



## VAIMH Endorsement®

### Infant and Early Childhood Mental Health Mentor-Policy (I/ECMHM-P)

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

Mental Health Mentor-Policy professionals work to promote infant and early childhood-informed policy and program development. They use their IECMH expertise to support macro systems.

#### 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 IECMH, 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 Infant and/or Early Childhood Mental Health 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 MHM.

#### Examples:

- Provide feedback to state agencies on current & proposed policies that promote IECMH practices.
- Provide presentations on IECMH, its importance, and its role in all early childhood disciplines/systems.
- Participate in planning groups promoting IECMH within early childhood systems.
- Participate in regional, state, and/or national-level policy making groups, representing IECMH principles.
- Publish policy briefs or position statements addressing IECMH.
- 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 IECMH 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 AIMH association.
- Participate in planning of regional, statewide, or national IECMH-specific conference.
- Engage in reflective consultation.
- Serve as an Endorsement ambassador, application advisor or reviewer, or exam reviewer for local/state AIMH association.

## Trainings

Minimum 30 clock hours of relationship-based training/continuing education that meet competencies as specified in the Competency Guidelines. <https://www.vaimh.org/competency-guidelines>

Training content will encompass the promotion of social-emotional development and the relationship-based principles and practices of I/ECMH. In addition to the 30 clock hours of relationship-based training/continuing education, the following are also requirements:

- 3 hours of training must be dedicated to diversity, equity, and inclusion in infant/early childhood mental health.
- Typically, successful MHM applications include an **average of 75 or more** hours of specialized training.

## Reflective Supervision

Reflective Supervision/Consultation is not required for I/ECMHM-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 Renewal

**Applicants** *(those in process of attaining Endorsement)*: <https://www.vaimh.org/vaimh-membership>

1. Renew VAIMH Membership annually by December 31.

**Endorsees** *(those already Endorsed)*:

Endorsees commit to the ongoing process dedicated to annual professional development as it relates to IECMH principles through:

1. **VAIMH Membership Renewal**: <https://www.vaimh.org/vaimh-membership>
  - annually by December 31
2. **Training/Professional Development**: <https://www.vaimh.org/endorsement-renewal>
  - minimum of 12 training hours received per year of relationship-based education and training pertaining to the promotion of social-emotional development and/or the practice of IECMH.
  - minimum of 3 hours of training related to diversity, equity, and inclusion (DEI) in IECMH.

Endorsements are renewed every three years (beginning in 2024). In 2027 endorsees will attest to having received 45(+) hours of training and 36(+) hours of RS/C between January 1, 2025 - December 31, 2027. These hours will be prorated for applicants who earn Endorsement in the "in-between" years.