



## Alliance for the Advancement of Infant Mental Health

The following requirements have changed since the last revision of the Competency Guidelines (MI-AIMH Copyright © 2017) in 2017.

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

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.

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 RSC.*

# RSC Requirement for Infant/Early Childhood Family Specialist

Effective 5/1/2022, the requirement reads:

Minimum 24 clock hours within a minimum 12-month to maximum 24-month time-frame, relationship-based, reflective supervision/consultation (RSC), individually or in a group while:

- providing services to infants and toddlers (0 up to 36 months) and families **and/or**
- providing mental health consultation services (0 up to 36 months) through a relational lens with a focus on social emotional development **and/or**
- providing supervision to staff who are providing services to infants and toddlers (0 up to 36 months) and families **and/or**
- providing supervision to staff who are providing mental health consultation services (0 up to 36 months) through a relational lens with a focus on social emotional development

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

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# Reference Requirement for Infant/Early Childhood Family Associate

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 Family Reflective Supervisor, 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.

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# Education Requirement for Education (ALL Categories)

Effective 5/1/22 the requirement reads:

- If you earned a degree(s) that is relevant to the competencies and you want to receive credit for that experience, please add an entry for the degree(s) earned and upload your transcripts (unofficial) to your application
  - If you attended coursework that is relevant to the competencies and you want to receive credit for that experience, please add an entry for the coursework and upload your transcripts (unofficial) to your application
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# Education Requirement for Infant Family Associate/Early Childhood Family Associate

Effective 5/1/22 the requirement reads:

- If the requirement is met through 2-years paid work experience you do not need to upload your transcripts. If you earned a degree(s) that is relevant to the competencies and you want to receive credit for that experience, please add an entry for the degree(s) earned and upload your transcripts (unofficial) to your application
  - If you attended coursework that is relevant to the competencies and you want to receive credit for that experience, please add an entry for the coursework and upload your transcripts (unofficial) to your application
  - 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 upload your transcripts (unofficial) for the required degree
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## Annual Renewal Requirement for Endorsees Holding Both IMH-E® and ECMH-E®

For endorsees who hold multiple Endorsements, the endorsee is required to complete the ongoing training and reflective supervision/consultation (RSC) requirements for the Endorsement category with the most requirements for renewal. If both/all Endorsement categories have the same renewal requirements, the endorsee will renew the one earned most recently. In the year the most recently earned Endorsement does not require renewal, the endorsee is still required to renew the Endorsement that has been held for longer than a year. Endorsees with 2 Endorsements, including those who hold both IMH-E® and ECMH-E®, do not need to complete requirements for both Endorsement 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 and 12 hours of RSC annually.

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## Cultural Competence changed to Cultural Humility – All Categories of IMH/ECMH Endorsement

Effective 12/7/21 the knowledge area reads:  
Cultural humility

The term “cultural competence” is no longer appropriate as it implies that there is an endpoint in which we will be competent. We understand that the work of diversity, equity, and inclusion requires an ongoing commitment to learning and self-reflection. Cultural competence has been replaced with cultural humility. Cultural humility requires less emphasis on knowledge and competency and places a greater emphasis on a life-long commitment to learning through self-evaluation and critique. Cultural humility addresses power imbalance, promotes interpersonal sensitivity, requires an attitude of openness, entails maintaining an interpersonal stance that is other-oriented, and necessitates learning from differences (Campinha-Bacote, 2019). Language is ever-evolving and we will continue to assess, reflect, and make changes as aligned with our core values.

# Annual Renewal Requirement – All Categories of IMH/ECMH Endorsement

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 (e.g., 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 (e.g., 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

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## Infant Family Reflective Supervisor (IFRS)

### Education Tab

No degree required

- If you earned a degree(s), please indicate the degree(s) you have earned
- If you earned a degree(s) that is relevant to the competencies and you want to receive credit for that experience, please add an entry for the degree(s) earned and upload your transcripts (unofficial) to your application
- If you attended coursework that is relevant to the competencies and you want to receive credit for that experience, please add an entry for the coursework and upload your transcripts (unofficial) to your application

### Work Tab

Minimum 2-years paid, professional work experience providing prevention and/or early intervention services that promote IMH **plus** 1-year experience providing IMH reflective supervision/consultation.

Work experience meets this criterion as long as the applicant has:

## Part 1

- Served a minimum of 10 families where the target of services is an infant/toddler (birth to 36 months) and
- A primary focus of the services provided is the social-emotional needs of the infant/toddler, their families and caregivers and
- Services focus on the promotion of the relationships surrounding the infant/toddler

## Part 2

- Minimum 1-year providing RSC for professionals doing prevention and/or early intervention

If applicants do not yet meet Part 2 of the work requirement, applicants can indicate that they have not obtained that experience. These applications will be reviewed with the IFRS emerging status in mind.

## Leadership

A minimum of 1-year of leadership activities/experiences at the local, regional or state level (specific to work with or on behalf of pregnant people and/or 0 up to 36 month olds). This may include supervisory or mentorship of infant-young child professionals (paid or unpaid).

## Training

Applicants will include as many hours of relationship-based training and/or continuing education as necessary to document that competencies (as specified in Competency Guidelines) have been met.

- For those whose degree is 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/or the principles of IMH
- Minimum 48 clock hours required; of those hours, a minimum of 30-hours must be specific to the promotion of social-emotional development and relationship-based principles of IMH; a minimum of 15-hours must be specific to didactic training about the provision of reflective supervision/consultation; a minimum of 3-hours must be specific to diversity, equity and inclusion in IMH
- Typically, successful IFRS 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

Minimum 24 clock hours within a minimum 12-month to maximum 24-month time-frame, 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**

- providing mental health consultation services (birth to 36 months) through a relational lens with a focus on social emotional development **and/or**
- providing supervision to staff who are providing services to infants, young children (birth to 36 months) and families **and/or**
- providing supervision to staff who are providing mental health consultation services (birth to 36 months) through a relational lens with a focus on social emotional development

A minimum of 12 of the hours received must be about the RSC the applicant provides to others. If applicants do not yet meet this component of the requirement, applicants can indicate that they have not obtained that experience. These applications will be reviewed with the IFRS emerging status in mind.

Provider of RSC must meet Endorsement requirements as an IFRS or IMHM-C.

- Please select Received to indicate the RSC you have received
- Please select Provided to indicate the RSC you have provided to others

## Reference Ratings

Total of three professional reference rating from:

1. One from current program supervisor
2. One from person providing reflective supervision/consultation (RSC)
3. One from a person receiving/ed reflective supervision/consultation (RSC) from an applicant (\*Alternative for applicants seeking the emerging status: can come from a colleague, or a parent/recipient of services (paid or volunteer), teacher, CDA mentor, Board member)

At least one rating must come from someone who meets the requirements for Endorsement as an IFS, ECFS, IFRS, ECFRS, IMHS, ECMHS, IMHM or ECMHM

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# Early Childhood Family Reflective Supervisor (ECFRS)

## Education Tab

No degree required

- If you earned a degree(s), please indicate the degree(s) you have earned
- If you earned a degree(s) that is relevant to the competencies and you want to receive credit for that experience, please add an entry for the degree(s) earned and upload your transcripts (unofficial) to your application

- If you attended coursework that is relevant to the competencies and you want to receive credit for that experience, please add an entry for the coursework and upload your transcripts (unofficial) to your application

## Work Tab

Minimum 2-years paid, professional work experience providing prevention and/or early intervention services that promote ECMH **plus** 1-year experience providing ECMH reflective supervision/consultation.

Work experience meets this criterion as long as the applicant has:

### Part 1

- Served a minimum of 10 families where the target of services is a child aged 3 up to 6 years old and
- A primary focus of the services provided is the social-emotional needs of the 3 up to 6 year old child, their families and caregivers and
- Services focus on the promotion of the relationships surrounding the 3 up to 6 year old

### Part 2

- Minimum 1-year providing RSC for professionals doing prevention and/or early intervention

If applicants do not yet meet Part 2 of the work requirement, applicants can indicate that they have not obtained that experience. These applications will be reviewed with the ECFRS emerging status in mind.

## Leadership

A minimum of 1-year of leadership activities/experiences at the local, regional or state level (specific to work with or on behalf of 3 up to 6 year olds). This may include supervisory or mentorship of early childhood professionals (paid or unpaid).

## Training

Applicants will include as many hours of relationship-based training and/or continuing education as necessary to document that competencies (as specified in Competency Guidelines) have been met.

- For those whose degree is in a field that is unrelated to IECMH, 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/or the principles of IECMH
- Minimum 48 clock hours required; of those hours, a minimum of 30-hours must be specific to the promotion of social-emotional development and relationship-based



principles of IECMH; a minimum of 15-hours must be specific to didactic training about the provision of reflective supervision/consultation; a minimum of 3-hours must be specific to diversity, equity and inclusion in IECMH

- Typically, successful ECFRS 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

Minimum 24 clock hours within a minimum 12-month to maximum 24-month time-frame, relationship-based, reflective supervision/consultation (RSC), individually or in a group while:

- providing services to children 3 up to 6 years old and families **and/or**
- providing mental health consultation services (3 up to 6 years old) through a relational lens with a focus on social emotional development **and/or**
- providing supervision to staff who are providing services to young children (3 up to 6 years old) and families **and/or**
- providing supervision to staff who are providing mental health consultation services (3 up to 6 years old) through a relational lens with a focus on social emotional development

A minimum of 12 of the hours received must be about the RSC the applicant provides to others. If applicants do not yet meet this component of the requirement, applicants can indicate that they have not obtained that experience. These applications will be reviewed with the ECFRS emerging status in mind.

Provider of RSC must meet Endorsement requirements as an IFRS, ECFRS, IMHM-C or ECMHM-C.

- Please select Received to indicate the RSC you have received
- Please select Provided to indicate the RSC you have provided to others

## Reference Ratings

Total of three professional reference rating from:

1. One from current program supervisor
2. One from person providing reflective supervision/consultation (RSC)
3. One from a person receiving/ed reflective supervision/consultation (RSC) from an applicant (\*Alternative for applicants seeking the emerging status: can come from a colleague, or a parent/recipient of services (paid or volunteer), teacher, CDA mentor, Board member)

At least one rating must come from someone who meets the requirements for Endorsement as an IFS, ECFS, IFRS, ECFRS, IMHS, ECMHS, IMHM or ECMHM

## **\*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.***