

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

Infant Mental Health Mentor Clinical Endorsement® Requirements

Education	<p>Masters or Doctorate, including 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</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>A minimum of 48 clock hours of training, including:</p> <ul style="list-style-type: none"> ➤ 30 hours of Competency based training ➤ 15 hours about the provision of reflective supervision/consultation ➤ 3 hours related to diversity, equity, inclusion, and access (DEIA) in IMH <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. <i>IMHM-C applicants submit an average of 90 hours</i></p> <p>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</p>
Work Experience	<p>Meets work experience for Infant Mental Health Specialist, which is two years, postgraduate, supervised work experience providing culturally sensitive, relationship-focused, infant mental health services. This specialized work experience must:</p> <ul style="list-style-type: none"> ➤ Be with both the infant/toddler and his/her biological, foster, or adoptive parent on behalf of the parent-infant relationship ➤ Include early relationship assessment, and parent-infant/very young child relationship-based therapies and practices ➤ 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 <p>Plus, three years of postgraduate experience providing infant mental health (IMH) reflective supervision/consultation (RSC) and other leadership activities at the agency, community, state or national level.</p>
Reflective Supervision/Consultation (RSC)	<p>Minimum 50 clock hours within one to two-year timeframe reflective supervision or consultation, individually or in a group. With 25 of these hours exploring the RSC the applicant is providing to others.¹</p> <p>An applicants' provider of RSC must have earned IMH-E® at IMHM-Clinical or be "vetted" by NCIMHA.¹</p>
Leadership	<p>Applicants will demonstrate 12 months of leadership experience at an agency, community, state, or national level specific to work with or on behalf of pregnant people, infants, toddlers or their caregivers.</p>

¹ "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.

	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”² 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
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 reflective supervision/consultation experience. Successful completion of the written examination, which includes a multiple choice and essay portion.
Professional Membership	Membership to the North Carolina Infant and Early Childhood Mental Health Association (NCIMHA) is required

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