

## University of North Carolina Charlotte's Early Childhood Mental Health (ECMH) Graduate Certificate & Competency Guidelines for Culturally Sensitive, Relationship Focused Infant and Early Childhood Mental Health Endorsement®



The ECMH Graduate Certificate Program is open to professionals with at least a bachelor's degree who work or desire to work with young children and their families. This could include social workers, early childhood educators, early interventionists, early childhood special educators, early childhood program administrators, policy advocates, psychologists, pediatricians, nurses, public health educators, child protective services personnel, speech-language pathologists, and others. The ECMH Graduate Certificate is offered fully online as a two semester, twelve (12) credit program.

The School of Social Work and Department of Special Education and Child Development collaborate on this joint certificate program in Early Childhood Mental Health (ECMH) focusing on children birth to five years of age and their families. Graduates of the Certificate program will be able to:

- Promote awareness about the importance of early childhood mental health
- Work with diverse families with young children
- Identify evidence-informed services for young children and their families
- Recognize ecologically valid mental health assessments

- Explain relationship of social, cognitive, and communication development in young children
- Support positive, relationship-focused communication between young children and their adult caretakers
- Facilitate positive social-communication skills among young children, parents, and other caretakers in a variety of settings

To learn more, visit the program website: <https://socialwork.charlotte.edu/early-childhood-mental-health-graduate-certificate>.

## Infant and Early Childhood Mental Health Endorsement

Endorsement for Culturally-Sensitive, Relationship-Focused Practice Promoting Infant & Early Childhood Mental Health (Endorsement) is an international credential supported by the Alliance for the Advancement of Infant Mental Health (Alliance). The credential is built upon multiple knowledge and skill areas that are

unique to the infant/early childhood mental health (IECMH) workforce, as identified in the Competency Guidelines (MI-AIMH 2017®).

In partnership with the Alliance, the North Carolina Infant and Early Childhood Mental Health Association (NCIMHA) launched the Endorsement credential in 2021 to support, grow, diversify, and advocate for our local IECMH-informed workforce. Growing evidence indicates that endorsed professionals are better prepared to support the foundational early development of babies and young children in the context of their caregiving relationships.

Infant and Early Childhood Mental Health Endorsement (IMH-E®/ECMH-E®) requires that professionals within this specialized workforce demonstrate knowledge, skills and reflective experiences.


As such, Endorsement offers an opportunity to recognize the specialized skill set required to work with pregnant





Figure 1

**Infant and Early Childhood Mental Health Endorsement Categories**

<b>Promotion</b>	Infant Family Associate (IFA) Early Childhood Family Associate (ECFA)
<b>Prevention/ Early Intervention</b>	Infant Family Specialist (IFS) Early Childhood Family Specialist (ECFS)
<b>Treatment/ Intervention</b>	Infant Mental Health Specialist (IMHS) Early Childhood Mental Health Specialist (ECMHS)
<b>Leadership</b>	Infant Mental Health Mentor (IMHM)–Clinical, Policy & Research Faculty Early Childhood Mental Health Mentor (ECMHM) –Clinical, Policy, & Research/Faculty
 <b>Reflective Supervision</b>	Endorsed Reflective Supervisor (ERS) Add On

individuals, infants, young children and families, as well as an acknowledgement that the professional appreciates and implements best practice when working with this population. Individuals can earn Endorsement[1] in the category that is the best fit for one’s scope of practice (see Figure 1).

With funding from NCIMHA [2], the Alliance and the Early Childhood Mental Health Graduate Certificate program partnered to develop a co-branded crosswalk across the ECMH Certificate curriculum and the Competency Guidelines. This process included an initial audit, revisions, and a re-review of the curriculum that allowed ECMH program instructors to bolster alignment between course content and the Competency Guidelines. The process of creating this co-branded crosswalk across the ECMH Certificate curriculum and the Competency

[1] All member AIMHs of the Alliance have licensed the use of the IMH-E®. The ECMH-E® is relatively new and only a small number of AIMHs have licensed it as of 2019. Please contact your own AIMH to find out whether the AIMH has licensed the ECMH-E®

[2] The creation of this Crosswalk was supported by the Preschool Development Grant, Birth–Five (PDG B–5) number [90TP125–01–02] from the Office of Early Childhood Development, Administration for Children and Families, U. S. Department of Health and Human Services. Its contents are solely the responsibility of the authors and do not necessarily represent the official view of the Office of Early Childhood Development, Administration for Children and Families, U. S. Department of Health and Human Services.

Guidelines emphasizes the commitment of the ECMH Program to prepare professionals with an awareness about the importance of early childhood mental health and enrich their knowledge of evidence-informed supports for diverse young children and their families promoting positive, relationship-focused social-communication skills between young children and adult caretakers.

This crosswalk provides a guide that will allow professionals to apply for a category of Endorsement that most aligns with their scope of practice, in a manner that is streamlined and efficient. This crosswalk is intended for use by ECMH Certificate graduates.

The courses listed in this co-branded crosswalk are:

- **SOWK 6171** Early Childhood Mental Health
- **CHFD 6240** Advanced Studies In Infant & Child Development
- **SPED 6242** Enhancing Communication & Supporting Behavior in Inclusive Settings

- **SPED 6350** Young Children with Disabilities & their Families: Interdisciplinary Collaboration

## The Crosswalk

This crosswalk identifies the knowledge/skill areas, as identified in the Competency Guidelines, that are partially addressed or met for each category of Endorsement, across the ECMH Certificate. For members of the Alliance: this crosswalk has been approved as a Tier 4 co-branded crosswalk [3].

The ECMH Certificate was reviewed to document competencies that professionals applying for Endorsement might list within their application. Please reference the chart(s) below for information about whether the competency was met or partially addressed and for which Endorsement categories. Partially addressed competencies suggest an Endorsement applicant document additional training, work or educational experiences to fully meet the competency within an Endorsement application.

## For Endorsement Applicants:

Upload the crosswalk grid (pages 5-7) alongside your ECMH Certificate transcripts directly into the Education section of your application.

It is important to note that the knowledge/skill areas that make up the Competency Guidelines are the same for both IMH-E® and ECMH-E®; the competencies encompass a range of knowledge and skill areas that drive best practice with or on behalf of pregnant people, children ages 0 up to 6 years old, and their caregivers or families.

IMH-E® applicants are required to demonstrate competency from prenatal up to 36-months of age. ECMH-E® applicants are required to demonstrate competency prenatal up to 6-years of age. This supports our core understanding that the first three years of life are the foundational for subsequent development and to better understand the needs of older children we need fully understand experiences in infancy and toddlerhood.

[3] Member AIMHs of the Alliance will have access to the Crosswalk Policy which outlines the crosswalk tiers.



# Early Childhood Mental Health (ECMH) Graduate Certificate Complete Program Crosswalk

## Key

- ✓ Partially Addressed In Coursework
- Not Addressed In Coursework
- Competency Not Inc. in Endorsement Category

Infant Family Associate or Early Childhood Family Associate	Infant Family Specialist or Early Childhood Family Specialist	Infant Mental Health Specialist or Early Childhood Mental Health Specialist	Infant Mental Health Mentor or Early Childhood Mental Health Mentor	Endorsed Reflective Supervisor Add On
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## Theoretical Foundations

Pregnancy & Early Parenthood	✓	✓	✓	✓	■
Infant/Young Child Development & Behavior	✓	✓	✓	✓	■
Infant/Young Child & Family-Centered Practice	✓	✓	✓	✓	■
Relationship-Focused Practice	✓	✓	✓	✓	■
Family Relationships & Dynamics	✓	✓	✓	✓	■
Attachment, Separation, Trauma, Grief & Loss	✓	✓	✓	✓	■
Cultural Humility	✓	✓	✓	✓	■
Relationship-Based Therapeutic Practice	■	✓	✓	✓	■
Disorders of Infancy/Early Childhood	■	✓	✓	✓	■
Psychotherapeutic & Behavioral Theories of Change	■	■	—	—	■
Mental & Behavioral Disorders in Adults	■	■	—	—	■
Adult Learning Theory & Practice	■	■	■	—	■
Statistics	■	■	■	—	■
Research & Evaluation	■	■	■	—	■

## Law, Regulation & Agency Policy

Ethical Practice	—	—	—	—	■
Government, Law & Regulation	✓	✓	✓	✓	■
Agency Policy	—	—	—	—	■

## Systems Expertise

Service Delivery Systems	✓	✓	✓	✓	
Community Resources	✓	✓	✓	✓	

## Direct Service Skills

Observation & Listening	✓	✓	✓	✓	
Screening & Assessment	✓	✓	✓	✓	
Responding With Empathy	✓	✓	✓	✓	
Advocacy	✓	✓	✓	✓	
Life Skills	✓	✓	✓	✓	
Safety	✓	✓	✓	✓	
Intervention/Treatment Planning			✓	✓	
Developmental Guidance			-	-	
Supportive Counseling			-	-	
Parent-Infant/Young Child Relationship-Based Therapies & Practices			✓	✓	
Reflective Supervision				✓	✓

## Working with Others

Building & Maintaining Relationships	✓	✓	✓	✓	
Supporting Others	✓	✓	✓	✓	
Collaborating	✓	✓	✓	✓	
Resolving Conflict	-	-	-	-	
Empathy & Compassion	✓	✓	✓	✓	
Consulting			-	-	
Coaching & Mentoring				-	-
Crisis Management				-	-

## Leading People

Motivating				-	-
Advocacy				-	-
Developing Talent				-	-
Mentoring				-	

## Communicating

Listening	✓	✓	✓	✓	
Speaking	✓	✓	✓	✓	
Writing	✓	✓	✓	✓	
Group Process				-	-

## Thinking

Analyzing Information	✓	✓	✓	✓	
Solving Problems	✓	✓	✓	✓	
Exercising Sound Judgment	✓	✓	✓	✓	
Maintaining Perspective	✓	✓	✓	✓	
Planning & Organizing	✓	✓	✓	✓	

## Reflection

Contemplation	✓	✓	✓	✓	✓
Self-Awareness	✓	✓	✓	✓	✓
Curiosity	✓	✓	✓	✓	✓
Professional/Personal Development	✓	✓	✓	✓	✓
Emotional Response	✓	✓	✓	✓	✓
Parallel Process				✓	✓



# Early Childhood Mental Health (ECMH) Individual Course Crosswalks

The subsequent pages of this Crosswalk document map out each course within the ECMH Graduate Certificate by listing each of the competencies addressed within that courses' material.

If you have completed any of the courses, but not the entire ECMH Graduate Certificate, Endorsement applicants can include the page with each completed course alongside transcripts, which are uploaded into the Education section of the your Endorsement application. If you have questions about this, please contact you state's Endorsement Coordinator.

Knowledge/Skill Areas	Notes for IMH-E®	Notes for ECMH-E®
<b>Course Title: SOWK 6171 Early Childhood Mental Health</b>		
Pregnancy & Early Parenthood	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Infant/Young Child Development & Behavior	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS, ECMHM
Infant/Young Child & Family Centered Practice	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Attachment, Separation, Trauma, Grief & Loss	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Relationship Based Therapeutic Practice	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Disorders of Infancy & Early Childhood	Partially met for IFS, IMHS and IMHM	Partially met for ECFS, ECMHS and ECMHM
Community Resources	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Observation & Listening	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Screening & Assessment	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Responding With Empathy	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Parent-Infant/Young Child Relationship-Based Therapies & Practices	Partially met for IMHS and IMHM	Partially met for ECMHS and ECMHM
Reflective Supervision	Partially met for ERS and IMHM	Partially met for ERS and ECMHM
Writing	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Analyzing Information	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Exercising Sound Judgement	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Planning & Organizing	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
<b>Credit Hours: 3</b>		

**Knowledge/Skill Areas**

**Notes for IMH-E®**

**Notes for ECMH-E®**

**Course Title: CHFD 6240 Advanced Studies in Infant and Child Development**

Pregnancy & Early Parenthood	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Infant/Young Child Development & Behavior	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS, ECMHM
Infant/Young Child & Family Centered Practice	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Attachment, Separation, Trauma, Grief & Loss	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Relationship Based Therapeutic Practice	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Disorders of Infancy & Early Childhood	Partially met for IFS, IMHS and IMHM	Partially met for ECFS, ECMHS and ECMHM
Family Relationships & Dynamics	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Cultural Humility	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Government, Law & Regulation	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Service Delivery Systems	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Screening & Assessment	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Building & Maintaining Relationships	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Writing	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Contemplation	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Self Awareness	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Curiosity	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM

**Credit Hours: 3**

**Knowledge/Skill Areas**

**Notes for IMH-E®**

**Notes for ECMH-E®**

**Course Title: SPED 6350 Young Children with Disabilities & Their Families: Interdisciplinary Collaboration**

Pregnancy & Early Parenthood	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Infant/Young Child Development & Behavior	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS, ECMHM
Relationship Based Therapeutic Practice	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Family Relationships & Dynamics	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Cultural Humility	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Service Delivery Systems	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Community Resources	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Responding With Empathy	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Reflective Supervision	Partially met for IMHM and ERS	Partially met for ECMHM and ERS
Building & Maintaining Relationships	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Supporting Others	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Collaborating	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Empathy & Compassion	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Speaking	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Analyzing Information	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Solving Problems	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Planning & Organizing	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Self Awareness	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Curiosity	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Professional/Personal Development	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Emotional Response	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Contemplation	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Parallel Process	Partially met for IMHM and ERS	Partially met for ECMHM and ERS

**Credit Hours: 3**



**Knowledge/Skill Areas**

**Notes for IMH-E®**

**Notes for ECMH-E®**

**Course Title: SPED 6242 Enhancing Communication & Supporting Behavior in Inclusive Settings**

Pregnancy & Early Parenthood	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Infant/Young Child Development & Behavior	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS, ECMHM
Infant/Young Child & Family Centered Practice	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Family Relationships & Dynamics	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Attachment, Separation, Trauma, Grief & Loss	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Disorders of Infancy & Early Childhood	Partially met for IFS, IMHS and IMHM	Partially met for ECFS, ECMHS and ECMHM
Community Resources	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Service Delivery Systems	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Observation & Listening	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Screening & Assessment	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Advocacy	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Intervention & Treatment Planning	Partially met for IMHS and IMHM	Partially met for ECMHS and ECMHM
Reflective Supervision	Partially met for IMHM and ERS	Partially met for ECMHM and ERS
Building & Maintaining Relationships	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Collaborating	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Listening	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Analyzing Information	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Maintaining Perspective	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Planning & Organizing	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Contemplation	Partially met for IFA, IFS, IMHS and IMHM	Partially met for ECFA, ECFS, ECMHS and ECMHM
Parallel Process	Partially met for IMHM and ERS	Partially met for ECMHM and ERS

**Credit Hours: 3**