

2019 Annual Report

Dear Stakeholders,

We are excited to share that 2019 was a year of remarkable growth for the Alliance! We welcomed new stakeholders, launched new programs and services and increased personnel to meet the rising needs. Here's a glimpse of the highlights from 2019:

- We hosted our **Annual Leadership Summit** in Scottsdale, AZ. Invited speakers, Karen Frankel and Carmen Rosa Noroña, facilitated discussion about the Diversity Informed Tenets for Work with Infants, Children & Families.
- We co-hosted the **4th Annual Reflective Supervision Symposium** with the Pennsylvania Association for Infant Mental Health. Over 130 participants deepened their understanding and use of reflective supervision/consultation (RSC) principles!
- We kicked off an 18-month **financial technical assistance project** with support from the Perigee Fund. The Alliance and 8 associations for infant mental health (AIMHs) are working with the Nonprofit Finance Fund to examine cost structure modeling related to dissemination of an endorsement system.
- Our Executive Director, Nichole Paradis, chaired the search committee for a **new Editor in Chief of the *Infant Mental Health Journal***, and we proudly announced the selection of Holly Brophy Herb, PhD to this position!
- We engaged in **RSC capacity building** across the country on projects such as: Pilot implementation of a RSC model for the Pennsylvania Keys; ongoing facilitation of the co-developed Healthy Families America STARS training; and development of 3 webinars on RSC with First3Years.
- We supported 5 AIMHs to obtain the license to utilize the **Early Childhood Mental Health Endorsement[®] (ECMH-E[®])** credential! To date, 15 AIMHs have licensed ECMH-E[®].
- We successfully implemented **Endorsement Coordination Central Services** in Oklahoma, South Carolina, Tennessee and Texas! (See more about the impact of this project on page 5)

The heart of the Alliance is our commitment to supporting and partnering with our member AIMHs in implementing the *Competency Guidelines[®] & Endorsement[®]* to promote infant and early childhood mental health (IECMH) principles and practices. Our reach is global and our impact is deep. To date, 3,006 professionals have earned the IMH Endorsement[®] credential across our 32 member AIMHs. In 2020, we look forward to strengthening our capacity to help AIMHs thrive and succeed in supporting a strong infant, young child and family workforce. That's what's best for babies.


Yours in partnership for babies, young children and families,



Nichole Paradis, LMSW, IMH-E[®]
Executive Director



Susan Dickstein, PhD, IMH-E[®]
President of the Board of Directors



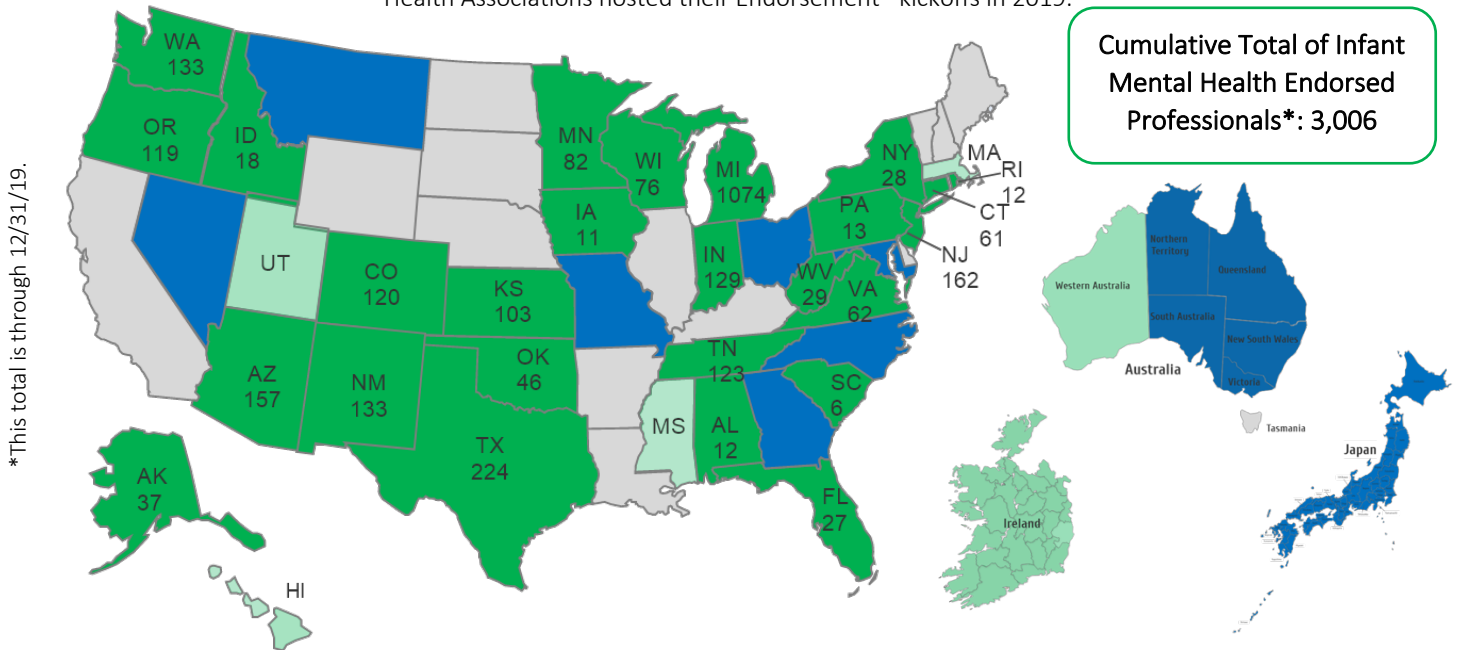
Our mission: To build and sustain a reflective, skilled, culturally competent and relationship-based workforce that supports pregnant women, infants, young children and their families.



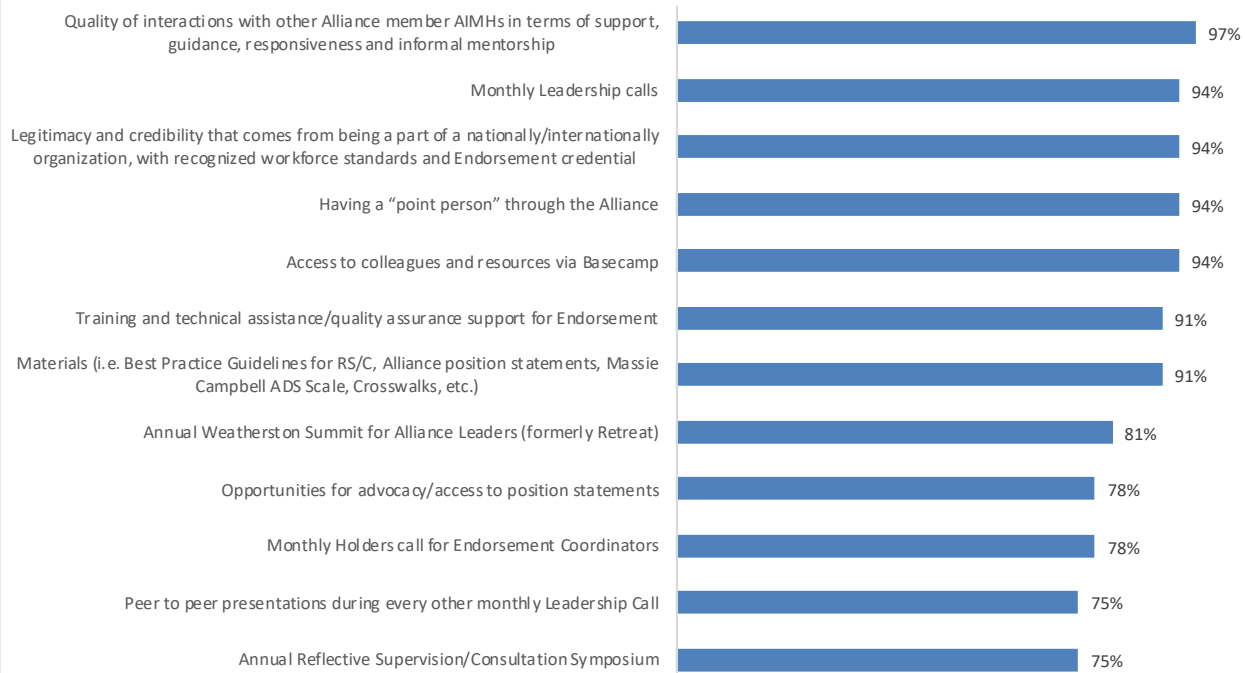
Alliance for the Advancement of
Infant Mental Health

Alliance Member Associations

The *Competency Guidelines*® and Endorsement®, were created in by the Michigan Association for Infant Mental Health (MI-AIMH) in 2002. Since that time, the number of AIMHs licensed to use these tools has grown dramatically. Thirty US AIMHs, the Irish Association for Infant Mental Health and the Australian Association for Infant Mental Health – Western Australia Branch, shown here in dark and light green, have licensed the use of these workforce development tools while the states and countries in blue are in the “discovery process.” Those in light green have not yet begun endorsing applicants. The Massachusetts and Mississippi Infant Mental Health Associations hosted their Endorsement® kickoffs in 2019.



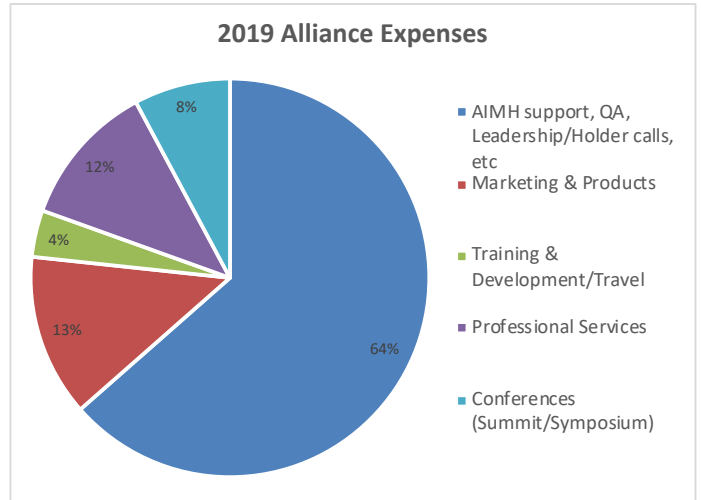
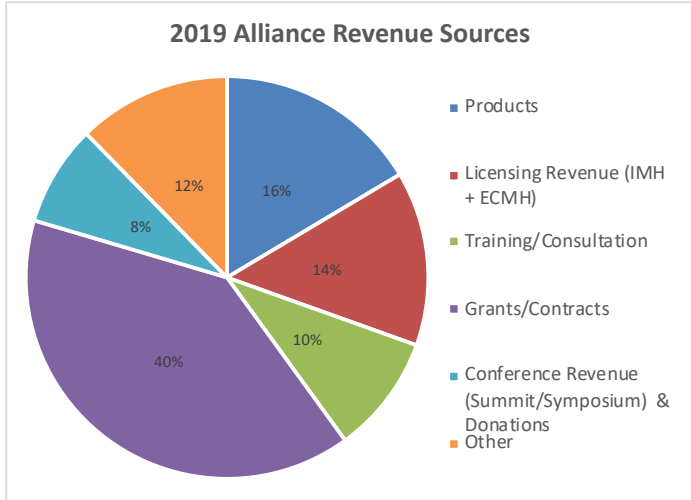
Most Valuable Benefits of Alliance Membership, as identified by Alliance AIMHs



“Connection to the Alliance for the Advancement of Infant Mental Health is more than peer support, collaboration and partnership. It validates, legitimizes and lifts up our state and regional efforts to support babies and families and brings national and international backing to our projects and ideas.”

Lana Nenide, MS, IMH-E®
Wisconsin Alliance for Infant Mental Health

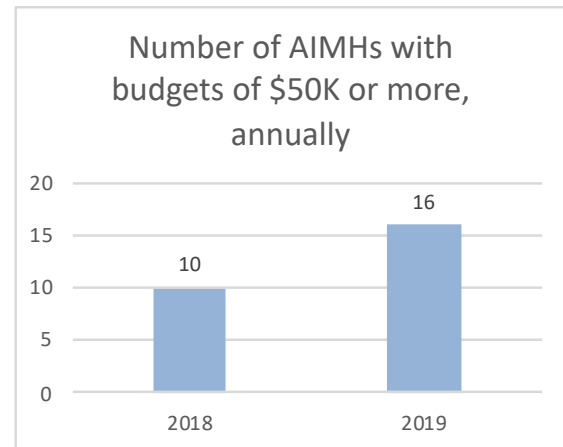
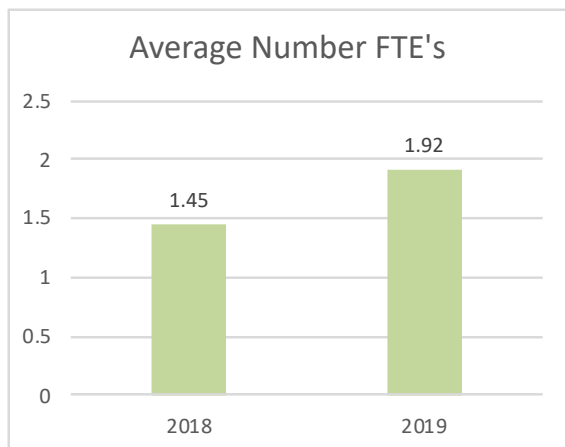
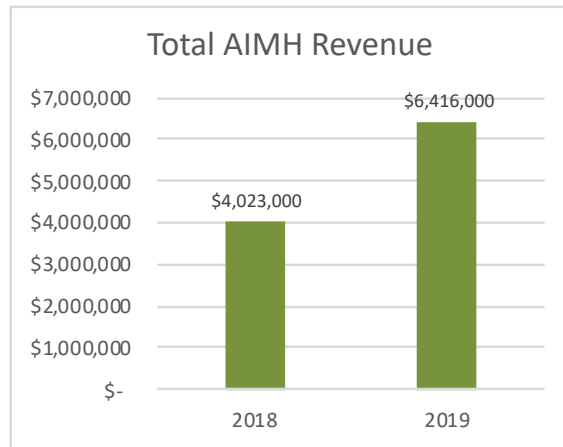
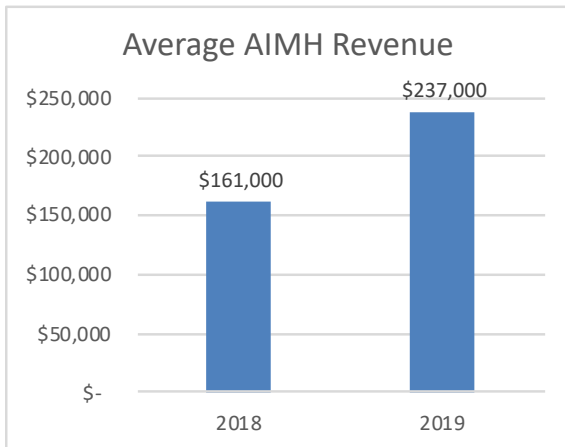
2019 Alliance Finance Report



ASSETS		51%	LIABILITIES		45%	NET ASSETS		63%
*2018	*2019	↑	*2018	*2019	↑	*2018	*2019	↑
\$ 303,000	\$ 458,000		\$ 191,000	\$ 277,000		\$ 112,000	\$ 182,000	

Astounding GROWTH is happening within Alliance-affiliated AIMHs!

The following data was reported by 100% of Alliance AIMHs through participation in a year-end, annual survey.



Data from the 2019 Pilot of Endorsement® Coordinator Central Service (ECCS)

In 2019, the Alliance recognized the benefit of offering an Endorsement Coordination Central Service (ECCS) as an option to support individual associations' Endorsement® operation efforts. The ECCS was offered as a pilot to the four AIMHs from Oklahoma, South Carolina, Tennessee and Texas. The scope of work of the ECCS can be completed remotely and in doing so, frees up the participating AIMHs' staff, volunteers, and Board members to do more face-to-face and hands-on work such as conducting outreach, facilitating access to competency-informed training and RSC opportunities, relationship-building with partners across state systems, etc. The Alliance offers the option for the ECCS on a contractual basis in accordance with association needs. The ECCS includes: responding to new applicants, offering office hours to support applicants, offering ongoing guidance and advising, conducting phone interview to vet providers of RSC, serving as an application reviewer, training new application advisors and reviewers, compiling meaningful feedback to applicants, tracking gaps in knowledge/skill areas across applications, providing bi-monthly Endorsement® reports to the participating AIMHs' Board of Directors, and more!

ECCS & Applicant Support

53 EASy help ticket responses	153 Weekly AIMH update phone calls
377 Applicant phone calls	3279 Applicant email responses

The ECCS saw a monthly average of nearly 300 applicant contacts; including email, phone and EASy responses. Applicants are receiving timely and consistent messaging from the first contact, thereby reducing errors.

ECCS & Capacity Building

The Alliance has seen a tremendous focus on Capacity Building for RSC providers and application reviewers as a result of the ECCS. The numbers above **doubled** the list of approved providers and reviewers for some pilot associations!

22
Application Reviewers Trained

38
Vetting interviews for RSC providers

ECCS & Earning ENDORSEMENT®

4
Associations in 2019 ECCS pilot

92
Applicants supported by ECCS pilot **earned** ENDORSEMENT® in 2019!!

On average, pilot participants saw a 46% increase in professionals earning Endorsement® and a large influx of application submission. One pilot association had more applications submitted in a 3-month timespan than they had endorsed in the *entire* previous year!

"Investing in the Endorsement Central Service Coordinator has been vital to our organization. The Endorsement Coordinator has been efficient and organized in all aspects of her work. She provides First3Years with detailed reports and brings concerns & issues to us immediately. Additionally, she is always timely in her responses to applicants and actively seeks to keep them engaged. She stays focused on current applicants but is also concerned about growing Endorsement and capacity for R/S and reviews. This contract for an Endorsement Coordinator has been a lifesaver!"

Ashley Borthick
First3Years Texas



Alliance for the Advancement of
Infant Mental Health

THANK YOU!

Board of Directors

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Susan Dickstein (RI)

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Joy Browne (NM)

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Sheryl Goldberg (MI)

Margaret Holmberg (CT)

Fran Jozefowicz (MI)

Carrie Banks Patterson (MI)

Hilary Ratner (MI)

Committees & Chairpersons

Endorsement Coordination: Ashley McCormick

Leadership Summit: Nichole Paradis

Policy: Rhonda Reardon-Nelson (IA) & Angela Webster (TN)

Reflective Supervision Symposium (RSS)

Standing Committee: Sheryl Goldberg (MI)

RSS Host Selection Committee: Carrie Banks Patterson (MI)

2019 RSS Planning Committee: Una Majmudar (PA)

2020 RSS Planning Committee: Jean Budd, Dayna Egan & Kaitlyn Mulcahy (NJ)

Research: Christopher Watson (MN) & Lorraine Kubicek (CO)

Training: Noelle Hause (CO) & Faith Eidson

Staff

Nichole Paradis, *Executive Director*

Ashley McCormick, *Endorsement & Communications Director*

Faith Eidson, *Quality Assurance Director*

Kelly Dieffenbaugher, *Business Manager*

Kelly Sipotz, *Endorsement Central Service Coordinator*

Contractors

Jean Cimino, *Endorsement Central Service Coordinator*

Fran Jozefowicz, *Master Exam Trainer*

Paige Light, *Leadership Cohort Coordinator*

Collaborations

Center of Excellence for Infant and Early Childhood Mental Health

Consultation

Early Childhood Personnel Center

Irving Harris Foundation/Diversity

Informed Tenets

Michigan Department of Health and Human Services

Nonprofit Finance Fund

Pyramid Model Consortium

The Ounce of Prevention – Professional Development CoP

University of Michigan Zero to Thrive

ZERO TO THREE

Grants/Contracts

Center of Excellence Tennessee

Early Childhood Mental Health

Endorsement® Capacity Assessment (AIMHiTN)

Eastern Michigan University

First3Years

Healthy Families America

Endorsement Coordination Central Service (AIMHiTN, First3Years, OKAIMH and SCIMHA)

Pennsylvania Keys to Quality

Perigee Fund

ZERO TO THREE Training Collaboration

Contractual Partnership

Healthy Families America

Massie Family Charitable Trust

Strategic Partnerships

Center for Reflective Practice at the Center for Early Education and Development at the University of Minnesota

Erikson Institute: FAN Training

Fielding Graduate University

The Ounce of Prevention Fund: Achieve on Demand

Think Babies™

University of California Davis Extension

Napa Infant-Parent Mental Health

Fellowship and the Parent-Child

Institute

Wayne State University Merrill Palmer

Skillman Institute

Members of the Alliance have AIMHs in the following states & countries:

Alabama

Alaska

Arizona

Colorado

Connecticut

Florida

Hawaii

Idaho

Indiana

Iowa

Ireland

Kansas

Massachusetts

Michigan

Minnesota

Mississippi

New Jersey

New Mexico

New York

Oklahoma

Oregon

Pennsylvania

Rhode Island

South Carolina

Tennessee

Texas

Utah

Washington

West Virginia

Western Australia

Wisconsin

Virginia



Looking Ahead to 2020

We are moving into 2020 with the same enthusiasm and dedication that guided us through 2019. Here's a glimpse at we are anticipating most:

- The **5th Annual Reflective Supervision Symposium** in Montclair, NJ, July 26 – 28, 2020, cohosted with the New Jersey Association for Infant Mental Health
- The **2020 Annual Weatherston Summit for Alliance Leaders**, November 15 – 17, 2020 in Navasota, TX with leaders from across all of our member AIMHs
- Making available resources and a license to purchase and use **Spanish EASy** to allow the Spanish speaking IECMH workforce to apply for and earn IMH Endorsement®
- Strengthening our **relationship with the World Association for Infant Mental Health**
- Increasing the readership of the *Infant Mental Health Journal*
- Releasing the highly anticipated **crosswalk between the Pyramid Model training modules** and the *Competency Guidelines*®
- Participating in and facilitating discussions at the national and international level to **promote an IECMH-informed workforce**; examples include: The Ounce National Home Visiting Summit, Center of Excellence for Infant and Early Childhood Mental Health Consultation, the Early Childhood Personnel Center, the Office of Special Education Programs National Summit and ZERO TO THREE collaborations
- Collaborating with MI-AIMH to **revise the Competency Guidelines**® to better reflect the **Diversity-Informed Tenets for Work with Infants, Children and Families** and research on the role of fathers and father engagement
- Engaging in both **strategic planning and financial technical assistance** in order to strengthen the Alliance and its capacity to support AIMHs in their workforce development missions
- Establishing a **Training Hub** which will allow for the development of a curated collection of competency-informed trainings. We envision trainings offered by the Alliance and AIMHs
- Facilitating the **dissemination of frameworks and guidelines** created by the Research Translation Subcommittee, Training Committee and Reflective Supervision/Consultation Think Tank