

NMAIMH Making a Difference

Promoting & supporting healthy development and nurturing relationships for all infants and young children in New Mexico.

Frequently Asked Questions - #1

What is the NMAIMH Endorsement Process? A process that supports the development and recognition of infant and family professionals within an organized system of culturally sensitive, relationship-based learning and work experiences that promote infant mental health.

Who will be able to apply?

All New Mexico Association for Infant Mental Health members (and members from other IMH associations) who have experience working with or on behalf of infants, toddlers, parents and/or other caregivers and meet the educational training and reflective supervision requirements as specified at each level.

Why apply for the NMAIMH Endorsement? Neurons to Neighborhoods (Shonkoff & Phillips, 2000), reports there is a critical shortage of well trained professionals who have the knowledge, skills and supervised work experience to promote healthy social and emotional development, and to intervene and treat serious early childhood mental health problems. By engaging in the endorsement system, you will:

- Grow and develop as a professional in the rapidly expanding infant and family service field.
- Be recognized by employers and peers for having attained a level of competency in culturally sensitive, relationship-based practice that promotes infant mental health.
- Become a part of one of the first and most comprehensive efforts to identify best practice competencies at multiple levels and across disciplines and to offer a pathway for professional development in the infant and family field.

What is Reflective Practice?

Interest in reflective practice and supervisory support is growing as rapidly as interest in the social and emotional well being of babies, toddlers and preschool age children. Whether trained as a mental health professional, a health professional, a social worker or an early childhood professional, if you are working with children birth to age five and their families, you will benefit from supportive consultation to help you better understand yourself in relationship to the very young children and families with whom you work.

Reflective practice focuses on the development of relationships that support growth and development between supervisors and staff, staff and families, and parents and children. It is within these relationships that learning and change is able to take place. It is more a way of being than a way of doing (Zero to Three).

If I already have a license or certification why would I need this additional endorsement?

- The New Mexico Behavioral Health Collaborative Strategic Plan for Early Childhood Mental Health supports the NMAIMH Endorsement system. Public funding sources (i.e. Medicaid, managed care, CYFD) will recognize and require that providers are either endorsed by NMAIMH or engaged in the endorsement process.
- If you work with infants, toddlers and their caregivers in any capacity, the endorsement process supports you to substantiate your current level of competence related to this important work and guides you to enhance your competencies for subsequent levels.
- New Mexico's infants, toddlers and families expect and deserve a competent workforce with skills specific to their earliest needs. Endorsement is one way to demonstrate your commitment to quality infant family services.

What do I do to get started?

1. **Read** more about endorsement at www.nmaimh.org; if you have questions send an e-mail message to info@nmaimh.org or call (505) 331-7138 and leave a message; or
2. **Apply** – go to www.nmaimh.org; look under "Endorsement" and click on "Getting Started" and complete the Preliminary Application
3. **Prepare a Portfolio** - assistance will be provided by your assigned Endorsement Advisor.
4. **Document your Competencies** – this will include the portfolio and written exam for applicants for Levels 3 & 4.
5. **Maintain your Endorsement** –15 hours of continuing education each year and annual NMAIMH membership.



New Mexico Association for Infant Mental Health
 Endorsement for Culturally Sensitive, Relationship-focused
 Practice Promoting Infant Mental Health



NMAIMH LEVELS OF COMPETENCY

	Level 1 Infant-Family Associate	Level 2 Infant-Family Specialist	Level 3 Infant Mental Health Specialist	Level 4 Infant Mental Health Mentor
Educational Degrees Earned	A Child Development Associate (CDA) or AA degree and /or 2 years paid work experience.	A Bachelor's or Master's degree	Master's or Post-Graduate degree.	Master's, Post-Graduate, Doctorate, Post-doctorate, or MD
Work Experiences	Two years paid work in the infant, early childhood and family field	Two years supervised, paid work with infants, toddlers and their families.	Two years post-masters, supervised, paid Infant Mental Health work with infants, toddlers and their families.	Three years post-graduate experience as a policy and/or practice leader in infant mental health
In-service Training	30 hours	30 hours	30 hours	30 hours
Signed Code of Ethics	Yes	Yes	Yes	Yes
Reflective Supervision and/or Consultation	Recommended but not required	Minimum 24 hours within a 2-year time frame while providing services to infants, toddlers and their families.	Minimum 50 hours within a 2-year time frame while providing Infant Mental Health services to infants, toddlers and their families.	Minimum 50 hours within a 2-year time frame while providing Infant Mental Health services to infants, toddlers and their families (Clinical Candidates only).
Reference Ratings	3 (at least 1 must meet requirements for endorsement at Level 3 or 4)	3 (at least 1 must meet requirements for endorsement at Level 3 or 4)	3 (at least 1 must be from a supervisor/consultant guiding reflective practice)	3 (clinical leader: at least 1 must be from supervisor/consultant guiding reflective practice)
Written Exam	No	No	Yes	Yes
Service Examples include but are not limited to the following jobs	<u>Promotion</u> Child care professional, Developmental Specialist I, Home Visitor, Doula, and Promotora.	<u>Prevention/Intervention</u> Home visitor, Family Infant Toddler Service Coordinator, Developmental Specialist II or III, NICU nurse, child care consultant, parent educator, and Child Protective Service worker.	<u>Intervention/Treatment</u> Developmental Specialist III, clinical nurse practitioner, lactation specialist, mental health clinician.	<u>Leadership</u> Infant and family program supervisor, administrator, researcher, faculty member, policy specialist, physician.

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NMAIMH's mission is to promote and support healthy development and nurturing relationships for all infants and young children in New Mexico. NMAIMH was 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 Fee Schedule

	Level 1	Level 2	Level 3	Level 4
Application Fee	\$15	\$15	\$25	\$25
Endorsement Fee	<u>\$25</u>	<u>\$50</u>	<u>\$200</u>	<u>\$300</u>
Total Fee	\$40	\$65	\$225	\$325

***All fees are non-refundable**



Thank you to NM Children, Youth and Families Department for their generous support of the endorsement system.