Alliance for the Advancement of
Infant Mental Health

NCIMHA
NORTH CAROLINA
INFANT AND EARLY CHILDHOOD
MENTAL HEALTH ASSOCIATION

Infant and Early Childhood
Mental Health Endorsement®

GETTING STARTED GUIDE

This form is an optional self-study to help assess your experiences and determine what additional specialized training might be necessary to meet the competencies and earn Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant & Early Childhood Mental Health IECMH-E® (Endorsement).

For your reference, Infant Mental Health Endorsement is meant for providers that work with or on behalf pregnant people, infants, toddlers (up to age 3) and their families. Early Childhood Mental Health Endorsement is meant for providers that work with or on behalf of children age 3-6 and their families. Some Endorsement applicants might choose to pursue both Infant and Early Childhood Mental Health Endorsement, while others might focus their experience within one or the other.

How to Use This Document

1. Read the Competency Guidelines (MI-AIMH Copyright © 2017) and pay special attention to the requirements for the Endorsement categories, designations and add-ons for which you are applying. Endorsement categories are as follows:

   ✓ Infant *or* Early Childhood Family Associate (FA)
   ✓ Infant *or* Early Childhood Family Specialist (FS)
   ✓ Infant *or* Early Childhood Mental Health Specialist (MHS)
   ✓ Infant *or* Early Childhood Mental Health Mentor (MHM) *offers a Clinical, Research/Faculty or Policy designation*
   ✓ **NEW**! Endorsed Reflective Supervisor Add On (ERS)

2. Review your resume/vita, a copy of your unofficial transcripts, and gather your in-service training records

3. Look at what you have done, using the self-study grid below, and ask yourself if you have had a college/university course, an in-service training or a work experience that has contributed to your knowledge or skill in a particular area. For now, place a check mark in the appropriate box (or write short notes about the experience). These check marks will help you identify the competency areas once you begin work in your EASy Application.

4. Keep in mind that during a formal application review, at least one trained application reviewer will comprehensively examine your materials and determine whether or not you have met the requirements and the competencies. All of the knowledge and skill areas are required (as specified for each category of Endorsement), but an application reviewer(s) will pay closest attention to those listed under **Theoretical Foundations** and **Direct Service Skills**. In general, when considering whether or not a knowledge/skill area has been "met," the most weight is given to college courses, then to intensive or series in-services, then to shorter in-services, then conferences, then reference ratings, then work experience.

5. Identify gaps or competency areas where you feel you have not yet had enough specialized education or in-service training.

6. Find in-service training opportunities to help you fill in any identified gaps in the knowledge/skill areas as needed.

Competency Area Categories Required	Education Experience	Training Experience	Work Experience
Domain: Theoretical Foundations			
Pregnancy & Early Parenthood FA, FS, MHS, MHM			
Infant/Young Child Development & Behavior FA, FS, MHS, MHM			
Infant/Young Child & Family-Centered Practice FA, FS, MHS, MHM			
Relationship Focused (Therapuetic) Practice FA, FA, MHS, MHM			
Family Relationships & Dynamics FA, FS, MHS, MHM			
Attachment, Separation, Trauma, Grief & Loss FA, FS, MHS, MHM			
Cultural Humility FA, FS, MHS, MHM			
Disorders of Infancy/Early Childhood *FS, MHS, MHM*			
Psychotherapeutic & Behavioral Theories of Change *MHS, MHM Only*			
Mental & Behavioral Disorders in Adults *MHS, MHM Only*			
Adult Learning Theory & Practice *MHM Only*			
Statistics *MHM Only*			
Research & Evaluation *MHM Only*			
Domain: Law, Government & Regulation			
Ethical Practice FA, FS, MHS, MHM			
Government, Law & Regulation FA, FS, MHS, MHM			

Agency Policy FA, FS, MHS, MHM			
Domain: Systems Expertise			
Service Delivery Systems FA, FS, MHS, MHM			
Community Resources FA, FS, MHS, MHM			
Domain: Direct Service Skills			
Observation & Listening FA, FS, MHS, MHM			
Screening & Assessment FA, FS, MHS, MHM			
Responding With Empathy FA, FS, MHS, MHM			
Advocacy FA, FS, MHS, MHM			
Life Skills FA, FS, MHS, MHM			
Safety FA, FS, MHS, MHM			
Intervention/Treatment Planning *MHS, MHM Only*			
Developmental Guidance *MHS, MHM Only*			
Supportive Counseling *MHS, MHM Only*			
Parent-Infant/Young Child Relationship-Based Therapies & Practices *MHS, MHM Only*			
Reflective Supervision *ERS, MHM Clinical Only*			
Domain: Working With Others			
Building & Maintaining Relationships FA, FS, MHS, MHM			
Supporting Others FA, FS, MHS, MHM			
Collaborating FA, FS, MHS, MHM			

Resolving Conflict FA, FS, MHS, MHM			
Empathy & Compassion FA, FS, MHS, MHM			
Consulting *MHS, MHM Only*			
Coaching & Mentoring *ERS, MHM Only*			
Crisis Management *ERS, MHM Only*			
Domain: Leading People *ERS & MHM Only*			
Motivating *ERS, MHM Only*			
Advocacy *ERS, MHM Only*			
Developing Talent *ERS, MHM Only*			
Domain: Communication			
Listening FA, FS, MHS, MHM			
Speaking FA, FS, MHS, MHM			
Writing FA, FS, MHS, MHM			
Group Process *ERS, MHM Only*			
Domain: Thinking			
Analyzing Information FA, FS, MHS, MHM			
Solving Problems FA, FS, MHS, MHM			
Exercising Sound Judgment FA, FS, MHS, MHM			
Maintaining Perspective FA, FS, MHS, MHM			

Planning & Organizing FA, FS, MHS, MHM			
Domain: Reflection			
Contemplation FA, FS, MHS, MHM			
Self-Awareness FA, FS, MHS, MHM			
Curiosity FA, FS, MHS, MHM			
Professional/Personal Development FA, FS, MHS, MHM			
Emotional Response FA, FS, MHS, MHM			
Parallel Process *ERS, MHM Only*			