



Colorado Association of Infant Mental Health (COAIMH)

Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant Mental Health (IMH-E ®)

Which Category of Endorsement Best Fits Your Infant Mental Health Expertise?

	Infant Family Associate (IFA) <i>Promotion</i>	Infant Family Specialist (IFS) <i>Prevention</i>	Infant Mental Health Specialist* (IMHS) <i>Treatment/Intervention</i>	Infant Mental Health Mentor* (IMHM) <i>Macro</i>
EDUCATION	<p>Any academic degree, including Bachelors, Masters, Doctorate OR Official transcript from Child Development Associate (CDA) OR Official transcript from Associate’s degree (AD) in related area OR Two years infant and early childhood-related paid work experience (include official transcripts from any college courses completed).</p>	<p>Minimum of Bachelor of Arts (BA), Bachelor of Science (BS), Bachelor of Social Work (BSW), Bachelor of Nursing (BSN); and including Master of Arts (MA), Master of Science (MS), Master of Social Work (MSW), Master of Education (MEd), Master of Nursing (MSN); Master of Applied Studies (MAS), PhD, EdD, PsyD.</p> <p>Official transcript(s) required.</p>	<p>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), Medical Doctor (MD), Doctor of Osteopathy (DO) or other degree specific to one’s professional focus in infant mental health; university certificate program and/or course work in areas such as infant and toddler development, family-centered practice, cultural sensitivity, family relationships and dynamics, assessment and intervention, in accordance with <i>MI-AIMH Competency Guidelines®</i>. (Official transcript(s) required.)</p>	<p>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; post-graduate specialization or university certificate program; in accordance with <i>MI-AIMH Competency Guidelines®</i>.</p> <p>Official transcript(s) required.</p>



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WORK EXPERIENCE	<p>Any academic degree, including Bachelors, Masters, Doctorate OR Official transcript from Child Development Associate (CDA) OR Official transcript from Associate’s degree (AD) in related area OR Two years infant and early childhood-related paid work experience (include official transcripts from any college courses completed).</p>	<p>Minimum two years paid, post Bachelor’s, professional work experience providing services that promote infant mental health. Work experience meets this criterion as long as the applicant has:</p> <ol style="list-style-type: none"> 1. Served a minimum of 10 families of infants/toddlers (birth to 36 months) and, 2. A primary focus of the services provided is the social-emotional needs of infant/toddler and, 3. Services include attention to the relationships surrounding the infant/toddler. 	<p>Specialized: 2 years, post-graduate, supervised work experiences providing culturally sensitive, relationship-focused infant mental health services. This specialized work experience must be with both the infant/toddler and his/her biological, foster, or adoptive parent on behalf of the parent-infant relationship. Infant mental health services will include concrete assistance, advocacy, emotional support, developmental guidance, early relationship assessment, and parent-infant/very young child relationship-based therapies and practices. These therapies and practices may include but are not limited to infant-parent psychotherapy, interaction guidance, and child-parent psychotherapy. They are intended to explore and explicitly address any</p>	<p>Clinical: Meets specialized work experience criteria as specified as an IMH Specialist plus 3-years post-graduate experience providing infant mental health RSC and other leadership activities at the regional or state level.</p> <p>Policy: Three years post-graduate experience as a leader in policy and/or program administration related to the infant/family field.</p> <p>Research/Faculty: Three years post-graduate experience as a leader in university-level teaching and/or published research related to the infant/family field.</p>



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WORK EXPERIENCE Continued			<p>separations, trauma, and/or unresolved losses as they affect the development, behavior and care of the infant/very young child and the emerging attachment relationship. The unresolved losses, or “ghosts” might be from the caregivers’ own early childhood or may be more recent. Work on unresolved losses does not have to be explicit with every family with whom the applicant works. But the applicant must have had the training and RS/C that prepares them to provide that level of intervention when it is appropriate for a referred family.</p>	



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TRAINING	<p>Minimum 30 clock hours of relationship-based education and training pertaining to the promotion of social-emotional development and/or the practice of infant mental health. Applicants will include as many hours as necessary to document that competencies (as specified in <i>Competency Guidelines</i>®) have been met.</p>	<p>Minimum 30 clock hours of relationship-based education and training pertaining to the promotion of social-emotional development and/or the practice of infant mental health. Applicants will include as many hours as necessary to document that competencies (as specified in <i>Competency Guidelines</i>®) have been met.</p>	<p>Minimum 30 clock hours of relationship-based education and training pertaining to the promotion of social-emotional development and/or the practice of infant mental health. Applicants will include as many hours as necessary to document that competencies (as specified in <i>Competency Guidelines</i>®) have been met.</p>	<p>Minimum 30 clock hours of relationship-based education and training pertaining to the promotion of social-emotional development and/or the practice of infant mental health. Applicants will include as many hours as necessary to document that competencies (as specified in <i>Competency Guidelines</i>®) have been met.</p>
REFLECTIVE SUPERVISION/CONSULTATION (RS/C)	<p>Recommended, but not required.</p>	<p>Minimum 24 clock hours within one to two year timeframe, post-bachelors, relationship-based, reflective supervision/consultation (RS/C), individually or in a group while providing services to infants, toddlers and families.**</p>	<p>Minimum 50 clock hours within one to two year timeframe. Relationship-focused, reflective supervision/consultation (RS/C) with an approved supervisor/consultant, individually or in a group, while providing services to infants, toddlers and families.**</p>	<p>Minimum 50 clock hours within one to two year timeframe. Relationship-focused, reflective supervision/consultation (RS/C) with an approved supervisor/consultant, individually or in a group, while providing services to infants, toddlers and families.** <i>(Required for Clinical; optional for Policy or Research/Faculty).</i> Clinical: 3-years post-graduate experience providing infant mental health RSC.</p>



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PROFESSIONAL REFERENCE RATINGS	<p>Three ratings from:</p> <ol style="list-style-type: none"> 1. At least one of the ratings must be from a current teacher, CDA mentor, instructor, or supervisor 2. At least one of the ratings must come from an individual who meets COAIMH Endorsement® requirements as IFS, IMHS, or IMHM OR is familiar with the <i>Competency Guidelines</i>® 3. One of the ratings can come from a colleague, or a parent/recipient of services (paid or volunteer), teacher, CDA mentor, Board member, etc. 	<p>Three ratings from:</p> <ol style="list-style-type: none"> 1. One from current program supervisor, teacher, trainer or consultant. 2. One from person providing reflective supervision/consultation. 3. Third rating may be from another supervisor, teacher, trainer, consultant, colleague, or parent/recipient of service (paid or volunteer). <p>At least one of the ratings must come from an individual who meets COAIMH Endorsement® requirements as IFS, IMHS, or IMHM OR is familiar with the <i>Competency Guidelines</i>®</p>	<p>Three ratings from:</p> <ol style="list-style-type: none"> 1. One rating from current program supervisor, teacher, trainer or consultant. 2. One rating from person providing reflective supervision/consultation. 3. Third rating may be from another supervisor, teacher, trainer or consultant; colleague; or supervisee (if candidate is a supervisor). <p>At least one of the ratings must come from an individual who meets COAIMH Endorsement® requirements as IFS, IMHS, or IMHM OR is familiar with the <i>Competency Guidelines</i>®</p>	<p>Clinical:</p> <ol style="list-style-type: none"> 1. One from current program supervisor, teacher, trainer, consultant or colleague. 2. One from person providing reflective supervision/consultation. 3. One from a supervisee/consultee. <p>Policy:</p> <ol style="list-style-type: none"> 1. One from current program supervisor, teacher, trainer or consultant, if applicable. 2. One from person providing reflective supervision/consultation, if applicable. 3. If no one available from first two categories, candidate may ask three colleagues. <p>Research/Faculty:</p> <ol style="list-style-type: none"> 1. One from current department supervisor or chair if he/she is familiar with IMH. If not, ask a colleague.



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PROFESSIONAL REFERENCE RATINGS Continued				2. One from person providing reflective supervision/consultation, if applicable. If not applicable, candidate may ask a colleague. 3. One from a student taught and/or supervised by the candidate. At least one of the ratings must come from an individual who meets COAIMH Endorsement® requirements as IFS, IMHS, or IMHM OR is familiar with the <i>Competency Guidelines</i> ®.

ALL Endorsement applicants have to sign a *Code of Ethics & Endorsement Agreement*, provide *Documentation of Competencies*, and have a current Professional Membership with COAIMH to complete their application.

*Successful completion of Exam required for Endorsement (currently offered twice/year).

**COAIMH does not currently require that reflective supervisors have Endorsement. (We are currently building capacity to make this a requirement beginning January 1, 2018.) In the meantime, non-Endorsed RS/C providers must meet the requirements for Endorsement at a specific category. Contact COAIMH’s Endorsement Coordinator for details: Co.endorsement.coordinator@gmail.com.

Endorsement Renewal: All Endorseees have to complete a minimum of 15 clock hours/year of relationship-based education and training, pertaining to the promotion of social-emotional development and/or the practice of infant mental health (e.g. regional training, related course work at colleges or universities, infant mental health conference attendance) and maintain a current COAIMH membership. Documentation of training hours submitted with membership renewal.