

Infant Mental Health Endorsement® (IMH-E®) for Home Visiting Professionals

Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant Mental Health®

Neuroscience tells us that the first three years of life are critical to lifelong health and well-being, making the role and responsibilities of home visiting (HV) professionals incredibly important to family, community, and societal success. Yet there are few credentials and official boards that recognize the knowledge, skills, and aptitudes of HV professionals and legitimize the field, until now.

IMH Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant Mental Health® is an internationally recognized credential that supports and recognizes professionals who work with or on behalf of infants, toddlers, and their families. It's the largest and most recognized IMH credentialing system in the United States and it's available to you here in Wisconsin! Anyone on the HV team can work towards earning IMH-E®, including supervisors, home support workers, nurses, social workers, mental health practitioners, and service coordinators.



Why should I pursue Endorsement?

Good for You:

Earning IMH-E® enhances your credibility and confidence in working with or on behalf of infants, toddlers, and their families. You'll gain recognition and belong to a cross-systems, multi-disciplinary network of Endorsed professionals in Wisconsin.

Good for Babies and Families:

Infants, toddlers and families receive culturally sensitive, relationship-based HV services provided by a workforce that demonstrates a common set of core competencies.

Good for Communities:

IMH-E® provides assurance to families, agencies, employers, and the public at large that HV professionals meet high standards of care and are prepared to support optimal development of infants, young children, and their families.

Good for Employers:

IMH-E® verifies that HV professionals have attained a specified level of functioning and understanding about the fundamentals of IMH and relationship-based practices spanning the continuum of care and provides a framework to guide agency hiring, professional development, and best practice standards.

Good for the Field:

IMH-E® informs professional development and career planning within an organized framework and creates a competent, high-quality HV workforce leading to desired child and family outcomes.

Good for Home Visiting programs:

IMH-E® professionalizes the HV field and ensures consistency of professional standards across programs, no matter the HV model, location or discipline.



WISCONSIN ALLIANCE FOR
INFANT MENTAL HEALTH
— Early Relationships Matter —

IMH-Endorsement® and Home Visiting Programs

To earn IMH-Endorsement® an applicant demonstrates acquisition of the IMH Competencies® through education, work, specialized training and reflective supervision experiences. The IMH Competencies®, listed below, are organized by eight domains.

Domains:	As Demonstrated by:
Theoretical Foundations	A working knowledge of attachment; infant early child development; disorders of infancy/early childhood; relationship-based practice; family systems; pregnancy and early parenthood; trauma, separation and loss; adult mental health and AODA; adult learning; and cultural sensitivity.
Law, Regulation and Agency Policy	An understanding of the implications of laws and regulations as they relate to young children, families, programs, and systems of care.
Systems Expertise	An understanding of human service delivery systems and their impact on infants, toddlers and families, and the ability to navigate those systems to assist families with needed resources.
Direct Service Skills	Knowledge in observation and listening skills; screening, assessment and treatment planning; responding with empathy and curiosity; evidence-based interventions; principles of trauma informed care; life skills, advocacy and safety.
Working with Others	The ability to build and maintain relationships as the foundation for working in the IMH field – mentoring others, conflict resolution, and using a relationship-based approach to motivate and guide others.
Communicating	Active listening, speaking effectively, writing clearly, and applying reflection in communication with others.
Critical Thinking	The ability to analyze information; exercise sound judgment; maintain perspective; understand group process; and demonstrate good planning and organizational skills.
Reflection	Use of contemplation, curiosity, and self-awareness to process the emotional content of the work; understanding the power of the parallel process; and using reflective supervision as an integral component of professional development.

The IMH Competencies® naturally align with Home Visiting practices

IMH-Endorsement® supports the belief that positive social-emotional development is foundational to learning, and that healthy development happens within the context of nurturing relationships and environments.

IMH competencies® provide a professional development “road map” for acquiring the knowledge and skills needed to attend to the often complex nature of early social and emotional development and parent-child relationships.

IMH-E® acknowledges that when intervening with the dyad, awareness of one’s own powerful attitudes and feelings is as essential as the acquisition of scientific knowledge and therapeutic skill.

IMH-E® recognizes the value of reflection and self-care. IMH-E® requires integration of reflective practices which further prepares HV professionals to be present with families, and hold those families who are experiencing tender emotions as they step into the challenges and joys of parenthood.



Questions? Contact the Wisconsin Alliance for Infant Mental Health
Call (608) 442-0360 or visit <http://wiaimh.org/endorsement/>