



New Mexico Association for Infant Mental Health

Competency Guidelines

level 4, infant mental health mentor

introduction

The Level 4 Competency Guidelines have been adopted by the New Mexico Association for Infant Mental Health to clearly describe the areas of expertise, responsibilities, and the behaviors that demonstrate competency at this level. Level 4 practitioners have earned a minimum of a Master's degree, may possess a Doctoral or Medical degree and meet the competencies appropriate to their roles and responsibilities as defined below and in the Competency Detail for Level 4. Level 4 practitioners have a minimum of three years post-graduate experience as a policy and/or practice leader in infant mental health. Examples of practitioners for whom Level 4 competencies are appropriate include but are not limited to infant family program supervisor, administrator, researcher, faculty member, policy specialist, and physician. Each professional who works with families, infants and toddlers deserves and requires supervision and/or consultation that enhances his/her ability to be self aware, and to examine his/her professional and personal thoughts and feelings in response to work within the infant and family field. Level 4 practitioners will receive a minimum of 25 hours of reflective supervision and/or consultation per year provided by a Level 3 or Level 4 professional or 50 clock hours in a two-year time frame.

In both the Impact Map and the Competency Detail, you'll notice alphabetic codes in parentheses besides certain Competencies. These codes indicate the specific area(s) of responsibility that the competency most directly impacts, as follows:

- C** Core Responsibilities
- S** Clinical Supervision, Consultation & Training
- T** Teaching, Research & Evaluation
- P** Policy/Program Administration

For example, the code "C" beside "Working with Others" indicates that this competency group directly



**NMAIMH ENDORSEMENT REQUIREMENTS
 INFANT MENTAL HEALTH MENTOR (CLINICAL)
 INFANT MENTAL HEALTH MENTOR (POLICY)
 INFANT MENTAL HEALTH MENTOR (RESEARCH FACULTY)
 LEVEL 4**

Requirements:			
Education:	Master of Arts (MA), Master of Science (MS), Master of Education (MEd), Doctorate in Education (EdD), Master of Social Work (MSW), Master of Nursing (MSN), Doctor of Psychology (PsyD) Doctor of Philosophy (PhD), Doctor of Osteopathy (DO), Medical Degree (MD) or other degree specific to one's professional focus in infant mental health; post-graduate specialization or university certificate program; in accordance with NMAIMH Endorsement Competencies; official transcript. Applicants may ask to use intensive in-service training to fulfill some of the recommended course work.		
Training:	Minimum 30 clock hours of relationship-based education and training pertaining to the social and emotional development of infants, toddlers and families.		
Specialized Work Experience in at least one of the three categories:	Clinical: Three years post-graduate experience as practice leader in infant mental health (e.g., infant mental health supervisor, trainer, or consultant)	Policy: Three years post-graduate experience as a leader in policy and/or program administration related to the infant/family field	Research Faculty: Three years post-graduate experience as a leader in university-level teaching and/or published research related to the infant/family field
Reflective Supervision/ Consultation:	Relationship-focused, reflective supervision/consultation with an approved supervisor/consultant, individually or in a group. Minimum: 50 clock hours within a two-year time frame (maximum). <i>(Required for Clinical; optional for Policy or Research/Faculty)</i>		
Three Professional Reference Ratings:	Clinical: 1. One from current program supervisor, teacher, trainer, consultant or colleague 2. One from person providing reflective supervision/consultation to the candidate 3. One from a practitioner who has received reflective supervision or reflective consultation from the candidate.	Policy: 1. One from current program supervisor, teacher, trainer or consultant, if applicable 2. One from person providing reflective supervision/consultation, if applicable 3. If no one available from first two categories, candidate may ask three colleagues	Research/Faculty: 1. One from current department supervisor or chair 2. One from person providing reflective supervision/consultation, if applicable. If not applicable, candidate may ask a colleague 3. One from a student taught and/or supervised by the candidate
Code of Ethics Statement, Agreement, Candidate's Waiver:	Signed		
Documentation of Competencies:	1. Successful completion of two-level review of contents of portfolio 2. Successful completion of the NMAIMH written examination.		
Professional Membership:	Membership in NMAIMH or another infant mental health association		
Continuing Endorsement Requirements:			
Education and Training:	15 clock hours of relationship-based education and training pertaining to the social and emotional development of infants, toddlers and families); documentation of training hours submitted with membership renewal		
Professional Membership:	Annual renewal of membership in NMAIMH or another Infant mental health association		

Core Responsibilities / S Clinical Supervision, Consultations & Training / Teaching, Research, Evaluation / Policy/Program Admin.

