

## Getting Started Form for Category IV - IMHM

This form is an optional (but strongly recommended) self-study to help assess your experiences and determine what additional specialized training might be necessary to meet the competencies and earn Florida IMH Endorsement®.

- 1. Read the Competency Guidelines®**, paying special attention to the specifics of the requirements for the category of Endorsement® for which you are applying.
- 2. Review your resume/vita**, obtain an official copy of your transcripts, and gather your in-service training records.
- 3. Look at what you have done**, using the self-study grid below, and ask yourself if you have had a college/university course, an in-service training, a work experience or a reflective supervision/ consultation experience that has contributed to your knowledge or skill in a particular area. For now, place a check mark in the appropriate box. Consider where your strengths lie and what you need to do to “fill in the gaps” to develop greater competency as an Infant Mental Health Mentor (IMHM).
- 4. Keep in mind** that during a formal application review, a minimum of two trained reviewers will comprehensively examine your materials and come to agreement about whether or not you have met the requirements and the competencies. All of the knowledge and skill areas are required (as specified for each category of Endorsement®), but application reviewers will be paying close attention to those listed under *Theoretical Foundations* and *Direct Service Skills*. In general, when considering whether or not a knowledge/skill area has been “met,” the most weight is given to college courses, then to intensive or series in-services, then to shorter in-services, then conferences, then reference ratings, then work experience.
- 5. Identify gaps** i.e., competency areas where you feel you have not yet had enough specialized education or in-service training.
- 6. Find in-service training opportunities** to help you fill in any identified gaps in the knowledge/skill areas. You can find information about relevant training opportunities from your program director, local professional organizations, and the FAIMH website. FAIMH members may find that their local chapter can be a resource for local, low or no cost training as well. Chapter information can be found at <https://www.faimh.org/local-chapters>.

Leading People	Education	Work	In-service training(s)
motivating <i>(IMHM)</i>			
advocacy <i>(IMHM)</i>			
developing talent <i>(IMHM)</i>			
Administration	Education	Work	In-service training(s)
program management <i>(IMHM - policy)</i>			
program development <i>(IMHM - policy)</i>			
program evaluation <i>(IMHM - policy)</i>			
program funding <i>(IMHM - policy)</i>			
Research & Evaluation	Education	Work	In-service training(s)
study of infant relationships & attachment <i>(IMHM – research/faculty)</i>			
study of infant development & behavior <i>(IMHM – research/faculty)</i>			
study of families <i>(IMHM – research/faculty)</i>			

Additionally, *Infant Mental Health Mentor (IMHM)*, applicants are expected to demonstrate leadership in the promotion and practice of infant mental health (IMH). The examples below are for Clinical, Policy or Research/Faculty. This list is not all-inclusive and applicants do not need to engage in all of the activities in order to earn Endorsement® as an IMHM.

- Organize/facilitate reflective practice groups and/or IMH study groups
- Participate in system of care planning initiatives
- Participate in planning for regional, statewide, and/or national IMH-specific conferences
- Represent IMH interests in planning for National Early Childhood, Social Service, Child Welfare, Behavioral Health and Public Health conferences
- Work to increase the preference for endorsed personnel in contracts for services, child care rating schemes
- Work to address reimbursement issues for IMH services
- Leadership in FAIMH or local Chapter
- Provide leadership in graduate certificate IMH programs
- Participate in inter-departmental efforts to integrate IMH competencies into appropriate syllabi
- Participate as a member of doctoral candidate's committee when IMH-related topics are proposed
- Publish (Zero to Three, Infant Mental Health Journal, Infant Crier, Child Development, etc.) on topics related to the promotion or practice of infant mental health
- 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 national-level policy making groups, representing IMH principles
- Publish Policy Briefs, White Papers, or Position Statements addressing IMH
- Provide analysis of the impact of proposed legislation or policy on the populations served through IMH service delivery systems
- Assist in FIMH Endorsement® exam development by writing vignettes or multiple-choice questions or by field-testing vignettes/multiple choice questions
- Assist with the Endorsement® process by being an EASy Application reviewer

The Florida Association of Infant Mental Health (FAIMH) has developed an Endorsement Journal™ to further assist in compiling the information needed for EASy for each Category. Please refer to our website ([faimh.org](http://faimh.org)) for access to this document.

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