

# Informing Practice, Policy and Research: A Grass Roots Approach to Change through Endorsement (IMH-E®)

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# Agenda

1. Introductions
2. Overview of History & Framework
3. Notable Changes across States: Practice, Policy, & Research
4. How is Change Created?
5. Processing
6. Questions & Answers

# A Framework for Change

- The Competency Guidelines® provide best practice standards for professionals working with or on behalf of children birth to 3 and their families. The intent of the document is to guide best practice at all levels of service and across disciplines. The Competency Guidelines® provide a framework to promote social and emotional well-being in the early years and assure nurturing relationships for all infants, toddlers and families.
- The Endorsement (IMH-E®) recognizes competency at all levels of service and in multiple domains, emphasizing a birth to 3 and family focus.

# Competency Guidelines®: Core Areas

- Theoretical Foundations
- Law, Regulation & Policy
- Systems Expertise
- Direct Service Skills
- Working With Others
- Communicating
- Thinking
- Reflection

*To purchase a copy (\$22.50)*

<http://www.mi-aimh.org/products/publications/mi-aimh-endorsement-competencies>

# Endorsement (IMH-E ®)

- **Infant Family Associate (Level I)**

Details at <http://www.mi-aimh.org/level1-requirements>

- **Infant Family Specialist (Level II)**

Details at <http://www.mi-aimh.org/level2-requirements>

- **Infant Mental Health Specialist (Level III)**

Details at <http://www.mi-aimh.org/level3-requirements>

- **Infant Mental Health Mentor (Level IV)**

- Clinical, Policy or Faculty/Research

Details at <http://www.mi-aimh.org/level4-requirements>

# Michigan Association for Infant Mental Health

- Development of a professional system (1986-2002)
  - Training Guidelines, TaskTalk, IDEA, Part H, Professional Development, 4-level framework for endorsement
- *Endorsement for Culturally Sensitive, Relationship Focused Practice Promoting Infant Mental Health*®, 2000
- First partners and *Annapolis Coalition Award*, 2005
- League of states established for reciprocity, 2007
- 14 state affiliate partners, 2010
- Over 500 professionals from multiple disciplines and service systems have earned the *Endorsement*® to date

# League of States Partners

- Alaska Association for Infant & Early Childhood Mental Health
- Arizona Infant Toddler Children's Mental Health Association
- Colorado Association for Infant Mental health (competencies)
- Connecticut Association for Infant Mental Health
- Idaho Association for Infant Mental Health
- Indiana Infant and Toddler Mental Health Association
- Kansas Association for Infant Mental
- Michigan Association for Infant Mental Health
- Minnesota Infant and Early Childhood Mental Health Association
- New Mexico Association for Infant Mental Health
- Oklahoma Association for Infant Mental Health
- Texas Association for Infant Mental Health
- Virginia Association for Infant Mental Health
- Wisconsin Affiliate for Infant Mental Health

# Professional Development Standards

- Many other states have been working on professional development standards for the infant and family field for many years.
- We want to acknowledge the important and collaborative work that others are engaged in across the country:
  - California: Kristie Brandt, Karen Finello, Mary Claire Heffron, Connie Lillas, Marie Poulsen, among others
  - Illinois: Lynn Liston, Jon Korfmacher, Karen Freel, Credentialing Project
  - New Jersey: Gerald Costa
- The leadership support of ZERO TO THREE has been vital.

# The Power of Collaborative Work

- This work can only occur in partnership, each partner contributing something important to the other.
- The partner may be a league leader, a state department or system or another state or organization engaged in a leadership role for the infant, early childhood and family field.

# Notable Changes through the League

- Practice
- Policy
- Research

# Notable Changes in Training

- State-wide Annual or Biennial Conferences: Arizona, Connecticut, Indiana, Kansas, Michigan, Texas, Wisconsin, Idaho, Colorado with a focus on the core competencies
- States have used the competencies as a framework for developing trainings that address knowledge, skills and reflective practice experiences promoting infant mental health

\*Intensive training through retreats, half or daylong study: Connecticut, Colorado, Kansas, Michigan, Minnesota & Wisconsin

\*Training Series intended for specific audiences (e.g. new or experienced practitioners, members, non-members): Arizona, Michigan, Texas

# Covering Training Costs

- Co-sponsored or collaborative trainings: IMH associations partner with universities, collaborative entities, state & local government departments, EHS/HS, Part C, healthcare and private foundations or organizations
- Stipends offered for scholarships to support participation in training towards endorsement by ARRA funds, combined government department funds and/or IMH associations: Connecticut, Idaho, Indiana, Kansas, Michigan, Texas & Wisconsin
- Contracts to provide competency-based training for staff in agency system or community

# Notable Changes in University Programs

## GRADUATE PROGRAMS

- Advanced Studies (MA) in Infant and Family Practice at Arizona State University incorporating competencies in new degree in 2008.
- University of Minnesota Certificate in Infant and Early Childhood Mental Health created to reflect competencies.
- University of Texas at Dallas: Human Development & Childhood Disorders Graduate Program
- Santa Fe Private College: Children's MH Certificate Program
- U of Alaska Anchorage: Children's Behavioral Health Grad. Certificate
- Wayne State U: Graduate Certificate in IMH, Michigan State U: Interdepartmental Grad Specialization in Infancy & Early Childhood

# Notable Changes in University Programs

## Certificate/Non-Degree Programs

- Arizona: Harris Institute for Infant & Early Childhood Mental Health non-degree training program
- Indiana: Purdue and Indiana U – 12 hour certificate in ECMH; Indiana Division of MH & Addiction – 1 yr training program for 10 CMHC workers to earn Level III Endorsement
- Kansas: on-line course on social-emotional development
- Michigan: U of M School of SW ‘mini-courses’
- Minnesota: CEED on-line courses- IMH, ECMH consult, observ
- Wisconsin: U of W Infant, Early Childhood & Family MH Certificate Program with 2 tracks (for Level III and Level II)
- Oklahoma: U of Central O & U of O-Tulsa-IMH classes

# Notable Changes in RS/C Practice

- The League has adopted *Best Practice Guidelines for Reflection Supervision/Consultation*, written collaboratively by MI & TX
- All league states are offering training in Reflective Supervision/Consultation (RS/C) within their training programs, and for infant-family professionals in the community. May take the form of a series, retreats, focused training sessions for Level III or IV endorsed professionals or in connection with conference as a pre-institute or track.
- Most states offer ongoing RS/C groups - may be focused initially on leadership, may be offered partially via webcam and/or phone
- Some states have or are developing a Reflective Supervision Registry to identify qualified RS/C providers on their website

# Notable Changes in Services

- Judges request IMH trained and endorsed professionals to assess infants and toddlers who become involved in child protective proceedings and to provide IMH services in Genessee-Flint and Detroit-Wayne County, Michigan
- Michigan Early Head Start providers infuse IMH principles and practices into their programs through training and reflective supervision, incorporating endorsement into their work plans
- New Mexico funds IMH home-based services, promoting IMH principles and reflective practices, through the behavioral health system
- Job announcements for 0-3 and family specify a preference for professionals who have earned endorsement; some offer pay increases in recognition of earning endorsement

# Notable Changes in Service

- Effective October 1, 2008, Infant Mental Health therapists are required to earn endorsement as infant family specialists, minimum level II, in Detroit-Wayne County, the largest county in Michigan, with 8 infant mental health programs, 40 providers
- Effective October 1, 2009, Michigan's Department of Mental Health requires the same of all infant mental health and Medicaid funded home-based programs.
- Reflective Supervision and/or Consultation groups are required as a result of policies requiring endorsement, minimum level II, for providers.
- Competency-based training, required for endorsement, is planned and provided for professionals across the state.

# Notable Changes in Policy

## STATE & LOCAL POLICIES LEAD TO SIGNIFICANT CHANGE

### ARIZONA

- Behavioral Health & Healthy Families protocols include Endorsement in work force development plans
- Behavioral Health System requests Endorsement of at least 1 behavioral health provider in each service delivery network that works with birth to five

### COLORADO

- Division of Behavioral Health discussions in process for Early Childhood Specialists to obtain minimum of Level II Endorsement

# Notable Changes in Policy

- **KANSAS** \*KAIMH collaborates with state departments to support endorsement of infant-toddler professionals

**MICHIGAN** \*Medicaid requires practitioners working home based service providers or infant mental health providers for the Michigan Department of Community Health to be endorsed at level II, minimum, level III preferred, in order to receive reimbursement.

**MINNESOTA** \*State Health Department promoted the competencies and created two state health department reflective supervision consultants, as well as an IMH curricula for training public health and community partners using federal grant funds

**NEW MEXICO** \*IMH Service definition requires endorsement at level III or IV for independently licensed mental health professionals to bill to provide service to non-MCD eligible SED or At-Risk infants/toddlers

# Notable Changes in Policy

## OKLAHOMA

\*Department of Health created position of Infant & Early Childhood Mental Health Coordinator and required endorsement

## WISCONSIN

\*State child care agency in process of implementing a quality rating system with social-emotional professional competence as part of the rating scale, reflecting the competencies

## IDAHO & VIRGINIA

\*State departments used federal stimulus funds to purchase & promote Competency Guidelines® and Endorsement (IMH-E®)

# Notable Research Efforts

- The following have engaged in research specific to the competencies and related to reflective practice promoting infant mental health:
- A. Tomlin & L. Sturm
- T. Pavkov, A. Tomlin & D. Weatherston
- C. Watson, University of Minnesota
- Endorsement League of States Sub-Committee on Research, K. Irely, W. Gilliam, and P. Spicer, Co-Chairs
- Donna Weston, P-CAP Training, SAMHSA Grant, Washington

# Multiple stakeholders have invested in Competencies & Endorsement across the USA

- Local foundations awarded grants to explore and fund the competencies and endorsement:
  - St. Luke's Health and Lodestar (Arizona)
  - W.K.Kellogg Foundation (Michigan) and Sarkeys Foundation (Oklahoma)
  - Bush Foundation (Minnesota)
- State agencies and departments provide public funding:
  - New Mexico Children, Youth & Families Department
  - Oklahoma Department of Human Services
  - Idaho Stimulus Funds      Kansas Infant Toddler Network
  - Virginia Department of Behavioral Health

# Reflecting on Change

Considering where you are now in your state, organization or region....

1. What might you want to focus your attention on first to facilitate change in the field of birth to 5 practice, policy or research?
2. How might the Competency Guidelines® or Endorsement (IMH-E®) be useful in this process?
3. Who might your collaborative partners be?
4. What do you need to do next?

# Questions & Discussion