



OKLAHOMA ASSOCIATION FOR INFANT MENTAL HEALTH ENDORSEMENT FOR CULTURALLY SENSITIVE, RELATIONSHIP-FOCUSED PRACTICE PROMOTING INFANT MENTAL HEALTH

AN OVERVIEW

Endorsement by the Oklahoma Association for Infant Mental Health (OK-AIMH) verifies that an applicant has attained a level of education as specified, participated in specialized in-service trainings, worked with guidance from mentors or supervisors, and acquired knowledge to promote the delivery of high quality, culturally sensitive, relationship-focused services to infants, toddlers, parents, other caregivers and families.

The OK-AIMH Endorsement provides information which may be of benefit to employers, referral sources, and those seeking expert witnesses related to the social and emotional development of infants and young children and their families. OK-AIMH endorses professionals from many disciplines at the following levels: Infant Family Associate, Infant Family Specialist, Infant Mental Health Specialist, and Infant Mental Health Mentor. Each Level recognizes knowledge, training and criteria for best practice standards. Of additional importance, the OK-AIMH Endorsement offers individuals in the infant and family field a professional development plan that focuses on cultural sensitivity, early emotional development, and relationship.

This packet includes:

- Steps to Endorsement and Continuing Requirements
- Endorsement Requirements for Levels 1, 2, 3, and 4
- Competency Guidelines for Levels 1, 2, 3, and 4
- Reference Forms including Candidate's Waiver
- Code of Ethics and Agreement

OK-AIMH's mission is to promote and support nurturing relationships for all infants. The OK-AIMH Endorsement for culturally sensitive, relationship-focused practice supports the mission, supports infant and family service providers/professionals, and, most importantly, supports infants and their families.

OK-AIMH gratefully acknowledges the assistance of the Michigan Association for Infant Mental Health in designing this Endorsement and for their vision and leadership in the field of Infant Mental Health.

OK-AIMH Endorsement decisions are not made on the basis of race, sex, age, religion, color, national origin, marital status, physical handicap, sexual orientation or any other basis prohibited by state or federal law.

Prerequisites for Application

1. Membership in OK-AIMH or membership in another infant mental health association;
2. Training/Education as specified and related to infants, toddlers, parents, other caregivers and families; and,
3. Work experience with infants, toddlers, parents, other caregivers and families.

Steps to Endorsement

There are five steps to the OK-AIMH Endorsement Process:

1. Inquiry
2. Application
3. Preparation of a Portfolio
4. Documentation of Competencies
5. Written Exam for Levels 3 and 4
6. Endorsement

Each step is summarized and described in detail for each of four Levels in the attached materials.

For information or questions: Contact OK-AIMH Central Office at PO Box 685 OKC, OK 73101, (405) 321-5959, or e-mail ok-aimh@att.net or go to www.ok-aimh.org and click on Home, About Us, and the OK-AIMH Endorsement Project.

Continuing Endorsement

OK-AIMH requires service providers/professionals who have successfully completed the OK-AIMH Endorsement at all levels to continue membership in an infant mental health association and to participate annually in 15 hours of culturally sensitive, relationship-focused training experiences, approved by the organization, that promote infant mental health practice.

STEPS TO ENDORSEMENT

1. Inquiry

Individuals direct their inquiries about the OK-AIMH Endorsement to the Central Office of the Oklahoma Association for Infant Mental Health, P.O. Box 685, Oklahoma City, OK 73101. The OK-AIMH Central Office sends a preliminary application with a brochure that contains a general description of Levels of Endorsement and a list of materials needed to complete the OK-AIMH Endorsement Process.

2. Application

An individual who wishes to make a formal application completes the preliminary application, encloses the fee for application, and returns both to the OK-AIMH Central Office. Upon receipt of the fee and review of the preliminary application, the Central Office forwards the material to the OK-AIMH Endorsement Committee Chairperson and sends a formal packet to the candidate with necessary application and reference forms, as well as specific information about the portfolio and documentation of competencies that are required for full endorsement. At this time, the OK-AIMH Endorsement Committee Chairperson assigns an OK-AIMH Endorsement Advisor to answer questions that the candidate might have and assist the candidate throughout the application process.

3. Preparation of a Portfolio

The candidate prepares a portfolio to document educational level attained, coursework or degree(s) earned (as appropriate to the endorsement level), in-service training experiences, reflective supervision/consultation experiences (Levels 2, 3, and 4), work experiences, and professional reference ratings. These materials reflect the candidate's capabilities within the infant and family field as identified for each level of endorsement in the guidelines. Each candidate also commits by signature to the OK-AIMH Code of Ethics, Agreement, and Candidate's Waiver. The completed portfolio must include:

- a. Official transcript(s) from all educational institutions attended documenting education, coursework taken, degree(s) and/or certificate(s) earned. Official transcripts should remain unopened in the envelope from the college or university. A typed list of the applicant's educational experiences should be included, e.g.,

*Jackson High School, 1985; Jackson Community College/Early Childhood Education 320, Infant Development and Behavior, 3 credits, 1989.
MSU/B.A. Education, 1994; MSU/Master's of Social Work, 1997 and UM-Post Graduate Certificate, Infants and Families At-Risk, 2000.*

Each Level 1 applicant must submit a copy of high school diploma or General Equivalency Diploma (GED). This is not required for Levels 2, 3, or 4.

- b. Specialized in-service training experiences and conference attendance relevant to culturally sensitive, relationship-focused practice promoting infant mental health and specific to the capability guidelines: Provide the title of training, trainer, date(s), number of hours or time frame, sponsoring group, e.g.,

*"Homevisiting in the Childbearing Year," Priscilla Tait, M.S.N.,
July 7-8, 2001, 16 hours (2 days), Michigan Unified System of Learning, Lansing.*

*"Mind, Body & Soul: Nurturing the Whole Baby in a Complex World,"
MI-AIMH-2002 Conference, Ann Arbor, MI, April 21-23, 2002, 15 hours (2.5 days), Michigan Association for Infant Mental Health.*

"Supervision Strategies: Supporting Staff who Serve Infants, Toddlers and Families." William Schafer, Ph.D., Clinical Psychologist and IMH Consultant, October, 2000-August, 2001, 30 hours, Merrill-Palmer Institute-CMH, Detroit-Wayne County.

- c. Paid work experience(s) with/related to infants, toddlers, caregivers, families: Provide program name and agency, program address, brief description of key service responsibilities, years of service with program, and immediate program supervisor and/or infant mental health consultant, e.g.,

Early Head Start, Jackson CAA, Jackson, MI; Provided guidance to parents in-home related to growth and development of infants and toddlers, as well as transportation to socialization groups in center-based parent-child interaction program; 2 years as family support worker; immediate program supervisor, Shelley Hawver, MSW.

Parent-Infant Program, Development Centers, Inc., Detroit, MI; Provided in-home services to infants at risk for developmental delays and their parents, including developmental guidance, concrete service support, advocacy, and infant-parent psychotherapy; 3 years service with program; immediate program supervisor, Debra Kade, MSW and IMH program consultant, Barry Wright, Ph.D.

- d. Professional work, as appropriate, may include publications, committee membership, or leadership roles related to the well-being of infants, toddlers, caregivers, and families (Level 4), e.g.,

Publication: "Learning to See Her Son: A Baby and His Mother", in Case Studies in Infant Mental Health.

Leadership Role: Social Issues Committee Co-Chair, MI-AIMH, 1995 – present.

- e. Reflective supervision or consultation experiences (Levels 2, 3, and 4), e.g.

Reflective supervision, individual, with Barry Wright, Ph.D., monthly, 3 hours; 1999 – 2001; Oakland Family Services.

- f. Three professional reference ratings: Complete OK-AIMH Endorsement reference forms by a current teacher, CDA mentor, instructor, supervisor, consultant, and/or colleague familiar with your work with infants, toddlers, parents, other caregivers, and families, as specified at each level. Ratings should remain in sealed envelope with signature of the rater across the seal.

- g. A signed OK-AIMH Code of Ethics, Agreement, and Candidate's Waiver on the reference forms.

4. Documentation of Competencies

Level 1

OK-AIMH will accept the application, official transcript, coursework, Child Development Associate (CDA) credential or Associate's degree earned, specialized in-service training, work experiences, professional reference ratings and signed code of ethics as documentation of competencies in working with infants, toddlers, and families. No additional written exam specific to culturally sensitive, relationship-focused practice promoting infant mental health will be required for those applying for Endorsement at Level 1.

Level 2

OK-AIMH will accept the application, official transcript, coursework, Bachelor's degree earned, specialized in-service training, work experiences, reflective supervisory/consultation experiences, professional reference ratings, and signed code of ethics as documentation of competencies in working with infants, toddlers, and families. No additional written exam specific to culturally sensitive, relationship-focused practice promoting infant mental health will be required for those applying for Endorsement at Level 2.

Levels 3 and 4

The OK-AIMH President and the OK-AIMH Endorsement Committee Chairperson appoint a 3-member panel to serve for two years to administer and score a written examination designed and field-tested by Michigan Association of Infant Mental Health to document competencies specific to culturally sensitive, relationship-focused infant mental health practice at Levels 3 and 4. The Association will schedule this examination, a quantitative and qualitative written test, twice a year. The results of this examination will be considered as documentation of competencies in addition to the application, official transcript, coursework, graduate degree(s) earned, university certificate(s), specialized in-service training, work experiences, reflective supervision/consultation experiences, professional reference ratings, and signed code of ethics, Agreement, and Candidate's Waiver.

5. Endorsement

The 3-member panel appointed by the OK-AIMH President and the OK-AIMH Endorsement Committee Chairperson reviews each candidate's application, portfolio, and documentation of competencies as specified at each level. The committee:

- a. notifies the candidate of successful completion of the process and recommends Endorsement;
OR
- b. notifies the candidate of additional requirements that must be fulfilled within a mutually agreed upon designated time frame in order to earn the Endorsement;
OR
- c. notifies the candidate that she/he does not meet the requirements for Endorsement.

Please note that OK-AIMH will attempt to be of assistance to candidates throughout the OK-AIMH Endorsement Process, with the assignment of an OK-AIMH Endorsement Advisor at the beginning of the process and careful attention throughout the process.

Each candidate who meets the criteria for OK-AIMH Endorsement will receive written acknowledgement as well as a certificate from the Association. Notification of OK-AIMH Endorsement will be sent to the central registry in the OK-AIMH Central Office. Applications that are deferred will be kept on file for a minimum of ten years for review upon the candidate's successful completion of requirements or reapplication.

Endorsement Fee Schedule:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Level 4</u>
Application Fee	\$ 15.00	\$ 15.00	\$ 25.00	\$ 25.00
Endorsement Fee	\$ <u>25.00</u>	\$ <u>50.00</u>	\$ <u>200.00</u>	\$ <u>300.00</u>
TOTAL FEE	\$ 40.00	\$ 65.00	\$225.00	\$325.00

CONTINUING OK-AIMH ENDORSEMENT REQUIREMENTS

The Oklahoma Association for Infant Mental Health requires continuing membership in OK-AIMH or membership in another infant mental health association and a minimum of 15 hours annually of culturally sensitive, relationship-focused training, approved by the organization, promoting infant mental health. Documentation of education and specialized in-service trainings related to work experiences with or on behalf of infants, toddlers, parents, other caregivers, and families may be submitted annually with renewal of membership. Continuing professional development is meaningful for employers, encourages the growth of individuals, and assures high quality services for children birth to three and their families.

OK-AIMH will maintain a central registry for all members who earn the endorsement.

OK-AIMH Membership Fee Schedule:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Level 4</u>
Membership Fee	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00