



A Message from Leadership

The Alliance serves as the organizational hub for associations dedicated to infant mental health (AIMHs) that have licensed the Infant Mental Health Endorsement (IMH-E®) credential. Initially focused on playing a pivotal role in maintaining quality assurance, we implemented processes and standards to foster meaningful reciprocity across our member states and countries. Over time, our commitment to our communities' needs has led to program expansion to better support the infant and early childhood mental health (IECMH)-informed workforce, and we offer initiatives specific to reflective supervision/consultation (RSC), capacity building, and professional development, in both English and Spanish.

Devoted to staying aligned with the evolving field, we took on significant changes to the Endorsement framework in 2023. This included the release of Endorsed Reflective Supervisor, which opens pathways for who can serve as a provider of RSC. We firmly believe these adjustments better meet the current needs of the IECMH-informed workforce and also eliminate unnecessary barriers.

In 2024, we're continuing to update our workforce development initiatives, notably relaunching the thoroughly revised IECMH competencies. While the essence of the original competencies (MI-AIMH Copyright © 2024) remains strong, our systematic review ensures alignment with the evolving field. Since 2002, the competency framework has been a best practice standard, fostering a shared language for IECMH-informed professionals. This relaunch not only refines existing competencies but also realigns them with today's workforce needs.

Our organization endured a financial crisis late last year which resulted in a reduction of staff and having to pause key projects and initiatives. Our remaining staff and Board of Directors showed remarkable commitment to the organization and we are overcoming the fiscal challenge. We have implemented new fiscal systems and practices and are better positioned for a sustainable future. The Endorsement credential will persevere, and we remain steadfast in our commitment to promoting the well-being of infants and young children. We want to thank our members, partners, and individuals from our community who provided encouragement, support, and donations during this time. Your support was invaluable and has allowed us to emerge in 2024 stronger.

Yours in partnership,

Ashley McCormick, Interim Executive Director

Brandy Fox, Board President

Impact Brief

6,491

Infant & Early Childhood
Mental Health Endorsed
Professionals

920

Hours of Reflective
Consultation Provided

37

Member Associations

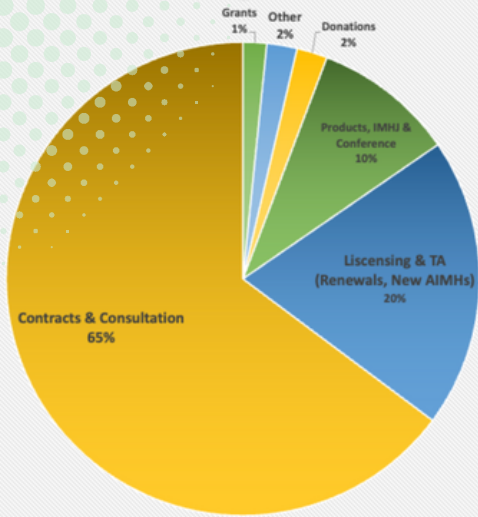
59

Spanish-Speaking
Professionals who earned
Endorsement in Spanish



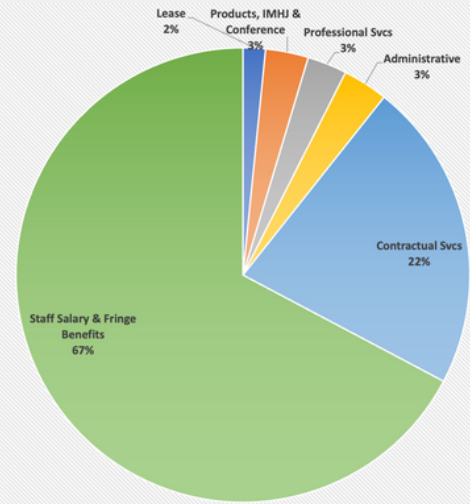
Finances

Income



Summary:
A substantial portion of our income, 65%, was derived from contracts, reflecting our success in securing and maintaining meaningful partnerships. We have room for tremendous growth in regard to our fund development initiatives. Our largest cost stemmed from our staff salary and fringe benefits which led to the necessary steps taken to right-size the organization in late 2023.

Expense



Projects

Details

Outcomes



NEW Competencies

We want our competencies to change with the IECMH field, as the field evolves. Our competencies set a standard for the workforce, the workforce adopts the competencies, and then the workforce in turn, informs the knowledge and skill areas that make up the competencies and how they are developed. This happens when the workforce engages directly with communities, families, young children and babies, and shares their expertise.

- NEW competencies that capture the knowledge & skills necessary to work with/on behalf of prenatal up to 6 yr olds
- We will finalize the competencies after conducting focus groups with the workforce and families of babies and young children and launch in 2024!



Reframing our Guidelines for Reflective Supervision/ Consultation

In 2022, we partnered with Indigo Cultural Center to methodically seek input about RSC experiences from the IECMH field. This resulted in the report, "Digging Deeper: De-Colonizing Our Understanding & Practice of RS Through a Racial Equity Lens." This report is being used to rewrite our RSC standards, with the partnership of experienced consultants.

- Updated RSC standards driven by research findings
- We will launch our new RSC standards in 2024!
- We anticipate offering on demand training webinars that support the use of updated standards

Reflective Supervision Learning Collaboratives - Train the Trainer Models

To meet the growing need for the workforce to have access to qualified providers of RSC, we developed two RSC Learning Collaborative Train the Trainer models. One is for providers who have experience providing RSC and one is for new providers.. These RSC Learning Collaboratives are intended to support organizations and communities in building local capacity for RSC providers.

- We are offering our fourth Learning Collaborative now; meaning, we have offered over 100 hours of training and 150 hours of RSC via this model!

Tools to Support the Workforce

The Competency Guidelines create a shared framework or "map" for professional development across all sectors and disciplines of the workforce and have been "crosswalked" with numerous training, certificate, and curriculum programs. In 2023, the following programs engaged in the crosswalk process:



We couldn't have done it without your generous support. Thank-you!

Collaborators, Partners & Sponsors

- Center of Excellence for IECMH Consultation
- Center for Reflective Practice at Univ of Minnesota
- Early Childhood Personnel Center
- Georgetown University
- Indigo Cultural Center
- Michigan Association for Infant Mental Health
- My Colab Partners
- Pyramid Consortium
- Reflective Supervision Collaborative
- Start Early
- Wonderbabies
- ZERO TO THREE
- Zero to Thrive

Board of Directors

- Brandy Fox, President (PA)
- Alison Peak, Vice President (TN)
- Gail Trujillo, Secretary (AK)
- Cathy Liesman, Treasurer (MI)
- Tanika Eaves (CT)
- Jennifer Jonika (MI)
- Rosalva Osorio Cooksy (MI)
- Amittia Parker (KS)
- Carmen Rosa Noroña (MA)
- Kerrie Schnake (SC)
- Meyleen Velesquez (WA)
- Joni Zieldorff (MI)

Workgroup Chairs

- Endorsement Research, Lorraine Kubicek (CO)
- Endorsement Quality Assurance, Kelly Sipotz (Alliance)
- Home Visiting Research Affinity Group, JoAnn Robinson (CT)
- Policy & Systems Development, Stephanie David (NY) & Angela Webster (TN)
- Research, Christopher Watson (MN) & Lorraine Kubicek (CO)
- RSC Research Affinity Group, Carla Barron (MI)
- Training Evaluation, Margaret Holmberg (CT)

Grants & Contracts

- Associations for Infant Mental Health: Alaska, Alabama, Colorado, Florida, Georgia, Hawaii, Kansas, Michigan, Minnesota, North Carolina, New York, Oklahoma, Oregon, South Carolina, Tennessee, Texas, Utah, Washington, & Wisconsin
- Mississippi Department of Health
- Pennsylvania Keys to Quality
- Perigee Fund
- University of South Carolina Institute for Families in Society

We value our member associations from these states and countries:

- | | | | |
|-------------|---------------|----------------|---------------|
| Alabama | Indiana | Nevada* | Tennessee |
| Alaska | Iowa | New Jersey | Texas |
| Arizona | Ireland | New Mexico | Utah |
| Australia | Kansas | New York | Washington |
| Colorado | Massachusetts | North Carolina | West Virginia |
| Connecticut | Michigan | Oklahoma | Wisconsin |
| Florida | Minnesota | Oregon | Virginia |
| Georgia | Missouri | Pennsylvania | |
| Hawaii | Mississippi | Rhode Island | |
| Idaho | Nebraska | South Carolina | |

*joined in 2023



We appreciate all of our donors, volunteers, contractors, & staff.

Staff**

- Ashley McCormick, Interim Executive Director
- Anicia Battles, Endorsement Central Service Coordinator
- Amber Keeler, Endorsement Central Service Coordinator
- Andrea Penick, Endorsement Coordination Manager
- Lacretia Powell, Endorsement Central Service Coordinator
- Veronica Rosa Sandoval, Bilingual/Bicultural Endorsement Central Service Coordinator
- Kelly Sipotz, Quality Assurance Manger

**as of 12/31/23

We extend gratitude to our former colleagues who served the Alliance in 2023: Julia Albrecht, James Bush, Kelly Dieffenbauger, Faith Eidson, Kassandra Maple, Nichole Paradis & Hannah Schottenfels.

Farewell, 2023, and a warm welcome to the exciting journey that awaits us in 2024!

As we embark on a new year, we are excited to unveil a myriad of initiatives and opportunities:

- ★ **Expanded Membership Options:** In 2024, we're broadening our horizons by introducing Organizational and Strategic membership pathways, offering diverse benefits tailored to your needs.
- ★ **Competencies Re-Launch:** We recognize the dynamic nature of our diverse field and have meticulously tailored the revised competencies to meet the evolving needs of practitioners, families, and communities.
- ★ **Reflective Supervision/Consultation Symposium:** July 21-23, 2024, in Montclair, New Jersey, we will co-host the RSC Symposium alongside the New Jersey Association for Infant Mental Health.
- ★ **RSC Standards Publication:** Anticipate the release of our updated Reflective Supervision/Consultation standards, reflecting our commitment to continuous improvement.
- ★ **Streamlined Endorsement Processes:** We're simplifying the Endorsement registration and renewal procedures, and examining and dismantling any existing barriers within the framework to ensure accessibility and efficiency.
- ★ **Endorsement Coordination Central Service (ECCS):** We're proud to continue offering our highly valued ECCS, prioritizing customer satisfaction. As echoed by our 2023 customers, ECCS stands out for its valuable relationships, adaptability, engagement, and the knowledge of our dedicated coordinators.

Join us as we embrace the opportunities and transformations that lie ahead, united in our commitment to advance the infant, young child & family workforce. Here's to a year of collaboration and positive impact!



Alliance for the Advancement of
Infant Mental Health

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