



VAIMH Endorsement® Infant Mental Health Mentor-Policy

Leaders in Policy, Advocacy, Program Design, and Program Administration

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 IMH, post-graduate specialization, or university certified program in accordance with the [Competency Guidelines](#).

Work Experience

3-years post-graduate experience as a leader in policy and/or program administration related to the promotion of IMH principles and practices in the context of family and other caregiving relationships in and across systems.

Leadership

Minimum 3-years of practice leader experience relevant to the infant, young child-family field.

- Leadership activities may be demonstrated through paid **and** unpaid work experience.
- The list below is meant to demonstrate some of the activities in which leaders might engage and is not comprehensive. Also, applicants would not need to engage in all the activities listed in order to earn Endorsement as an IMHM.

Examples:

- Provide feedback to state agencies on current & proposed policies that promote IMH practices.
- Provide presentations on IMH, its importance, and its role in all early childhood disciplines/systems.
- Participate in planning groups promoting IMH within early childhood systems.
- Participate in regional, state, and/or national-level policy making groups, representing IMH principles.
- Publish policy briefs or position statements addressing IMH.
- Provide analysis of the impact of proposed legislation or policy on the populations served through IECMH service delivery systems.
- Work to address reimbursement issues for IMH services.
- Work to increase the preference for endorsed personnel in contracts for services.
- Work to increase presence for endorsed personnel in quality rating improvement systems and childcare licensing regulations.
- Serve in a leadership role as an active committee member in local/state IMH association.
- Participate in planning of regional, statewide, or national IMH-specific conference.
- Engage in reflective consultation.
- Serve as an Endorsement ambassador, application advisor or reviewer, or exam reviewer for local/state IMH association.

Trainings

Minimum 30 clock hours of relationship-based training and/or continuing education that meet competencies as specified in the [Competency Guidelines](#).

***Beginning January 1, 2024, IMHM-P applicants will be required to list a minimum of 33 hours of training. Of those hours, a minimum of 30 hours of in-service training specific to IMH is required PLUS 3 hours specific to diversity, equity, and inclusion (DEI) in IMH.**

- If an applicant holds a degree 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.
- Training content will include the promotion of social-emotional development and the relationship-based principles of IMH.
- Typically, successful IMHM applications include an average of 75 or more hours of specialized training unless the applicant has completed coursework specific to the Competency Guidelines.

Reflective Supervision

Reflective Supervision/Consultation is not required for IMHM-P applicants/endorsees. However, VAIMH recommends that all infant and early childhood professionals seek RSC.

References *(this is the last step in the Endorsement Application process)*

Total of three professional reference ratings from:

1. (1) from current program supervisor
2. (1) from person providing reflective supervision/consultation (RSC). If not applicable, a colleague may serve as a reference.
3. If a current program supervisor or provider of RSC is not available/applicable, the candidate may ask for references from 3 colleagues.

Exam

YES

Annual Endorsement® Renewal

IMHM-P Endorsement® is a commitment to the **ongoing** process dedicated to annual professional development as it relates to IMH principles through:

1. Documentation of a minimum of 15 training hours per year of relationship-based education and training pertaining to the promotion of social-emotional development and/or the practice of IMH.
2. The maintenance of membership in the [Virginia Association for Infant Mental Health \(VAIMH\)](#).