

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

### Infant Mental Health Mentor Research/Faculty 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 30 clock hours of Competency based training</p> <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-R/F applicants submit an average of 75 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>Three years of postgraduate experience as a leader in university- teaching and/or publishing research related to the infant/family field <i>and</i> other leadership activities at the community, regional, state or national level</p>
Reflective Supervision/Consultation (RSC)	<p>Recommended, but not required</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> <p>Leadership activities can be paid or unpaid. For a complete list of Leadership activities, please reference the EASy system.</p>
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>	<p>Total of three ratings:</p> <ol style="list-style-type: none"> <li>1. One from a current supervisor or chair if he/she is familiar with IMH. If not, a colleague who can speak to the applicant's ability to promote IMH principles into practice</li> <li>2. One from person providing reflective supervision/consultation, if applicable, or a colleague who can speak to the applicant's ability to promote IMH principles</li> <li>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</li> </ol>
Code of Ethics and Endorsement® Agreement	<p>Signed</p>

Demonstration of Competencies	<p>Application will document that requirements and competencies have been adequately met through specialized education, in-service training and work experience.</p> <p>Applicant will successfully completed a written examination, which includes a multiple choice and essay portion.</p>
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	<p>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</p> <p><i>Beginning in 2024, one of these hours will be required to cover diversity, equity, inclusion, and access (DEIA)</i></p>
Reflective Supervision/Consultation (RSC)	Recommended, but not required
Code of Ethics and Endorsement® Agreement	Signed
Professional Membership	Membership to the North Carolina Infant and Early Childhood Mental Health Association (NCIMHA) is required