

# Infant Family Specialist (Level 2) Impact Map

## Competencies

## Key Responsibilities

## Level 2 Results

## Service Objectives

## Service Goal

**Theoretical Foundations**

- Infant/young child- & family-centered practice
- Relationship-based therapeutic practice
- Attachment, separation & loss
- Family relationships & dynamics
- Infant & young child development
- Disorders of infancy/early childhood
- Cultural competence

**Law, Regulation & Agency Policy**

- Ethical practice
- Government law & regulation
- Agency policy

**Systems Expertise**

- Service delivery systems
- Community resources

**Direct Service Skills**

- Observation, listening & responding
- Assessment & screening
- Advocacy
- Life Skills
- Safety

**Working With Others**

- Building & maintaining relationships
- Supporting others/mentoring
- Collaborating
- Resolving conflict
- Crisis management
- Empathy & compassion

**Communicating**

- Listening
- Speaking
- Writing

**Reflection**

- Contemplation
- Self awareness
- Curiosity
- Professional/personal development
- Emotional response

**Thinking**

- Analyzing information
- Solving problems
- Exercising sound judgment
- Maintaining perspective
- Planning & organizing

Interact with families in a manner that fits with the families' cultures

Establish effective, trusting working relationships with infants & families

Provide services to families with multiple, complex risk factors

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Engage in reflective practice to determine the actions to take

Provide training and mentoring to Level 1 practitioners

Observe & assess infant/young child, parent, &/or parent-infant/young child relationship to identify capacities, risks & concerns

Use example, encouragement to help parents:

- Face challenges in caring for an infant/young child
- Nurture the parents' relationship, as appropriate
- Share with other parents
- Manage stress & crises

Support and reinforce parent strengths, emerging parenting competencies, & positive parent-infant/young child interactions

Provide information and assist parents to:

- Enhance the infant/young child's capacity to regulate interaction, attention, behavior
- Promote the infant/young child's health & safety
- Observe, encourage, celebrate their infant/young child
- Interact with their infant/young child
- Solve problems
- Access social support

Work collaboratively with & make referrals to other service agencies (e.g., health systems, Social Services, schools, physicians, Protective Services, services for handicapped infants/young children)

Advocate for services needed by families with supervisor, agencies, programs; actively seek resources to address family needs

Assist parents to anticipate, obtain, and advocate for the basic requirements for living (food, shelter, clothing, etc.) & other needed services

Gather information from and share information with the staff of:

- Child care or foster care, regarding positive parent-infant/young child relationships
- Community-based programs, with respect to relationship-based principles & practice in multiple service settings

Seek the ongoing support & guidance of the supervisor to:

- Ensure that family progress & issues are communicated & addressed
- Help the practitioner maintain appropriate boundaries between self & care receivers
- Continue own personal/professional development

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Parents & infants/young children with more nurturing & consistent relationships with each other

Parents with increased confidence & increased capacity to care for and advocate for their infant/young child & to manage stress

Emotionally responsive, safe, and appropriate care given by parents

Enhanced infant/young child capacity to regulate emotions/behaviors, enter into & sustain relationships, show curiosity about the world & increase learning skills

Families with access to basic, necessary resources & other needed services

Community-based programs & caregivers that promote positive parent-infant/young child relationships & provide effective family-infant/young child services

Continuous reflection, learning and development

Securely attached infants & young children

Positive parental mental health, including improved relationships, networks & problem solving

Optimal parental capability to care for and nurture an emotionally healthy, competent infant/young child

Reduced risks of disorder in infancy & early childhood, developmental delays, & later anti-social/problematic behavior

Enhanced infant/young child capacities to enter into social relationships, to explore & master their environment & to learn

Safe & appropriate environments for the infants/young children and families

Responsive, thoughtful community systems of care for infants, young children & their families

Continuous improvement in relationship-based practice

Optimal social, emotional & cognitive development of infants/young children within the context of strong, nurturing, parent-infant/young child relationships