

## Competency Guidelines for Culturally Responsive Relationship Focused Practice Promoting Infant and Early Childhood Mental Health

### Infant Family Reflective Supervisor Endorsement® Requirements

Education	<p>No Degree Requirement</p> <p><i>If applicants would like to use educational experiences to demonstrate competencies they may upload unofficial transcripts from any coursework or degrees earned</i></p>
Training	<p>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.</p> <ul style="list-style-type: none"> <li>• 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</li> <li>• Training content will include the promotion of social-emotional development and the principles of infant mental health</li> <li>• Minimum 48 clock hours required, including             <ul style="list-style-type: none"> <li>➢ 15 hours related to the provision of reflective supervision/consultation (RSC)</li> <li>➢ 3 hours related to diversity, equity, inclusion and access (DEIA) in IMH</li> </ul> </li> </ul>
Work Experience	<p>Meets work experience for Infant Family Specialist, which is a minimum two years of paid professional work experience providing prevention and/or early intervention services that promote infant mental health. During that experience applicant will:</p> <ul style="list-style-type: none"> <li>• Serve a minimum of 10 families with children birth-36 months</li> <li>• The primary focus of that service is to support the social emotional needs of the infant or toddler</li> <li>• With a primary focus on the relationships surrounding the infant/toddler</li> </ul> <p>Plus, minimum of 12 months providing reflective supervision/consultation (RSC) to prevention/early intervention providers.<sup>1</sup></p>
Reflective Supervision/Consultation (RSC)	<p>Minimum 24 clock hours within one to two-year timeframe reflective supervision or consultation, individually or in a group. With 12 of these hours exploring the RSC the applicant is providing to others.<sup>1</sup></p>

<sup>1</sup> Applicants can apply as “emerging” IFRS can meet this requirement as they begin gaining the necessary experience providing RSC to prevention/early intervention providers

	An applicants' provider of RSC must have earned IMH-E® at IFRS or IMHM-Clinical or be "vetted" by NCIMHA. <sup>2</sup>
Leadership	Applicants will demonstrate 12 months of leadership experience at an agency, local, state, or national level specific to work with or on behalf of pregnant people, infants, toddlers or their caregivers.  Leadership activities can be paid or unpaid. For a complete list of Leadership activities, please reference the EASy system.
Professional Reference Rating Forms  <i>Please note: At least one rating must come from an Endorsed or "vetted"<sup>2</sup> professional familiar with the Competency Guidelines®</i>	Total of three ratings: 1. One from current program supervisor 2. One from person providing reflective supervision/consultation 3. One from an IMH professional receiving reflective supervision/consultation from the applicant <sup>3</sup>
Code of Ethics and Endorsement® Agreement	Signed
Demonstration of Competencies	Application will document that requirements and competencies have been adequately met through specialized education, in-service training, work, and through reflective RSC experiences.  <b>No examination is required</b>
Professional Membership	Membership to the North Carolina Infant and Early Childhood Mental Health Association (NCIMHA) is required

**Emerging IFRS Applicants**

Requirements around providing RSC as an endorsed provider are a barrier to becoming approved to provide RSC, therefore an "emerging" designation allows applicants who do not yet have qualifying hours as a provider of RSC to begin providing to others for a period of up to 2 years.<sup>4</sup>

Emerging IFRS applicants will meet the training, leadership, and work experience requirements, with the exception of having provided 12 months of RSC to other prevention/early intervention professionals. During the emerging period, IFRS applicants will:

- Provide RSC to prevention/early intervention professionals for at least 12 months
- Engage in another 24 hours of reflective supervision, with 12 of those hours pertaining to the RSC the applicant is providing to others

<sup>2</sup> "Vetted" professionals are those interviewed by NCIMHA for their familiarity with the Competency Guidelines® and/or their experience providing RSC. NCIMHA will continue to use vetted professionals as we grow our number of Endorsed professionals, NCIMHA will end their use of "vetted" professionals on or before December 31, 2027.

<sup>3</sup> In instances where an applicant is applying as "emerging" this reference can be substituted with a reference from another supervisor, teacher, trainer or colleague.

<sup>4</sup> This two year period begins when you are approved as IFRS "emerging" by your AIMH.

- Obtain an additional 15 hours of didactic training regarding RSC
- Submit 3 new references, including one from an IMH professional who is receiving RSC from the emerging IFRS provider

To move from emerging to Endorsed at IFRS applicants will meet the aforementioned requirements and submit documentation within the EASy system at any time during the 2 year approved “emerging” period.

**CONTINUING ENDORSEMENT® REQUIREMENTS for INFANT FAMILY REFLECTIVE SUPERVISOR**

Education & Training	Minimum of 15 clock hours per year of relationship-based education and training, pertaining to the promotion of social-emotional development and the principles and practice of infant mental health.  <i>Beginning in 2024, one of these hours will be required to cover diversity, equity, inclusion, and access (DEIA).</i>
Reflective Supervision/Consultation (RSC)	Minimum 12 clock hours of RSC, individually or in a group.
Code of Ethics and Endorsement® Agreement	Signed
Professional Membership	Membership to the North Carolina Infant and Early Childhood Mental Health Association (NCIMHA) is required