing systems for IMH.



# 8 NMAIMH Competency Areas

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





# 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.





# 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).

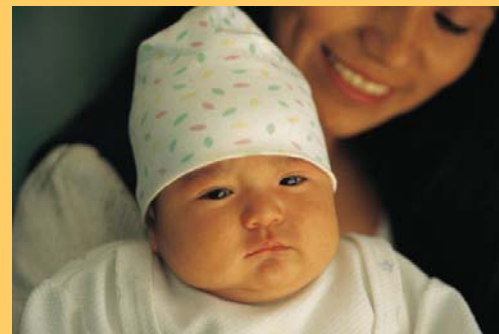


# Who Recognizes Endorsement?

Over time and with your help --

- PARENTS
- EMPLOYERS; and
- FUNDERS
- POLICY MAKERS

-- will recognize that Endorsement helps  
assure quality and adds value.




Endorsement will be required for reimbursement of IMH services through the behavioral health system.



# 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.





# 4 Levels

Level 1: Infant Family Associate

Level 2: Infant Family Specialist

Level 3: Infant Mental Health Specialist

Level 4: Infant Mental Health Mentor

- **Clinical;**
  - **Research faculty**
  - **Policy**
- 



# 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.





# What is Involved?

- **Portfolio is developed** with the help of an Endorsement Advisor
  - Training, Supervision, Work Experiences with infants/toddlers and their parents/caregivers
  - Code of Ethics & Agreement
  - Professional References specific to infant-family work
  - College Transcripts (&/or H.S. Diploma/GED)
- **Portfolio is reviewed** by a committee of endorsed colleagues
- **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

**\*Reflective Supervision/Consultation Defined**

at [www.nmaimh.org](http://www.nmaimh.org) Endorsement Materials





# How Can I Get Started?

- Go to [www.nmaimh.org](http://www.nmaimh.org) and click on “Endorsement” for all of the **materials** you will need to better understand this process
- Contact a NMAIMH Endorsement volunteer through e-mail ([info@nmaimh.org](mailto:info@nmaimh.org)) or leave a voice mail message at (505) 331-7138.
- You can download, complete and print a **Preliminary Application** – “Get Started” on [www.nmaimh.org](http://www.nmaimh.org)





# Endorsement Process

- When your preliminary application is received, you will be assigned an Advisor and sent an endorsement application packet.
- Your Advisor will contact you to discuss your plan to build the required portfolio describing your education and experience.
- Your Advisor will support you throughout the endorsement process.

