



ENDORSEMENT FOR CULTURALLY SENSITIVE, RELATIONSHIP-FOCUSED PRACTICE PROMOTING INFANT MENTAL HEALTH (IMH-E®)

What is Endorsement?

Endorsement is a process that supports and recognizes the development of professionals who work with or on behalf of infants, toddlers, and their families. This process uses a nationally recognized set of competencies that helps define best practice and guides professional growth.

Who can apply?

All professionals who have experience working with or on behalf of infants, toddlers, parents, and/or other caregivers and meet the educational, work, training, and reflective supervision/consultation requirements as specified at each level.

Why apply for the KAIMH Endorsement (IMH-E®)?

- To grow and develop as a professional in the rapidly expanding infant and family service field.
- To be recognized by employers and peers for having attained a level of competency in culturally sensitive, relationship-focused practice that promotes infant mental health.
- To better support the infants, toddlers, families, students, agencies, and institutions in the promotion of infant mental health.

The five steps to the KAIMH Endorsement (IMH-E®) process are:

1. **Inquire** by contacting the Endorsement Coordinator Beth, beth@kaimh.org or by applying online at kaimh.org.
2. Complete and submit the online **preliminary application** at <https://easy.mi-aimh.org/kaimh>, including the Application fee and KAIMH membership fee (new members only).
3. Prepare and submit the completed **professional portfolio** online along with the Endorsement processing fee.
4. **Documentation of competencies**, including a two-level review of the professional portfolio and, for Levels III & IV only, successful completion of written exam.
5. **Endorsement.**

The professional portfolio includes:

1. EASy online portfolio (a list of specialized education, work, in-service training, and reflective supervision/consultation experiences available at <https://easy.mi-aimh.org/kaimh>)
2. Sealed official transcripts from every college/university attended
3. Three Reference Ratings
4. Signed Code of Ethics
5. Signed Endorsement Agreement
6. Endorsement Processing Fee appropriate to the level at which the candidate is applying

Continuing Endorsement requirements:

1. Ongoing membership in KAIMH (or another IMH association)
2. Annual participation in 15 clock hours of culturally sensitive, relationship-focused training experiences that promote infant mental health

KAIMH ENDORSEMENT IMH-E® LEVELS OF COMPETENCY¹

	Infant Family Associate Level I	Infant Family Specialist Level II	Infant Mental Health Specialist Level III	Infant Mental Health Mentor Clinical, Policy, or Research/Faculty Level IV
Education	Bachelors, Masters, Doctorate OR Official transcript/certificate from Child Development Associate (CDA) OR Official transcript from Associate's degree (AD) in related area OR Two years of infant and early childhood-related paid work experience	Minimum of Bachelor's Degree.	Minimum of Master's Degree.	Masters, post-graduate, doctorate, post-doctorate
Work Experience		Minimum two years of paid, post-Bachelor's, professional work experience providing services that promote infant mental health.	Two years, postgraduate, supervised work experiences providing relationship-focused, infant mental health services. Must be with both the infant/child and caregiver.	Minimum 3 years post Masters in the infant, early childhood, and family field
In-service Training	Minimum 30 hours	Minimum 30 hours	Minimum 30 hours	Minimum 30 hours
Membership in KAIMH or other IMH association	Yes	Yes	Yes	Yes
Reflective Supervision or Consultation	N/A	Minimum 24 clock hours within a one to two year time period while working with infants, toddlers & families	Minimum 50 clock hours within a one to two year time period while working with infants, toddlers & families	Clinical: Minimum 50 clock hours within a one to two year time period while working with infants, toddlers & families
Reference Ratings	Three 1. Current supervisor 2. Individual who meets KAIMH Endorsement® requirements at Level II, III, or IV OR is familiar with the Competency Guidelines® and vetted by KAIMH 3. Colleague, or a parent/recipient of services (paid or volunteer), teacher, CDA mentor, Board member	Three 1. Current program supervisor. 2. Person providing reflective supervision/consultation. 3. Another supervisor, teacher, trainer or consultant; or a colleague.	1. Current program supervisor, teacher, trainer or consultant. 2. Person providing reflective supervision/consultation. 3. Another supervisor, teacher, trainer or consultant; colleague; or supervisee (if applicant is a supervisor).	Three (Please see Level IV Requirements document for specific guidelines for who should complete reference rating forms for Clinical, Policy, and Research/Faculty applicants).
Written Exam	No	No	Yes	Yes
Professional portfolio	Applicant will submit a professional portfolio that demonstrates that he/she has met both the requirements and the competencies specified at each level via an online process available at https://easy.mi-aimh.org/kaimh . Details about competencies can be found in the publication <i>Competency Guidelines</i> .			

Endorsement Fee Schedule

	Infant Family Associate (Level I)	Infant Family Specialist (Level II)	Infant Mental Health Specialist (Level III)	Infant Mental Health Mentor (Level IV)
Application Fee	\$15	\$15	\$25	\$25
Processing Fee	\$25	\$50	\$200	\$300
Total	\$40	\$65	\$225	\$325

¹ This chart represents only a summary of the requirements at each level. Please visit www.kaimh.org for full details about both the requirements and the competencies.