



## NMAIMH Strategic Plan 2026-2028

### MISSION

**To promote and support healthy development and nurturing relationships for all infants and young children in New Mexico.**

### VISION

**NMAIMH works to facilitate, support, and encourage cooperation, coordination, collaboration, and respect among those concerned with promoting the optimal development of infants, toddlers, and families.**

### VALUES

**NMAIMH applies the values of support, encouragement, commitment, innovation, and collaboration to create a cohesive system of infant mental health in New Mexico**

<b>Goal 1</b>	<b>Influence infant mental health across New Mexico by serving as a "Systems Shaper" or "Systems Bridge", supporting cross-sector collaboration through partnerships with agencies and communities.</b>
	<b>G1. Objective 1:</b> Continue to expand current partnerships in depth and increase partnerships by 1-3 per year
	<b>G1. Objective 2:</b> By December 2028, expand access to Reflective Supervision/Consultation (RSC) to at least two additional communities per year, prioritizing underserved and rural regions.
<b>Goal 2</b>	<b>Advance cultural responsiveness and inclusion by embedding diverse perspectives and equitable access throughout initiatives.</b>
	<b>G2. Objective 1:</b> By June 2027, expand access to NMAIMH programs and communications by implementing translation services and/or increasing the availability of Spanish-language materials and interpretation supports.
	<b>G2. Objective 2:</b> By December 2027, increase engagement and representation from tribal, border, and rural communities in NMAIMH programs, membership, and leadership. Baseline data will be established by December 2026 to inform measurable targets and guide culturally responsive outreach and partnership strategies.

<b>Goal 3</b>	<p><b>Maintain and strengthen the organization's financial health to support sustainable impact.</b></p> <p><b>G3. Objective 1:</b> By July 2028, identify and secure at least 2-3 new funding sources to support operational expenses and/or donor development or in-kind</p> <p><b>G3. Objective 2:</b> By October 2026, develop and disseminate a sponsorship packet for the NMAIMH Annual Meeting and Training to engage potential funders/donors and secure event-based financial support</p> <p><b>G3. Objective 3:</b> By July 2027, strengthen staff retention by investing in health benefits and targeted professional development opportunities.</p>
<b>Goal 4</b>	<p><b>Uplift and sustain infant mental health professionals through accessible resources, quality training, and meaningful, professional recognition</b></p> <p><b>G4. Objective 1:</b> To increase professional development opportunities in infant mental health, including more robust training in Reflective Supervision Consultation by 7 per year.</p> <p><b>G4. Objective 2:</b> By December 2026, develop and implement a targeted outreach plan for Early Childhood Educators to increase their engagement in infant mental health initiatives.</p> <p><b>G4. Objective 3:</b> By December 2028, recruit and train at least 10 Endorsement Navigators and three Portfolio Reviewers, providing stipends or compensation as appropriate, to strengthen statewide endorsement support</p> <p><b>G4. Objective 4:</b> By December 2026, to optimize the Membership management system to track engagement and support data-informed strategies</p> <p><b>G4. Objective 5:</b> By December 2027 increase Membership and Endorsement</p>
<b>Goal 5</b>	<p><b>Empower and elevate the voices of parents and families as essential partners in advancing infant mental health</b></p> <p><b>G5. Objective 1:</b> By December 2026, create a series of intentional spaces, virtual, in-person, or hybrid, that centers parent and family perspectives, fosters connection, and supports meaningful participation in NMAIMH initiatives</p> <p><b>G5. Objective 2:</b> By April 2027, implement a series of intentional spaces, virtual, in-person, or hybrid, that centers parent and family perspectives, fosters connection, and supports meaningful participation in NMAIMH initiatives.</p>
<b>Goal 6</b>	<p><b>Develop a skilled workforce in New Mexico equipped to deliver high-quality infant and early childhood mental health consultation services to early childhood professionals.</b></p> <p><b>G6. Objective 1:</b> By March 2027 to create a training program that enhances New Mexico's workforce in providing quality infant and early childhood mental health consultation for Head Start and Early Head Start programs.</p> <p><b>G6. Objective 2:</b> By July 2027, pilot a program that recruits and trains at least 10 of New Mexico's non-mental health licensed professionals with specialized training and resources to deliver effective social and emotional development consultation and/or reflective supervision consultation in early childhood settings</p> <p><b>G6. Objective 3:</b> Continue building the infrastructure to support the NM SEED Partnership by completing objectives as outlined in the contracted Scope of Work to include building the program manual, contractor development, and professional development institute with a plan to continue collaboration</p>

NMAIMH Organizational Systems and Practices							
Training	Outreach	Endorsement	Membership	Consultation	Reflective Supervision Consultation	Parents/Families	Infrastructure & Administration
<b>Strategic Plan Activities</b>							
NMAIMH Ambassador Program (G1)		Develop and implement RSC Pay It Forward Model (G1, G4)			Parent Collaborator Series (G5)		
Connections specific to underrepresented communities in NM (G1,G2)		Build capacity of Portfolio Reviewers (G4)			Endorsement Navigator Cohorts (G4)		
Spanish Language Translation, Interpretation, and/or fluent speakers in NMAIMH work (G2)		Sustain Existing Programs and Initiatives (G3)			Improve administrative usage of EASy Membership Portal (G4)		
Continue building new relationships, strengthening existing relationships, and delivering awareness presentations for Early Childhood Coalitions local community events (G1)		Share and promote Assuring Human Rights of Infants Position Paper (G2)			Visibility at early childhood and parent specific events throughout NM (G1,G4)		
Infant and Early Childhood Mental Health Trainings (G1, G2,G6): <ul style="list-style-type: none"><li>• 11 IMH Spotlights</li><li>• 4 Deep Dives</li><li>• 2 Basics of RSC</li><li>• 1 Deep Dive RSC</li><li>• 2 RSC Fish Bowls</li><li>• Tenets of Diversity</li></ul> <i>Continuing offering CEU's when applicable</i>		Continue Partnering with State of NM Departments (G3): <ul style="list-style-type: none"><li>• ECECD<ul style="list-style-type: none"><li>○ Home Visiting Programs</li><li>○ SEED Initiative</li></ul></li><li>• CYFD<ul style="list-style-type: none"><li>○ Child Parent Psychotherapy</li></ul></li></ul>			Hire (as employees or contractors) (G3): <ul style="list-style-type: none"><li>• RSC Coordinator</li><li>• Bilingual Endorsement Advisor</li><li>• Additional positions as needs arise</li></ul> Build infrastructure to manage growing program areas of human resources and financial operations		
Develop a 12-month professional development program specific to Head Start and Early Head Start Mental Health Consultation in NM (G1,G6)		Create a Community of Practice that focuses on the Elements of the Consultative Stance (G1,G6)			Create opportunities to connect qualified non-mental health licensed early childhood professionals to deliver effective social emotional consultation services in early childhood settings (G2,G6)		
<b>Strategic Plan Progress</b>							
<b>Year One (2026)</b>		<b>Year Two (2027)</b>			<b>Year Three (2028)</b>		