



## Alliance for the Advancement of Infant Mental Health

The following requirements have changed since the last revision of the *Competency Guidelines*® in 2017.

# Revision of Requirement for Infant/Early Childhood Mental Health Mentor – Clinical

Previous requirement:

*Infant Family Specialist (IFS), Infant Mental Health Specialist (IMHS), and Infant Mental Health Mentor – Clinical (IMHM-C) endorsed professionals are required to receive a minimum of 12-hours of reflective supervision/consultation (RSC) as part of annual Endorsement® renewal. Once an IMHM-C professional has earned and maintained IMHM-C for a minimum of 3-years they are no longer required to receive RSC, although it remains a best practice recommendation.*

Effective 11/30/2018, the requirement reads:

*Infant Family Specialist (IFS), Infant Mental Health Specialist (IMHS), and Infant Mental Health Mentor – Clinical (IMHM-C) endorsed professionals are required to receive a minimum of 12-hours of reflective supervision/consultation (RSC) as part of annual Endorsement® renewal. **Once an IMHM-C professional has earned and maintained IMHM-C for a minimum of 3-years they are required to receive a minimum of 10-hours of RSC annually; peer supervision or collaborative consultation (with those endorsed at the same category) will count toward the minimum annual renewal hours.***

*The same change is in effect for the Early Childhood Mental Health Mentor – Clinical renewal requirements.*

For associations who have not yet begun to require RSC as part of annual Endorsement® renewal, once that requirement is put in place, the above language will take effect immediately as part of the overall requirement.

Associations who already require a minimum of 12-hours of RSC for annual renewal of Endorsement® for IFS, IMHS, IMHM-C will have until 1/1/2021<sup>[1]</sup> to require ongoing RSC for all IMHM-C endorsed professionals. This means all renewals submitted for the year 2022 will need to include documentation of ongoing RSC hours received in 2021 for these professionals.

Definitions taken from page 11 of the Best Practice Guidelines for Reflective Supervision/Consultation:

*Peer Supervision: Peer supervision defined as colleagues meeting together without an identified supervisor/consultant to guide the reflective process.*

*Collaborative Consultation: The phrase "collaborative consultation" may be defined as a mutually satisfying, relationship experience between two experienced professionals who engage in regular exchanges or conversations with one another, each open and supportive of the other's thoughts and feelings, each listening closely, responding as appropriate, and thinking creatively (Adapted from J. Sparrow, 2010). It supports reflective practice, but is not an alternative for RS/C.*

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<sup>[1]</sup> Depending on capacity and messaging capabilities, associations may choose to put this requirement in effect 1/1/2020. In which case, all renewals submitted for the year of 2021 will include documentation of ongoing RSC hours received in 2020 for these professionals.

## Revision of Requirement for Infant/Early Childhood Family Specialist

Previous requirement:

*Minimum 24 clock hours within a minimum 12-month to maximum 24-month time-frame, post-bachelors, relationship-based, reflective supervision/consultation (RSC), individually or in a group while providing services to infants, young children (birth to 36 months) and their families.*

Effective 11/30/2018, the requirement reads:

*Minimum 24 clock hours within a minimum 12-month to maximum 24-month time-frame, post-bachelors, relationship-based, reflective supervision/consultation (RSC), individually or in a group while providing services to infants, young children (birth to 36 months) and families **and/or while providing supervision to staff who are providing services to infants, young children (birth to 36 months) and families.***

The same change is in effect for the Early Childhood Family Specialist RSC requirements.

# Revision of Requirement for Infant/Early Childhood Family Associate Reference

Previous requirement:

*Total of three reference ratings from:*

- *One must come from a current supervisor*
- *At least one must come from an individual who meets Endorsement® requirements as an Infant Family Specialist, Infant Mental Health Specialist, or Infant Mental Health Mentor OR is familiar with the Competency Guidelines® and vetted\*\* by the association*
- *One rating can come from a colleague, or a parent/recipient of services (paid or volunteer), teacher, CDA mentor, Board member*

Effective 7/08/2019, the requirement reads:

*Total of three reference ratings from:*

- *One must come from a current supervisor*
- *At least one must come from an individual who meets Endorsement® requirements as an **Infant Family Associate**, Infant Family Specialist, Infant Mental Health Specialist, or Infant Mental Health Mentor OR is familiar with the Competency Guidelines® and vetted\*\* by the association*
- *One rating can come from a colleague, or a parent/recipient of services (paid or volunteer), teacher, CDA mentor, Board member*

The same change is in effect for the Early Childhood Family Associate reference requirements.

# Revision of Requirement for Education (ALL Categories)

Previous requirement:

- *Official transcripts from all degrees earned and from any college credits earned required.*

Effective 10/24/2018 the requirement reads:

- ***Official transcripts are required from any college/university where a degree was earned***

- ***If you did not earn a degree, but took coursework relevant to the competencies, you may also want to request those official transcripts***

## Revision of Education Requirement for Infant Family Associate/Early Childhood Family Associate

Previous requirement:

- Please list all formal educational programs/degrees
- If the requirement is met through 2-years paid work experience, it is recommended (but optional) that you request your official transcripts from any college/university where a degree was earned as you likely have coursework experience that is relevant to the competencies. Access to your transcripts may be useful to application reviewers when documenting your competencies.
- If you did not earn a degree, but took coursework relevant to the competencies, you may also want to request those official transcripts. Access to your transcripts may be useful to application reviewers when documenting your competencies.
- "Official" means that the transcripts are sent ***directly from the college/university*** attended to:

Effective 12/9/2020 the requirement reads:

- Please list all formal educational programs/degrees
- ***If the requirement is met through 2-years paid work experience you do not need to request your official transcripts. If you have coursework that is relevant to the competencies and you want to receive documentation for those experiences, you can use a cell phone/tablet to take a picture of your transcripts (official or unofficial) to be uploaded as a jpg to your application. Please email this file to the email address listed in the instructions below. Please note: As this flexibility is only offered to IFA and ECFA categories, if you apply for another category of Endorsement® in the future you will need to request official transcripts at that time***
- ***If the requirement is not met through 2-years paid work experience, meaning the requirement is met through any academic degree or CDA, you will need to request your official transcripts***
- ***"Official" means that the transcripts are sent directly from the college/university attended to:***

## Annual Renewal Requirement for Endorsees Holding Both IMH-E<sup>®</sup> and ECMH-E<sup>®</sup>

The endorsee is required to complete the ongoing training and reflective supervision/consultation (RS/C) requirements for the Endorsement<sup>®</sup> in the “highest” category. Endorsees with both IMH-E<sup>®</sup> and ECMH-E<sup>®</sup> do not need to complete requirements for both Endorsement<sup>®</sup> credentials (i.e., double the hours, typically). For most endorsees, this will mean that they will need to get a total of 15 hours of continuing education related to the knowledge/skill areas found within the *Competency Guidelines*<sup>®</sup> and 12 hours of RS/C annually. (Please see renewal requirements in the *Competency Guidelines*<sup>®</sup> for full description of renewal requirements for each category of Endorsement<sup>®</sup>)

## Annual Renewal Requirement -- All Categories of IMH/ECMH Endorsement<sup>®</sup>

Previous requirement:

Minimum of 15 clock hours per year of relationship-based education and training pertaining to the promotion of social-emotional development in the context of family and other caregiving relationships, including the principles and practices of infant and early childhood mental health (eg, regional training, course work at colleges or universities, conference attendance, etc.). For those who provide reflective supervision/consultation to others, at least three of the hours of specialized training must be about reflective supervision/consultation

Effective 2/2/2021 the requirement reads:

***Minimum of 15 clock hours per year of relationship-based education and training pertaining to the promotion of social-emotional development in the context of family and other caregiving relationships, including the principles and practices of infant and early childhood mental health (eg, regional training, course work at colleges or universities, conference attendance, etc.). Up to 50% of the hours may come from time spent providing training to others (eg, provided an in-service training; hosted a workshop, taught a college course, etc.). For those who provide reflective supervision/consultation to others, at least three of the hours of specialized training must be about reflective supervision/consultation***

## **\*Misprint\* Infant Mental Health Specialist Reflective Supervision/Consultation Requirements**

This misprint pertains to Early Childhood Mental Health Endorsement® (ECMH-E®). Within the reflective supervision/consultation (RSC) requirements for Infant Mental Health Specialist (IMHS) it says that an IMHS applicant can receive RSC from a provider who is IMHS, Early Childhood Mental Health Specialist (ECMHS), Infant Mental Health Mentor-Clinical (IMHM-C), or Early Childhood Mental Health Mentor - Clinical (ECMHM-C). **This is incorrect.**

The correct language (as it is stated in EASy) is:

*For IMHS applicants, the provider of RSC must have earned/maintained Endorsement® as **IMHS or IMHM-C.***