Fulfilling the Promise, March 8th, 2017

Elizabeth Wahl, MSSW CAPSW, IMH-E®

Infant Mental Health and the Importance of Early Relationships/Infant Mental Health Endorsement System

WI-AIMH is a statewide non-profit agency that promotes infant and early childhood mental health through:

- Public awareness
- Developing professional capacity
- Advocating for policies

www.wiaimh.org

WI Alliance for Infant Mental Health Vision

“We aim for all Wisconsin infants and young children to reach their fullest potential through nurturing and consistent relationships within the context of family, community and culture.”

Our Topics for Discussion

- Early Childhood Social/Emotional Development
- What IS IMH – Key Themes
- Parallel Process
- Reflective Practice
- Secure Attachment
- A Deeper Look at Behavior
- Trauma/Toxic Stress
- Resources – For More Info

What is Infant Mental Health?

The developing capacity of the child from birth to five to:

- Experience, regulate and express emotions;
- Form close and secure interpersonal relationships;
- Explore the environment and learn;
- ... all in the context of family, community and culture.

Adapted from a working definition developed by Zero to Three. National Center for Infants, Toddlers and Families—Infant Mental Health Task Force.

“There is no such thing as a baby, there is a baby and someone...” D. W. Winnicott
The Developmental Continuum from Birth to 15 months: Social and Emotional Indicators*

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Attachment Trust/Security</th>
<th>Self-Awareness/Identity</th>
<th>Exploration Autonomy/Independence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infant (Birth to 15 months)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The Developmental Continuum from 12 months to 2 ½ years: Social and Emotional Indicators (cont’d)

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Attachment Trust/Security</th>
<th>Self-Awareness/Identity</th>
<th>Exploration Autonomy/Independence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Toddler (12 mos. to 2 ½ years)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The Developmental Continuum from Age 2 ½ - 3 ½ : Social and Emotional Indicators (cont’d)

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Attachment Trust/Security</th>
<th>Self-Awareness/Identity</th>
<th>Exploration Autonomy/Independence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preschool (2½ to 3½ years)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The field of IMH is multi-disciplinary and inclusive

Professionals attend to the social and emotional needs and experiences of the infants and toddlers (Holding the Baby in Mind)

AND

Attend to the relationships surrounding the infants and toddlers (often parents and significant caregivers), intervening at the relationship level & focus on what's happening between the dyad.
YET INFANTS AND YOUNG CHILDREN DO HAVE MENTAL HEALTH NEEDS

SOME KEY THEMES IN INFANT MENTAL HEALTH

Ghosts in the Nursery – Seminal work by Selma Fraiberg

- Understanding attachment relationships
- Understanding the family’s story
- Parent’s own experiences of being parented
- The past affects the present
- Risk/protective factors (ghosts/angels)
- Resilience
- Rupture and Repair

INVITATION TO REFLECT

- Think of a special person (adult) from your childhood
- How did they make you feel?
- What did they do?

SECURE ATTACHMENT - BOWLBY

- Attachment is the ongoing emotional bond the child builds with a familiar adult through a nurturing relationship (Devereux Center for Resilient Children).
- Babies are hardwired to develop strong, emotional connections with primary caregivers
- Healthy attachment to a safe, nurturing caregiver(s) creates a sense of safety in child’s world

ATTACHMENT & THEMES OF SAFETY FOR YOUNG CHILDREN

“[The most important part of attachment is the quality of attachment formed, as it predicts later development.](ZERO TO THREE)"

Infants who develop a healthy emotional bond, or secure attachment with a primary caregiver in the early years are more likely to have positive relationships with peers, perform better in school and respond to adversity with resilience (ZERO TO THREE)

WHY SO CRITICAL?

The ability to attach to a significant caregiver affords a child healthy social/emotional development and fosters:

- TRUST
- CONFIDENCE
- PERSISTENCE
- COPING/SELF-REGULATION skills to manage Stress and Distress (ZERO TO THREE)
THE ADULTS – A SECURE BASE

- Adults who serve to nurture and protect infants and young children become a “secure base” for the child, through sensitive, attuned responses and consistency.
- A young child begins to learn the world is safe to explore. “Someone will be there to protect me and help me meet my needs.”

TWO FUNDAMENTAL QUESTIONS PARENTS EXPERIENCE:

THE PARALLEL PROCESS AND CONCEPT OF “HOLDING”

HOLDING COMPLEXITIES

REFLECTIVE PRACTICES

THE WORK IS EMOTIONAL AND REQUIRES REFLECTION

- We all experienced childhood
- Working with infants, toddlers, young children and their families evokes a range of emotions, and even triggers, at times
- Our own experiences may cloud how we view a child, family, situation or experience we are presented with
REFLECTIVE SUPERVISION/REFLECTIVE PRACTICES – CRITICAL COMPONENT

- Reflective practice is a way of practicing in which the professional is able to step back from the immediate, intense experience of hands-on work and take time to consider what the experience really means.
- What does it tell us about the child and family, or about ourselves?

REFLECTIVE SUPERVISION DIFFERS FROM OTHER FORMS OF SUPERVISION

- A safe, consistent, ongoing practice with skilled and trusted provider
- Collaborative, regular, reflective
- Wonder together and discover – next steps
- Describe, Respond, Explore, Link, Integrate
- And sometimes, speak the unspeakable
- NOT Therapy

THE GOOD, THE BAD, AND THE UGLY

BEHAVIOR IN YOUNG CHILDREN – A DEEPER LOOK

12 PRINCIPLES OF EARLY CHILDHOOD

- Young children cry and cling in order to communicate an immediate need for parental proximity and care.
- Separation distress is an expression of the child’s fear of losing the parent.
- Young children want to please their parents and fear their disapproval.
- Young children are afraid of being hurt and fear losing parts of their body.
- Young children imitate their parents’ behavior because they want to be like them and assume that the parent’s behavior is a model to emulate.
- Young children feel responsible and blame themselves when the parent is angry or upset for whatever reason.

12 PRINCIPLES OF EARLY CHILDHOOD

- Young children harbor a conviction that parents know everything and are always right.
- Young children need clear and consistent limits to their dangerous or culturally inappropriate behaviors in order to feel safe and protected.
- Young children use the word “no” to assert and practice their individuality and autonomy.
- Memory starts at birth. Babies and young children remember experiences long before they can speak about them.
- Young children need adult support to express strong emotions without hurting themselves or others.
- Child-parent conflicts are inevitable but they can be resolved in ways that promote trust and support development.

(Leiberman, Van Horn, 2008)
STRESS AND YOUNG CHILDREN

From Harvard Center on Developing Child

Positive
Brief increases in heart rate; mild elevations in stress hormone levels

Tolerable
Serious, temporary stress responses; tolerated by supportive relationships

Toxic
Prolonged activation of stress response systems in the absence of protective relationships

TRAUMA - IMPACTS ON S/E DEVELOPMENT

A sudden, unexpected, non-normative event that overwhelms the child’s capacity to cope. (National Child Trauma Stress Network, 2012)

WHERE DOES THE HOPE REMAIN?

• Safe, nurturing relationships can mitigate the negative effects
• If Trauma = Chaos → Structure = Healing
• Treatment modalities and therapies involving creation of narratives for very young children and their families can build resilience and support the healing process

IMH THROUGH MULTIPLE SYSTEMS

• Promotion
• Prevention
  • Intervention
  • Treatment

FOR MORE INFORMATION

• WI-AIMH
• Zero to Three
• National Child Traumatic Stress Network
• Center on the Social Emotional Foundations for Early Learning
• Devereux Center for Resilient Children
• National Alliance for the Advancement of Infant Mental Health
• Harvard Center for the Developing Child
• Brazelton Touchpoints Center
• Infant Mental Health Journal
• ACE Study in Wisconsin
• UW-Madison Capstone Certificate Program

Transitioning to WI-AIMH IMH ENDORSEMENT®
IMH-ENDORSEMENT®
FULFILLING THE PROMISE
Elizabeth Wahl, MSSW CAPSW IMH-E®
March 8, 2017

Early Relationships Matter

For Today

- What is the IMH Endorsement System?
- What are the IMH Competencies?
- Why should I pursue IMH Endorsement?
- Who can apply for IMH Endorsement?
- What steps do I need to take to get endorsed?
- How can I get supported throughout the process?

What is IMH Endorsement®?

Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant Mental Health developed by the Michigan Association for Infant Mental Health (MI-AIMH), is:

- an internationally recognized credential,
- based on a set of 26 IMH competencies,*
- An applicant demonstrates acquisition of these competencies through education, work, specialized training, and reflective supervision experiences.

* Slight variation in competencies based on type of Endorsement

IMH Endorsement®: Guiding Principles

- The earliest years lay the foundation for future successes.
- All development occurs within the context of relationships.
- Children develop and thrive within the context of healthy supportive relationships.
- Our need for supportive relationships never ends, adults also thrive and do their best within the context of positive relationships.
- Developing IMH competencies involves the emotions as well as the intellect.
- Awareness of powerful attitudes and feelings is as essential as the acquisition of scientific knowledge and therapeutic skill.

IMH Endorsement®: A brief history

- Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant Mental Health was developed by the Michigan Association for Infant Mental Health (MI-AIMH) and experts across the country.
- Developed over a 10-year period and launched in 2002.
- The Endorsement system is based on a set of IMH competencies framed around 8 domains of expertise.
- The IMH competencies identifies the knowledge, skills and reflective practice approaches that promote high standards of practice across disciplines and in multiple service settings.

IMH Endorsement®: Bigger than WI

- This is the largest and most recognized IMH Endorsement System in the United States.
- It is growing. In the last year 6 more states have purchased the licensure and 6 additional states are in the process of initiating licensure.
- Some states require IMH Endorsement for professionals who work with infants, young children and their families.
Why Pursue Endorsement®?

- Good for You: Enhances your professional credibility and your confidence in working with infants, young children and their families; plus, you’ll gain recognition and belong to a network of professionals in WI.
- Good for Babies and Families: Supports infants, toddlers, families, and professionals in a culturally competent, reflective and relationship-based way.
- Good for Communities: Provides assurance to families, agencies, employers and the public at large that the endorsed professional meets high standards of care.
- Good for Employers: Verifies that professionals have attained a specified level of functioning and understanding about the promotion of IMH and relationship-based approaches.
- Good for the Field: Informs professional development and career planning within an organized framework and creates a competent, high quality workforce leading to desired child/family outcomes.

Who can apply?

- Endorsement is available for Professionals across multiple disciplines.
  - Early Care and Education
  - Early Prevention and Intervention
  - Home Visitation
  - Perinatal Care and Primary Health
  - Child Welfare
  - Mental Health
  - Policy Makers and Community Leaders
  - Researchers
  - Instructors and Trainers

Endorsement is available at 4 different categories spanning the continuum of care to children ages 0-3 and their caregivers.
**Endorsement Specialty Areas**

- Infant Family Associate
  - Promotion/Advocacy/Prevention
- Infant Family Specialist
  - Prevention/Early Intervention
- Infant Mental Health Specialist
  - Clinical Intervention
- Infant Mental Health Mentor
  - Policy/Academia/Clinical Leadership

**Demonstrating the Competencies**

- Use the “Self-Assessment” form to determine which IMH competencies you have met and where there may be gaps and needs
- Remember, the IMH competencies are tailored for each category of Endorsement
- An applicant demonstrates IMH Competencies through experiences in: education; work; specialized in-service training; and, reflective Supervision or consultation.
- WI-AIMH staff can help you determine which Endorsement is right for you and help you develop a plan to meet the competencies!

**WHICH ENDORSEMENT IS RIGHT FOR ME?**

- Consider your role with children ages 0-3 and their parents/families
- Consider your Educational Background
- Have you received reflective supervision while providing relationship based services to infants, young children and their parents/families?
- Use the following documents to guide your decision:
  - IMH-Endorsement overview chart
  - Which Endorsement is right for me? flow chart

**TAKING THE INITIAL STEPS: REGISTRATION**

- Become a member of an IMH Association (such as WI-AIMH)
  - Membership to an Infant Mental Health Association is required for Endorsement®
- Determine which Endorsement is most appropriate for you
- Register: [http://easy.mi-aimh.org/wi-aimh](http://easy.mi-aimh.org/wi-aimh)
Where do I find the registration link?

- Go to the WI-AIMH home page: http://wiaimh.org/
- Go to the Endorsement heading and click on “Steps to for Applying”: http://wiaimh.org/endorsement/steps-for-applying/
- 3rd bullet down “Complete Endorsement Registration”: http://easy.mi-aimh.org/wi-aimh

Endorsement Application Tabs

- Details
- Preliminary
- Agreement
- Ethics
- Education/Transcripts
- Work
- Leadership (Level IV only)
- Trainings
- Supervision
- References
- Summary

Tips for completing the application

- Please SAVE OFTEN
- Consider typing the narrative sections in a Word document; then copying/pasting into the application.
- Complete each field carefully and thoroughly. Missing or incomplete information will only delay the review process.
- It takes most applicants, on average, 3-6 months to complete the application.
- Consider taking time to complete the application each week (30-45 minutes/week).
- Contact WI-AIMH immediately should you have problems with EASY.

Completing the Application/Portfolio

Applying for Endorsement: Steps to take

1. Become a member of an IMH Association (such as WI-AIMH)
2. Determine which Endorsement is most appropriate
3. Register and pay the registration fee (fee based on level)
4. Log on to EASY (the Endorsement Application on-line System)
5. Order your official education transcripts
6. Identify your Reference Raters
7. Complete each tab of the application
8. Carefully review your portfolio with your advisor or WI-AIMH staff
9. Add/revise as needed
10. Submit and pay the application processing fee
11. Wait for review process to be completed
12. Take the exam (Infant Mental Health Specialist/Mentor)

How do I get support?
Getting Support throughout the Process

- **Endorsement Advisor**
  - Advisors are volunteers who have earned IMH-Endorsement®
  - WI-AIMH will assign an Advisor who matches your professional background and experiences

- **WI-AIMH staff**
  - If you do not wish to have an Advisor, WI-AIMH staff will be available throughout the process for support and guidance.
  - WI-AIMH staff can provide onsite team and program support in your local community.

For More Information

- Visit our website [http://wiaimh.org/](http://wiaimh.org/) and explore the endorsement tab
- Contact Carrie or Elizabeth
  - Carrie Finkbiner, Endorsement Coordinator
    608/442-0360
    cfinkbiner@wiaimh.org
  - Elizabeth Wahl, Endorsement Specialist
    608/772-5730
    ewahl@wiaimh.org

QUESTIONS?

Thank you!
**WHAT IS IMH ENDORSEMENT®?**

Infant Mental Health (IMH) Endorsement® for Culturally Sensitive, Relationship-Focused Practice Promoting Infant Mental Health is an internationally recognized credential that supports and recognizes the development and proficiency of professionals who work with or on behalf of infants, toddlers, and their families. It is based on a set of competencies designed to support and enhance culturally sensitive, relationship focused practice within the framework of infant mental health. An applicant demonstrates acquisition of these competencies through education, work, specialized training and reflective supervision experiences.

Working with our youngest citizens requires specialized training and experience, and IMH Endorsement® ensures professionals have attained a certain level of expertise with very young children and their families. IMH Endorsement® is relevant for professionals across disciplines including early care and education, prevention and early intervention, home visitors, medical providers, child welfare workers, mental health clinicians, policymakers, researchers and others.

Endorsement® is available to providers and clinicians who work in a range of settings and professional disciplines across 4 different practice specialties spanning the continuum of care to children ages 0-3 and their caregivers. Individuals apply for the IMH-Endorsement® specialty that best matches their knowledge, skills and experiences.

- **Infant Family Associate:** Promotion
- **Infant Family Specialist:** Prevention/Intervention
- **Infant Mental Health Specialist:** Clinical Intervention/Treatment
- **Infant Mental Health Mentor:** Leadership

**Why Pursue Endorsement®?**

**Good for You:** Enhances your professional credibility and your confidence in working with infants, young children and their families; plus, you’ll gain recognition and belong to a network of professionals in WI.

**Good for Babies and Families:** Supports infants, toddlers, families, and professionals in a culturally competent, reflective and relationship-based way.

**Good for Communities:** Provides assurance to families, agencies, employers and the public at large that the endorsed professional meets high standards of care.

**Good for Employers:** Verifies that professionals have attained a specified level of functioning and understanding about the promotion of IMH and relationship-based approaches.

**Good for the Field:** Informs professional development and career planning within an organized framework and creates a competent, high quality workforce leading to desired child/family outcomes.

“Earning Endorsement® was rewarding to me because I have (and continue to) put in a lot of time and effort to study, learn, and put into practice important concepts that build capacity and promote positive change in relationships among families. Achieving this credential and demonstrating the competencies has given me more confidence and credibility to do my work.”
IMH Endorsement® Competencies:

◊ Pregnancy & early parenthood
◊ Infant/child development
◊ Infant/child/family-centered practice
◊ Relationship-based therapies and practice
◊ Family relationships & dynamics
◊ Attachment
◊ Trauma/separation/loss
◊ Psychotherapeutic and behavioral theories of change
◊ Parental mental health/AODA
◊ Cultural competency
◊ Adult learning theory
◊ Research, evaluation, program development
◊ Law, ethics, regulation & policy
◊ Community resources & service delivery systems
◊ Observation, screening, assessment, diagnosis
◊ Treatment planning & intervention
◊ Life skills, safety, advocacy
◊ Building relationships and collaboration
◊ Coaching, mentoring, consulting
◊ Crisis management, resolving conflict
◊ Supporting others, responding w/ empathy & compassion
◊ Communicating, listening, speaking, writing
◊ Critical thinking, analysis, planning & organizing
◊ Reflection, self-awareness, curiosity, emotional response
◊ Reflective Supervision/Consultation
◊ Leading and motivating others

MYTH BUSTER

Myth: I can’t pursue Endorsement because I haven’t completed the UW Capstone Certificate Program.

Fact: Completing the UW Capstone Certificate Program is one way to meet some of the Endorsement requirements, but not the only way. Please explore our website or contact WI-AIMH to learn more.

Want to learn more? Visit the WI-AIMH website
www.wiaimh.org

- Overview of IMH Endorsement® and its value
- Competency Guidelines and detailed requirements for each Endorsement specialty
- Steps for applying
- Timelines for submitting the application
- Information on Reflective Supervision/Consultation
- WI-AIMH network of endorsed professionals

Questions?
Feel free to contact WI-AIMH or visit our website
- Elizabeth Wahl ewhal@wiaimh.org
- Carrie Finkbiner Cfinkbiner@wiaimh.org
  (608) 442-0360
  www.wiaimh.org
**STEPS TO IMH-ENDORSEMENT®**

- **Getting Started.** Please visit [www.wiaimh.org](http://www.wiaimh.org) for information regarding IMH Endorsement. Review the flowchart *Which Endorsement is Right for me*, along with the *Competency Guidelines* and requirements for the specialty you are considering. It is strongly recommended that you complete the *Self-Assessment* form to help determine what additional specialized training might be necessary to meet the competencies and earn IMH Endorsement (IMH-E®).

- **Become a WI-AIMH Member.** Membership to an IMH association is required for Endorsement. You will be asked to provide your IMH Association membership number upon registration. It is recommended that you secure membership before registering. Go to [http://wiaimh.org/get-involved/membership/](http://wiaimh.org/get-involved/membership/) to become a member of WI-AIMH. WI-AIMH offers individual membership ($60/year) and organizational membership ($320/year) for up to 8 staff people.

- **Complete Endorsement Registration.** Go to [http://easy.miaimh.org/wi-aimh](http://easy.miaimh.org/wi-aimh) to register. Click on *Register* under *New Applicant*. Please have information about your educational background, work experience, and reflective supervision (including total number of hours received) available when you register. Complete the registration and pay the registration fee. Upon completion of registration, the Endorsement Specialist and/or Endorsement Coordinator will contact each applicant to answer any questions, provide guidance and ensure that the applicant is pursuing the Endorsement specialty that best matches their work and other experiences.

  - **Note:** We strongly recommend that you use a personal email address as many employer email servers reject the messages that are sent to you by the EASy system.

- **Logging on to EASy.** After completing registration, a staff member of WI-AIMH will contact you to review your preliminary information, answer any questions and provide guidance for next steps. Your application is accepted after it has been determined that you are applying at the appropriate type of endorsement. Once your application has been accepted you will receive an email from EASy (Endorsement Application System) with a username and password. Please note that it may take 1 week for your application to be accepted. After logging into EASy go to Edit Profile to change your password and to set email notifications such as when references are completed, transcripts uploaded, etc. You can log back on to your application through EASy to complete your application anywhere you have a computer with an internet connection.
o **Note:** Please make sure you are using the most current version of your internet browser. The EASy system is best suited for Google Chrome, Firefox and Internet Explorer.

- **Help with the Application.** If you would like assistance with completing your application, WI-AIMH will assign you an endorsement advisor. An advisor can provide feedback and support to help ensure everything is complete before submitting the application. Your EASy application is equipped with a messaging system that allows you to ask questions to your advisor along the way. If you need more information or assistance, please do not hesitate to contact the Endorsement Specialist, Elizabeth Wahl, at ewahl@wiaimh.org or the Endorsement Coordinator, Carrie Finkbiner, at cfinkbiner@wiaimh.org.

- **Complete the Application.** Complete each tab of the EASy application. Tabs include: work, education, transcripts, specialized in-service training, references, and reflective supervision. *Carefully read the instructions at the top of each tab.* Please use descriptive language and enough detail to capture your experiences, strengths, growth and development as a professional engaged in relationship-based work with infants, young children and their parents. The descriptions should go beyond what is typically provided in a resume.

  o Prepare and submit your application through EASy. Please make sure to save often. The EASy system times out after 20 minutes. Some find it helpful to prepare responses on a Word document, then copy and paste text into the EASy application.

  o Order your transcripts right away. They can be sent directly to WI-AIMH. Once your transcripts are received and uploaded your status is changed from “accepted” to “in progress.”

  o We also recommend identifying and contacting your reference ratings right away. This way, you can continue to work on your application as you wait for reference ratings to be completed. Note that reference ratings are active for one year. After 12 months, if the application is not submitted, new reference ratings need to be completed.

  o WI-AIMH will be supporting you throughout the process by sending reminders and comments through EASy. WI-AIMH, or your assigned advisor, will help you to double check that everything is thoroughly completed before you submit your application.
When you submit your completed application you will be routed to the payment page to pay the application processing fee. There are 4 opportunities to submit a completed application; they are on the 15th of March, June, September and December.

Completing the endorsement application is self-paced. Some applicants are able to complete quickly (4 weeks) others take longer. The average time is about 6 months from beginning to submittal.

- **Application Review.** After the submittal deadline, all submitted (and complete) applications undergo the review process. Your completed application will be assigned two independent reviewers for review of your application. Reviewers are volunteers who have earned IMH-Endorsement® and have participated in the required training. The review process takes approximately 8 weeks.

**Infant Family Associate or Infant Family Specialist**

- **Endorsement Decision.** If you have applied for Infant Family Associate or Specialist, a decision will be made as whether to your application meets criteria for Endorsement. Your application will be either Endorsed or Deferred. You will be notified of the decision via email.

- **Endorsed Application Feedback.** Feedback regarding your application will be mailed to you along with the Endorsement Certificate. You will also be provided with a survey link to provide feedback about your experience with endorsement and the EASy system. Participation in the survey is voluntary.

- **Follow up for Deferred Applicants.** Next steps for applicants who are Deferred will vary by applicant depending on the criteria that has not been met. If your application is Deferred, the Endorsement Specialist will work closely with you to develop a plan to address the criteria that was not met.

- **Annual Endorsement Renewal.** It is recommended that endorsed professionals maintain their IMH competencies by participating in training and other professional development opportunities pertaining to the promotion of social-emotional development and/or the practice of infant mental health. Recommended maintenance includes annual renewal of WI-AIMH (or another infant mental health association) membership; at least 15 clock hours per year of relationship-based education and training, pertaining to the promotion of social-emotional development and/or the practice of infant mental health; and a minimum of 12 clock hours per year of reflective supervision for Infant Family Specialists, Infant Mental Health Specialists and Infant Mental Health Clinical Mentors.
Note: Currently, annual endorsement renewal is not required in Wisconsin; however, starting in CY 2018 endorsed professionals will be required to submit renewal at the end. WI-AIMH will support endorsed professionals in completing and submitting maintenance requirements.

Infant Mental Health Specialist or Infant Mental Health Mentor

- Application Decision. If you have applied for Infant Mental Health Specialist or Mentor, a decision will be made as a result of the two-person, independent review process as to whether your application is Approved (for taking the exam) or Deferred. You will be notified of the review outcome via email.

- Follow-up for Deferred Applicants. Next steps for applicants who are Deferred will vary by applicant depending on the criteria that has not been met. If your application is Deferred, the Endorsement Specialist will work closely with you to develop a plan to address the criteria that was not met.

- Exam Preparation. If your application is Approved you will be notified via email. WI-AIMH will provide you with information regarding the exam including suggested study materials.
  
  - There are several opportunities to sit for the Endorsement exam throughout the year. Please see the Endorsement Timelines and Submittal Dates on the WI-AIMH web page for exam dates.

- Taking the Exam. The exam takes place in Madison, WI and is scheduled over a 4-hour time block. The exam includes a multiple choice section and an essay section in which the candidate has a chance to demonstrate knowledge, skills and experience in response to vignettes.

- Exam Review. Your exam is then reviewed by two independent exam reviewers. Please note that complete confidentiality is kept during the process and the exam reviewers are “blind” to the candidate’s name. This process takes approximately 5 weeks.

- Endorsement Decision. Passing the exam earns Endorsement, not passing the exam results in Deferred to retake the exam. Candidates will be notified of the exam outcome by e-mail.

- Portfolio & Exam Feedback. If approved for Endorsement, feedback regarding your application and your responses to the exam vignettes will be mailed to you along with the Endorsement Certificate.
➢ **Follow-up for Applicants Deferred to Retake the Exam.** Applicants who did not receive passing scores will have to retake the exam. It is required that at least 1 year pass before applicants can retake the exam to help them prepare. Applicants only have to retake the section(s) of the exam that they did not pass.

➢ **Annual Endorsement Renewal.** It is recommended that endorsed professionals maintain their IMH competencies by participating in training and other professional development opportunities pertaining to the promotion of social-emotional development and/or the practice of infant mental health. Recommended maintenance includes annual renewal of WI-AIMH (or another infant mental health association) membership; at least 15 clock hours per year of relationship-based education and training, pertaining to the promotion of social-emotional development and/or the practice of infant mental health; and a minimum of 12 clock hours per year of reflective supervision for Infant Family Specialists, Infant Mental Health Specialists and Infant Mental Health Clinical Mentors.

   o **Note:** Currently, annual endorsement renewal is not required in Wisconsin; however, starting in CY 2018 endorsed professionals will be required to submit renewal at the end. WI-AIMH will support endorsed professionals in completing and submitting maintenance requirements.
<table>
<thead>
<tr>
<th></th>
<th>Infant Family Associate</th>
<th>Infant Family Specialist</th>
<th>Infant Mental Health Specialist</th>
<th>Infant Mental Health Mentor (Clinical, Policy, or Research/Faculty)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education/Work Experience</strong></td>
<td>CDA or Associate Degree or 2 years’ experience in the field infant/early childhood</td>
<td>Bachelors or Masters Degree and 2 years’ experience in the field infant/early childhood</td>
<td>Masters or post-graduate Degree and 2 years’ experience post Masters in the field infant/early childhood</td>
<td>Masters or post-doctorate with 3 year post degree experience in the field infant/early childhood</td>
</tr>
<tr>
<td><strong>Specialized Training in Topics of Infant Mental Health</strong></td>
<td>Minimum 30 clock hours</td>
<td>Minimum 30 clock hours</td>
<td>Minimum 30 clock hours</td>
<td>Minimum 30 clock hours</td>
</tr>
<tr>
<td><strong>Code of Ethics and Endorsement Agreement</strong></td>
<td>Signed</td>
<td>Signed</td>
<td>Signed</td>
<td>Signed</td>
</tr>
<tr>
<td><strong>Reflective Supervision or Consultation</strong></td>
<td>N/A</td>
<td>24 clock hours within 1-2 year time period while providing relationship-based work with children ages 0-3 and their caregivers</td>
<td>50 clock hours within 1-2 year time period while providing relationship-based work with children ages 0-3 and their caregivers</td>
<td>Clinical: 50 clock hours within a 1-2 year time period while providing relationship-based work with children ages 0-3 and their caregivers &amp; 3 years providing IMH RS/C</td>
</tr>
<tr>
<td><strong>Reference Ratings</strong></td>
<td>3 total: (1) current supervisor or teacher (2) from an Endorsed professional at the Specialist or Mentor level (3) colleague, consultant or parent/service recipient.</td>
<td>3 total: (1) current supervisor (2) teacher, trainer consultant or parent/service recipient (3) reflective supervisor</td>
<td>3 total: (1) current supervisor (2) teacher, trainer consultant or parent/service recipient (3) reflective supervisor</td>
<td>3 total: Meet Level IV requirements for clinical, policy and research/faculty applicants</td>
</tr>
<tr>
<td><strong>Written Exam</strong></td>
<td>N/A</td>
<td>N/A</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Membership or other IMH association</strong></td>
<td>WI-AIMH membership ($60)</td>
<td>WI-AIMH membership ($60)</td>
<td>WI-AIMH membership ($60)</td>
<td>WI-AIMH membership ($60)</td>
</tr>
<tr>
<td><strong>Fees</strong></td>
<td>Registration: $20 Application: $25</td>
<td>Registration: $20 Application: $50</td>
<td>Registration: $20 Application: $200</td>
<td>Registration: $20 Application: $300</td>
</tr>
<tr>
<td><strong>Service Examples: Include but are not limited to these examples</strong></td>
<td>Promotion: Childcare provider, play group leader, Doula</td>
<td>Prevention/Intervention: Home visitor, Birth to 3 staff, NICU nurse, parent educator, child protective service worker</td>
<td>Intervention/Treatment: MH clinician, clinical nurse practitioner, provider of relationship-based therapies</td>
<td>Leadership: Infant &amp; family program supervisor, administrator, researcher, faculty member, policy specialist</td>
</tr>
</tbody>
</table>