INFANT MENTAL HEALTH MENTOR ENDORSEMENT® REQUIREMENTS

<table>
<tr><td>Education</td><td colspan="3">Official transcripts from all degrees earned and from any college credits earned are required. 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, postgraduate specialization, or university certificate program; in accordance with the Competency Guidelines®</td></tr>
<tr><td>Training

Note: There is an expectation that applicants for IMHM-P and IMHM-R/F have the same foundational knowledge as IMHM-C related to infant mental health principles and practices. All Infant Mental Health Mentor applicants will take the same multiple choice exam.</td><td colspan="3">Applicants will include as many hours of relationship-based training and/or continuing education as necessary to document that competencies (as specified in Competency Guidelines®) have been met.
For those whose degree is in a field that is unrelated to IMH, more specialized in-service training may be required to meet the breadth and depth of the competencies
Training content will include the promotion of social-emotional development and the principles of infant and mental health
Typically, successful IMHM applications include an average of 90 or more hours of specialized training unless the applicant has completed coursework specific to IMH competencies
Minimum 30 clock hours required. Clinical applicants: A minimum of 15 hours must be didactic training about the provision of reflective supervision/consultation.</td></tr>
<tr><td>Specialized Work Experience in at Least One of the Three Categories</td><td>Clinical

Meets specialized work experience criteria as specified at III[1] plus three years of postgraduate experience providing infant mental health (IMH) reflective supervision/consultation (RS/C) and other leadership activities at the regional or state</td><td>Policy

Three years of postgraduate experience as a leader in policy and/or program administration related to the infant/family field and other leadership activities at the regional or state</td><td>Research/Faculty

Three years of postgraduate experience as a leader in university- teaching and/or published research related to the infant/family field and other leadership activities at the regional or state</td></tr>
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[1] Two years, postgraduate, supervised work experiences providing culturally sensitive, relationship-focused, infant mental health services. This specialized work experience must be with **both** the infant/very young child and his/her biological, foster, or adoptive parents or guardians on behalf of the parent-infant relationship. Infant mental health services will include parent-infant/very young child relationship-based therapies & practices and early relationship assessment and can include concrete assistance, advocacy, emotional support, developmental guidance. These therapies and practices are intended to explicitly address issues related to attachment, separation, trauma and unresolved losses as they affect the development, behavior, and care of the infant/very young child. The unresolved losses, or "ghosts," might be from adverse childhood experience that occurred during the caregivers' own infancy/early childhood or may be more recent for the child. Strong feelings, such as grief and loss, could also be associated with diagnosis or manifestation of a chronic illness, delay, or disability. Please see IMHS requirements for additional details.

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Examples of Leadership Activities *Please note: Some of these leadership activities may be demonstrated through paid work experience and there is an expectation that some will be demonstrated in addition to paid work experience.* *These lists, meant to demonstrate some of the activities in which leaders might engage, are not comprehensive. Also, applicants would not need to engage in all the activities listed in order to earn Endorsement® as an Infant Mental Health Mentor.*	• Organize and facilitate reflective practice groups and/or IMH study groups • Provide RS/C to IMH practitioners • Participate in system of care planning initiatives • Participate in planning for regional, statewide, or national IMH-specific conferences • Represent IMH interests in planning for national early childhood, social service, child welfare, behavioral health, and public health conferences • Work to increase the preference for Endorsed personnel in contracts for services, child care rating schemes • Work to address reimbursement issues for IMH services • Leadership in local/state IMH association • Volunteer contributions that promote infant mental health for example CASA, Doula, etc. • Training on IMH principles and/or practices to regional, state, or national groups • Teach about infant mental health principles and practices at a college or university	• Provide feedback to state agencies on current and proposed policies that promote IMH practices • Provide presentations on IMH and its role in all early childhood disciplines/systems • Participate in planning groups promoting IMH within early childhood systems • Participate in regional, state, and national policy making groups, representing IMH principles • Publish policy briefs or position statements addressing IMH • Provide analysis of proposed legislation/policy on populations served through IMH service delivery systems • Work to address reimbursement issues for IMH services • Work to increase preference for Endorsed personnel in contracts for services, child care rating schemes • Leadership in local/state IMH association • Participate in planning for regional, statewide, or national IMH-specific conferences • Engage in reflective consultation	• Provide leadership in graduate certificate IMH programs • Higher education instructor for IMH courses • Participate in interdepartmental efforts to integrate IMH competencies into appropriate syllabi • Participate as member of doctoral applicant's committee when IMH-related topics are proposed • Participate in planning for regional, statewide, or national IMH-specific conferences • Present and/or publish on topics related to the promotion or practice of IMH • Leadership in local/state IMH association • Engage in reflective consultation

IMH MENTOR ENDORSEMENT® REQUIREMENTS, CONTINUED

Reflective Supervision/ Consultation	*Required for Clinical; optional for Policy or Research/Faculty* Minimum 50 clock hours relationship-focused, reflective supervision/consultation (RS/C) within a one to two-year timeframe; post Masters, individually or in a group while providing RS/C to infant-family professionals. Applicant's provider of RS/C must have earned/maintained IMH-E® at IMHM-C. A minimum of 25 hours of the RS/C received should be about the RS/C that the applicant provides to others		
Three Professional Reference Ratings *Please note: At least one reference rating must come from someone who has earned IMH-E® at IFS, IMHS, or IMHM.*	**Clinical** 1. One from current program supervisor 2. One from person providing reflective supervision/consultation to the applicant 3. One from person receiving reflective supervision/consultation from the applicant	**Policy** 1. One from current program supervisor 2. One from person providing reflective supervision/consultation, if applicable 3. If no one available from first two categories, applicant may ask three colleagues who can speak to the applicant's ability to promote infant mental health principles and practices in and across systems	**Research/Faculty** 1. One from current department supervisor or chair if he/she is familiar with IMH. If not, ask a colleague who can speak to the applicant's ability to promote IMH principles into practice 2. One from person providing reflective supervision/consultation, if applicable. If not applicable, applicant may ask a colleague who can speak to the applicant's ability to promote IMH principles into practice 3. One from a student taught and/or supervised by the applicant who can speak to the applicant's ability to promote IMH principles into practice

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Code of Ethics & Endorsement® Agreement	Signed
Demonstration of Competencies	1. Application will document that requirements and competencies have been adequately met through specialized education, in-service training, work, and, for Clinical applicants, through reflective supervision/consultation experiences 2. Successful completion of the written examination, which includes a multiple choice and essay portion. While the multiple choice exam is the same for all categories of Endorsement®, the essay portion of the exam differs for Clinical, Policy and Research/Faculty applicants
Professional Membership	Membership in an infant mental health association

CONTINUING ENDORSEMENT® REQUIREMENTS

Education and Training	Minimum of 15 clock hours per year of relationship-based education and training, pertaining to the promotion of social-emotional development and/or the practice of infant mental health (eg, regional training, related course work at colleges or universities, infant mental health conference attendance, participation in competency-based activities such as professional reading group, community of practice, mentorship group). For those who earn Endorsement® at IV-Clinical and provide RS/C to others, it is recommended that at least 3 hours of specialized didactic training be about the provision of RS/C
Professional Membership	Annual renewal of membership in an infant mental health association
Reflective Supervision	All professionals Endorsed at IMHM-Clinical receive a minimum of 12 hours of reflective supervision or consultation (RS/C) annually. Professionals who maintain IMHM-C for a minimum of 3 years are not required to continue receiving RS/C, but it strongly recommended if the professional is providing direct service and/or RS/C

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