Infant Mental Health Mentor (IMHM)

**IMH Mentor Requirements**

|  | **CLINCIAL** | **POLICY** | **RESEARCH/FACULTY** |
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| **Education** | 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; in accordance with MI-AIMH Training Guidelines and Endorsement® Competencies. Official transcript(s) required. | 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; in accordance with MI-AIMH Training Guidelines and Endorsement® Competencies. Official transcript(s) required. | 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; in accordance with MI-AIMH Training Guidelines and Endorsement® Competencies. Official transcript(s) required. |
| **Training** | Applicants will include as many hours as necessary to document that competencies (as specified in Competency Guidelines®) have been met. 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. Typically, successful IMHM applications include an average of 90 or more hours of specialized training unless the applicant has completed coursework specific to IMH competencies. A minimum of 15 hours must be didactic training about the provision of reflective supervision/consultation. | Applicants will include as many hours as necessary to document that competencies (as specified in Competency Guidelines®) have been met. 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. Typically, successful IMHM applications include an average of 90 or more hours of specialized training unless the applicant has completed coursework specific to IMH competencies. | Applicants will include as many hours as necessary to document that competencies (as specified in Competency Guidelines®) have been met. 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. Typically, successful IMHM applications include an average of 90 or more hours of specialized training unless the applicant has completed coursework specific to IMH competencies. |
| **Specialized Work Experience in at least ONE of the Three Categories** | Meets specialized work experience criteria as specified at IMHS plus three years of postgraduate experience providing infant mental health (IMH) reflective supervision/consultation (RS/C) and other leadership activities at the regional or state | Three years of postgraduate experience as a leader in policy and/or program administration related to the infant/family field and other leadership activities at the regional or state. | Three years of postgraduate experience as a leader in university- teaching and/or published research related to the infant/family field and other leadership activities at the regional or state. |
| **Examples of Leadership Activities** Please note: These lists meant to demonstrate some of the activities in which leaders might engage, are not comprehensive. Also, applicants would not need to engage in all of the activities listed in order to earn Endorsement® as an IMH Mentor. | rganize and facilitate reflective practice groups and/or IMH study groups• Provide RS/C to IMH practitioners• Participate in system of care planning initiatives• Participate in planning for regional, statewide, or national IMH-specific conferences• Represent IMH interests in planning for national early childhood, social service, child welfare, behavioral health, and public health conferences • Work to increase the preference for endorsed personnel in contracts for services, child care rating schemes• Work to address reimbursement issues for IMH services• Leadership in local/state IMH association• Training on IMH principles and/or practices to regional, state, or national groups | • Provide feedback to state agencies on current and proposed policies that promote IMH practices • Provide presentations on IMH and its role in all early childhood disciplines/systems• Participate in planning groups promoting IMH within early childhood systems • Participate in regional, state, and national policy making groups, representing IMH principles • Publish policy briefs or position statements addressing IMH • Provide analysis of proposed legislation/policy on populations served through IMH service delivery systems• Work to address reimbursement issues for IMH services• Work to increase preference for endorsed personnel in contracts for services, child care rating schemes• Leadership in local/state IMH association | • Provide leadership in graduate certificate IMH programs• Participate in interdepartmental efforts to integrate IMH competencies into appropriate syllabi• Participate as member of doctoral applicant’s committee when IMH-related topics are proposed• Participate in planning for regional, statewide, or national IMH-specific conferences• Present and/or publish on topics related to the promotion or practice of IMH• Leadership in local/state IMH association |
| **Reflective Supervision/Consultation** | Minimum 50 clock hours relationship-focused, reflective supervision/consultation (RS/C) within a one to two-year timeframe; post Masters, individually or in a group while providing RS/C to infant-family professionals. Applicant’s provider of RS/C must have earned/maintained Endorsement® at Level IV-Clinical. A minimum of 25 hours of the RS/C received should be about the RS/C that the applicant provides to others. | Optional. | Optional. |
| **Three Professional Reference Ratings** Please note: At least one reference rating must come from someone who has earned Endorsement® at IFS, IMHS, or IMHM. | 1. One from current program supervisor2. One from person providing reflective supervision/consultation to the applicant3. One from person receiving reflective supervision/consultation from the applicant | 1. One from current program supervisor2. One from person providing reflective supervision/consultation, if applicable3. If no one available from first two categories, applicant may ask three colleagues | 1. One from current department supervisor or chair if he/she is familiar with IMH. If not, ask a colleague2. One from person providing reflective supervision/consultation, if applicable. If not applicable, applicant may ask a colleague3. One from a student taught and/or supervised by the applicant |
| **Code of Ethics & Endorsement® Agreement** | Signed. | Signed. | Signed. |
| **Documentation of Competencies** | 1. Application will document that requirements and competencies have been adequately met through specialized education, in-service training, work, and, for Clinical applicants, through reflective supervision/consultation experiences2. Successful completion of the MI-AIMH written examination | 1. Application will document that requirements and competencies have been adequately met through specialized education, in-service training, work, and, for Clinical applicants, through reflective supervision/consultation experiences2. Successful completion of the MI-AIMH written examination | 1. Application will document that requirements and competencies have been adequately met through specialized education, in-service training, work, and, for Clinical applicants, through reflective supervision/consultation experiences2. Successful completion of the MI-AIMH written examination |
| **Professional Membership** | Membership in MI-AIMH or another infant mental health association | Membership in MI-AIMH or another infant mental health association | Membership in MI-AIMH or another infant mental health association |

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**Annual Endorsement® Renewal Requirements (IMHM)**

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| **Education and Training** | Minimum of 15 clock hours 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, participation in IMH association sponsored activities such as book club, mentorship group). For those who earn Endorsement® at IMHM-C and provide RSC to others, at least 3 hours of specialized didactic training be about the provision of RSC. |
| **Professional Membership** | Annual renewal of membership in MI-AIMH or another infant mental health association. |
| **Reflective Supervision/Consultation (RSC)** | MI-AIMH requires that all professionals endorsed at IMHM-C receive a minimum of 12 hours of RSC annually. Professionals who maintain IMHM-C for a minimum of 3 years are not required to continue receiving RSC, but it strongly recommended if the professional is providing direct service and/or RSC. |