



**NMAIMH Endorsement for Culturally Sensitive, Relationship-based  
Practice Promoting Infant Mental Health  
FREQUENTLY ASKED QUESTIONS #2**  
(Specific Endorsement Requirements)

**Will all Early Childhood & Behavioral Health Professionals be Eligible for Endorsement?**

The work of all professionals who support families with young children is valued and important to the well-being of our state. In keeping with the mission of The New Mexico Association for Infant Mental Health, the NMAIMH Endorsement process is specifically for degreed and non-degreed professionals **who work with infants/ toddlers and their parents/caregivers to promote infant mental health**. With each Level of Endorsement the requirements regarding the type of work performed and expectations for professional competence increases.

Infant Mental Health Endorsement is not meant for:

- Early Childhood Professionals who primarily work with 3-5 year old children and/or their families; or
- Family or Play Therapists whose work does not specifically focus on the relationship between parents/caregivers and their infants/toddlers; or
- Professionals who are either primarily child-focused or primarily adult-focused in their work. The work of Infant Mental Health is always relationship-based and must be overtly inclusive of the infant/toddler in relationship with his or her parents/caregivers.

**What if I apply IMH Principles to my work with other populations?**

Your work is likely enriched by the application of these principles and the competencies will help you as you plan for your continued professional development. However, NMAIMH Endorsement has very specific work, training and reflective supervision/consultation requirements regarding work with infants, toddlers and their parents/caregivers. We welcome all professionals to make use of IMH principles and competencies. In order to apply for endorsement, you must meet the requirements specific to the level at which you are applying. If you are not sure, please e-mail or leave a message on the NMAIMH phone so one of our volunteer Endorsement Advisors can help clarify the requirements.

**What if only a portion of my work is with infants, toddlers and their families?**

Your NMAIMH Endorsement Portfolio must focus on your work with infants/toddlers and their parents/caregivers and must document how you meet all of the requirements and competencies for the level at which you are applying. Although the work requirements are described in terms of length of time, your portfolio must demonstrate both how long you worked with infants/toddlers and their parents/caregivers and how that supervised infant/toddler-family work provided the opportunities needed to demonstrate all of the



NMAIMH competencies required at your level of endorsement. Levels 2, 3, and 4-Clinical require documentation of reflective supervision that you received while you were working directly with infants/toddlers and their parents/caregivers.

### **Can years of experience be substituted for educational degree requirements?**

No. The four levels of endorsement include a full range from non-degreed to post-Masters-degreed professionals. You should apply at the level for which you have earned the required degree and meet all requirements. Professionals at each of these levels provide equally valuable contributions to the well-being of New Mexico's infants, toddlers and their families.

### **How can I be sure that the supervision I have received meets the NMAIMH Endorsement Requirements?**

The NMAIMH document titled Reflective Supervision/Consultation Defined (available on the **Endorsement Materials** page at [www.nmaimh.org](http://www.nmaimh.org)) offers very specific guidance. As previously stated, it is important to know that NMAIMH endorsement requires that the Reflective Supervision/Consultation you include in your portfolio occurred while you were working with infants-toddlers and their parents/caregivers applying relationship-based practice. You may have received (or provided) Reflective Supervision/Consultation while working with other populations and this was likely very valuable to your professional development. However, your NMAIMH Endorsement Portfolio will include only the Reflective Supervision/Consultation hours that occurred during your relationship-based work directly with infants/toddlers and their parents/caregivers.

The NMAIMH endorsement is competency-based. We believe that competencies are best developed over time through supervised work with infants/toddlers and their parents/primary caregivers. Therefore, as you use the NMAIMH definition to assess your reflective supervision/consultation experiences, you are encouraged to consider how those experiences supported your development of the NMAIMH competencies. The 24 hour (Level 2) and 50 hour (Level 3 and Level 4-Clinical) reflective supervision/consultation requirements should be considered the minimum number of hours to meet the endorsement requirements. As a practitioner, you will use the competency guidelines and conversations both with your supervisor and your Endorsement Advisor to assess if you might benefit from additional hours in order to more fully meet the competency-based endorsement requirements for the level at which you want to be endorsed.

### **Does all of the Reflective Supervision/Consultation have to occur face-to-face?**

New Mexico is a rural state with professionals and families who use resources creatively to meet their needs. Telephone and internet-based videoconferencing (i.e. Tele-health/Polycom, Skype, OoVoo, etc.) can be effectively used to receive and provide Reflective Supervision/Consultation, ideally after some face-to-face meetings have





occurred. When you read the definition of Reflective Supervision/Consultation, you will see why e-mail correspondence will not meet the requirements.

**What if I have more questions?**

Please contact us. Consistent and accurate guidance about NMAIMH Endorsement is best sought directly from NMAIMH Endorsement volunteers.

