

Infant Mental Health Specialist (Level 3) Impact Map

Capabilities

- Theoretical Foundations**
 - Infant/young child- & family-centered practice
 - Relationship-based therapeutic practice
 - Attachment, separation & loss
 - Psychotherapeutic & behavioral theories of change
 - Family relationships & dynamics
 - Infant & young child development
 - Disorders of infancy/early childhood
 - Mental & behavioral disorders in adults
 - Diversity and cultural practices
 - Adult learning theory & practice
- Law, Regulation & Agency Policy**
 - Ethical practice
 - Government law & regulation
 - Agency policy
- Systems Expertise**
 - Service delivery systems
 - Community resources
- Direct Service Skills**
 - Observation, listening & assessment
 - Responding
 - Treatment planning
 - Developmental guidance
 - Supportive counseling
 - Parent-infant/young child psychotherapy
 - Grief counseling
 - Safety
- Working With Others**
 - Building & maintaining relationships
 - Supporting others
 - Collaborating
 - Resolving conflict
 - Crisis management
 - Empathy & compassion
 - Consulting
- Communicating**
 - Listening
 - Speaking/Bilingual Interpreters
 - Writing
 - Group process
- Reflection**
 - Contemplation
 - Self-awareness
 - Curiosity
 - Professional/personal development
 - Emotional response
- Thinking**
 - Analyzing information
 - Solving problems
 - Exercising sound judgment
 - Maintaining perspective
 - Planning & organizing

Key Responsibilities

- Establish effective, trusting working relationships
- Provide services to families with multiple, complex risk factors
- Engage in reflective practice to determine actions to take
- Observe & assess infant/young child, parent, & parent-infant/young child relationship to identify capacities, risks & relationship disturbances
- Provide supportive counseling to help parents:
 - Face challenges in caring for an infant/young child
 - Manage stress & crises
- Support and reinforce parent strengths, emerging parenting competencies, & positive parent-infant/young child interactions
- Provide guidance to parents regarding:
 - Infant's/young child's development & care
 - Infant/young child's capacity to regulate interaction, attention, behavior
 - Infant/young child's health & safety
 - Observing, encouraging, celebrating their infant/young child
 - Interaction with their infant/young child
 - Problem solving skills
 - Skills to access social support (self advocacy)
- Engage in parent-infant/young child psychotherapy to explore parental issues, thoughts, feelings that affect the development & care of the infant/young child
- Work collaboratively with & make referrals to other service agencies (that target cultural communities, e.g., health systems, Social Services, schools, physicians, Protective Services, services for handicapped infants/young children)
- Provide or design a directory which includes all spanish speaking professionals in service agencies. To promote more effective service delivery of concrete needs.
- Provide recommendations, consulting & expert testimony to FIA & the courts on custody & visitation issues, in accordance with the best interests of the infants/young children & families
- Train &/or consult with staff of:
 - Child care or foster care, regarding positive parent-infant/young child relationships
 - Community-based programs, with respect to referrals, infant mental health principles & practice in multiple service settings
- Engage in reflection and learning for professional/personal development

Level 3 Results

- Parents & infants/ young children with more stable, nurturing & consistent relationships with each other
- Enhanced infant/young child capacity to regulate emotions/behaviors, enter into & sustain relationships, show curiosity about the world & increase learning skills
- Parents who understand their importance to their infants/young children's, emotions related to the care of their infants/young children & how these have evolved
- Sensitive, emotionally responsive, and appropriate care given by parents
- Parents with increased confidence, increasingly stable relationships & increased capacity to manage stress
- Families with access to basic, necessary resources & needed services
- FIA & the courts with information they need for sound decisions regarding infants/young children & families
- Community-based programs & caregivers that promote positive parent-infant/young child relationships, recognize social and emotional developmental issues, & provide effective family-infant/young child services
- Continuous reflection, learning and development

Service Objectives

- Securely attached infants & young children
- Enhanced infant/young child capacities to enter into social relationships, to explore & master their environment & to learn
- Optimal parental capability to care for and nurture the development of an emotionally healthy, competent infant/ young child
- Reduced risks of disorder in infancy & early childhood, developmental delays, & later anti-social/problematic behavior
- Positive parental mental health, including improved relationships, networks & problem solving
- 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 Infant Mental Health practice

Service Goal

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