

# Discover the Crosswalk Defining Best Practice for Infant and Early Childhood Mental Health (IECMH) Consultation

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- Behavior =  
Communication
- Relational skills + cultural humility
- Specialized knowledge, skills, and reflective practices
- Defined by infant and early childhood mental health principles and practices








# Support for the Workforce: Example

- Systems and programs working to address social problems like expulsion and suspension in early childhood education settings
- A disproportionate number of Black boys (in particular) are impacted by this crisis: "Preschool to prison pipeline"
- Well trained and qualified IECMH consultants with specific knowledge and skill areas and reflective capacities




# Competencies

**Competency Guidelines**  
MI-AIMH endorsement for culturally sensitive, relationship-focused practice promoting Infant Mental Health\*



Michigan Association for  
**Infant Mental Health**  
*Learning and growing together.*

**Center of  
Excellence for Infant and Early  
Childhood Mental Health  
Consultation Competencies**



CENTER OF EXCELLENCE FOR  
Infant & Early Childhood  
Mental Health Consultation  
*Growth. Advancement. Impact.*



# Crosswalk between

Competency Guidelines for Endorsement  
for Culturally Sensitive, Relationship-Focused  
Practice Promoting Infant and Early Childhood  
Mental Health

and

Center of Excellence for Infant and Early  
Childhood Mental Health Consultation  
Competencies




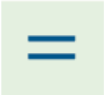

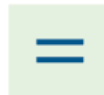


# Crosswalk

- Map for IECMH Consultants interested in earning Endorsement credential
- Professional development guidance for those seeking to become IECMH Consultants
- Identify emerging and qualified IECMH Consultants
- Identify gaps in professional development opportunities



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IECMH Consultation Category	IECMH Consultation Core Skills	Essential or Important	IECMH Endorsement Competency	Knowledge/Skill Area	As Demonstrated By/ Other Work Experience (and Interview)
2B.	2B.6. Recognizes risk factors associated with trauma as they relate to environmental, situational, and interpersonal contexts, and understands the role of protective factors in ameliorating impacts on infant and early childhood development.		 Theoretical Foundations	Disorders of Infancy/Early Childhood	Recognizes risks and disorders of infancy/early childhood conditions that require the assistance of other professionals from health, mental health, education, and child welfare systems
2B.	2B.6. See above.		 Theoretical Foundations	Attachment, Separation, Trauma, Grief & Loss (MHM)	Supports informal and formal observations and assessments to identify capacities and strengths, as well as relationship disturbance, disorders, risks, developmental delays, and/or emotional disturbances in infants and young children served
2B.	2B.7. Understands the many ways in which current and historical inequities (racism, homophobia, sexism, able-ism, and other forms of systemic oppression) can negatively impact families' access to resources, adult-infant/young child relationships and infant and early childhood development.		 Theoretical Foundations	Infant/Young Child Development & Behavior	Understands the conditions that optimize early infant brain development



# Georgetown Center of Excellence for Infant and Early Childhood Mental Health Consultation



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*Growth. Advancement. Impact.*



**ZERO TO THREE**  
Early connections last a lifetime



# Alliance Competency Guidelines

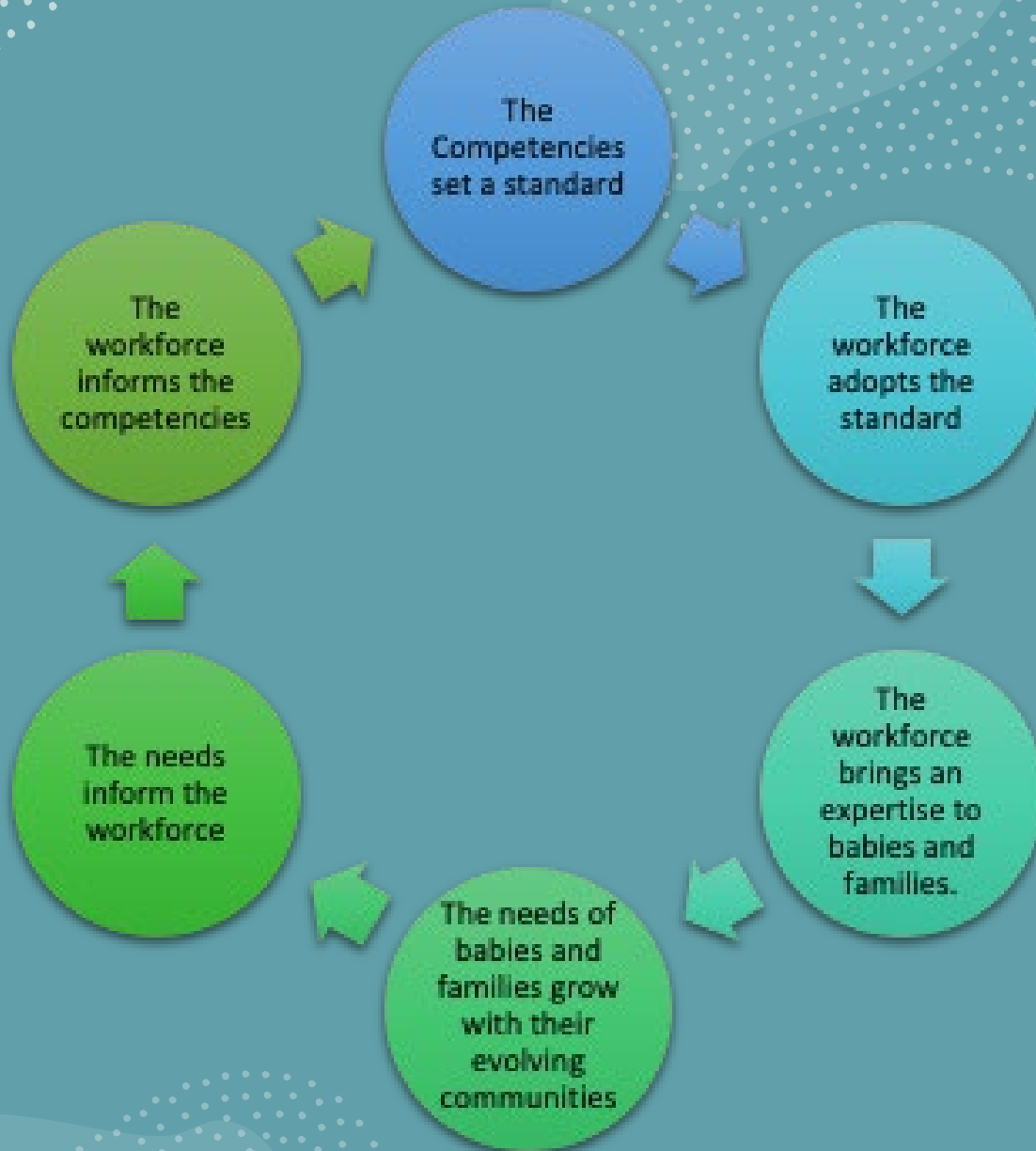
Foundational Knowledge

Shared Standards Across Scopes and Systems

Strengthening the Promotion of IECMH

Invite Collaboration

Promote Growth and Change



# Learning and Growing Together

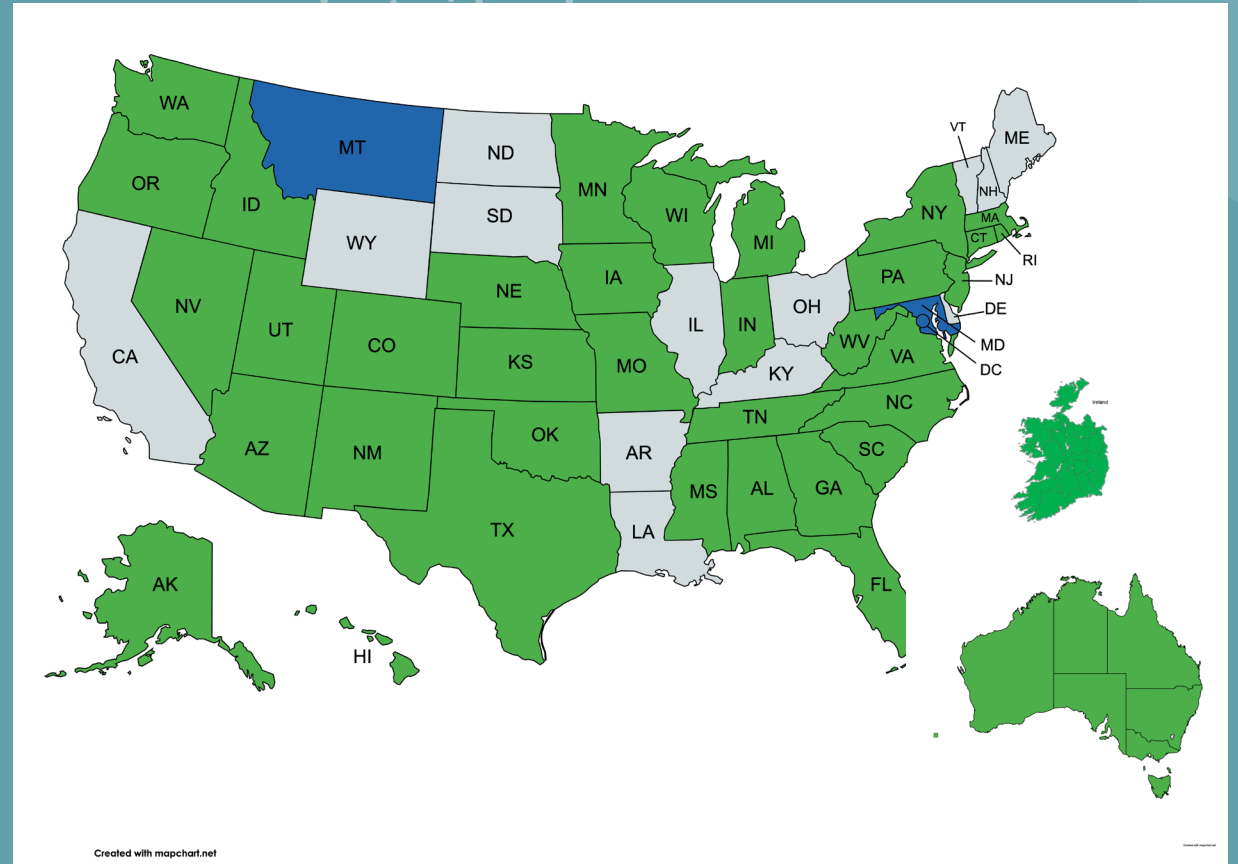
# Building a Network that Shares in a Common Practice Standards

A network that...

- Supports the systems that support the workforce
- Increased access to IECMH Professional Development resources
- Integrates relationship-based, reflective practice into all sectors

Because...

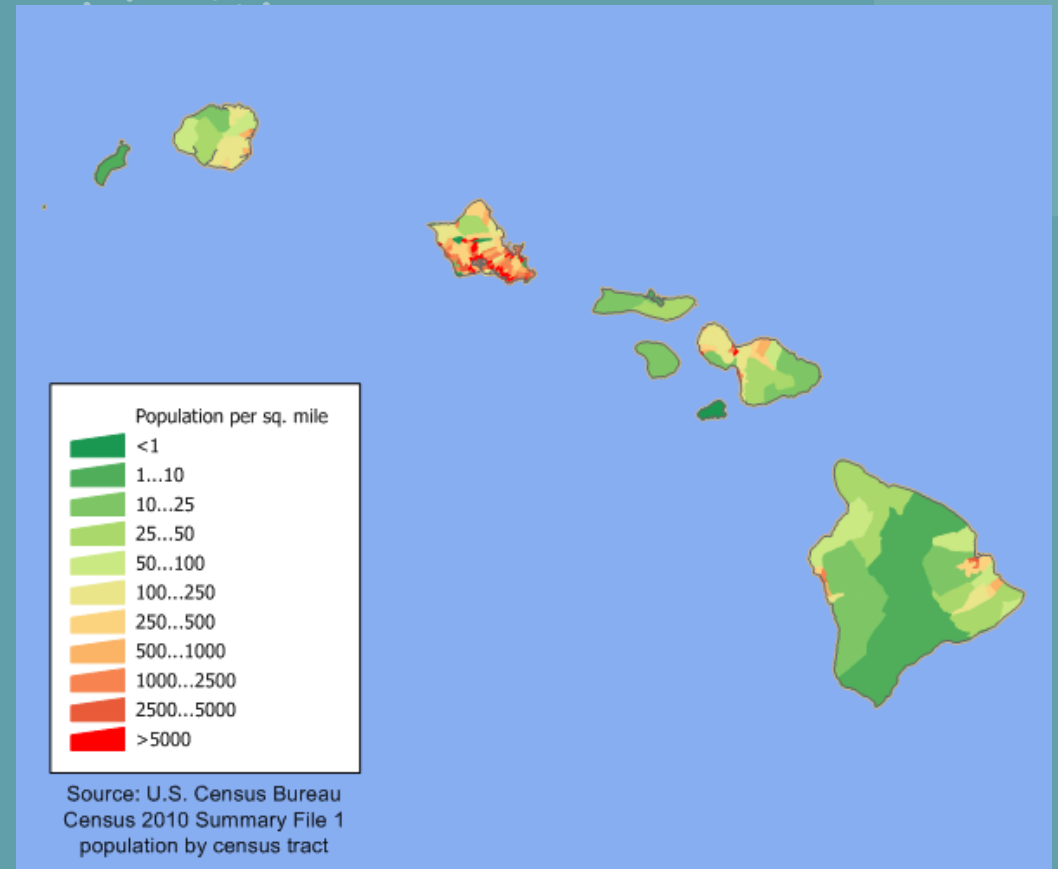
- What's best for the workforce is what's best for babies!



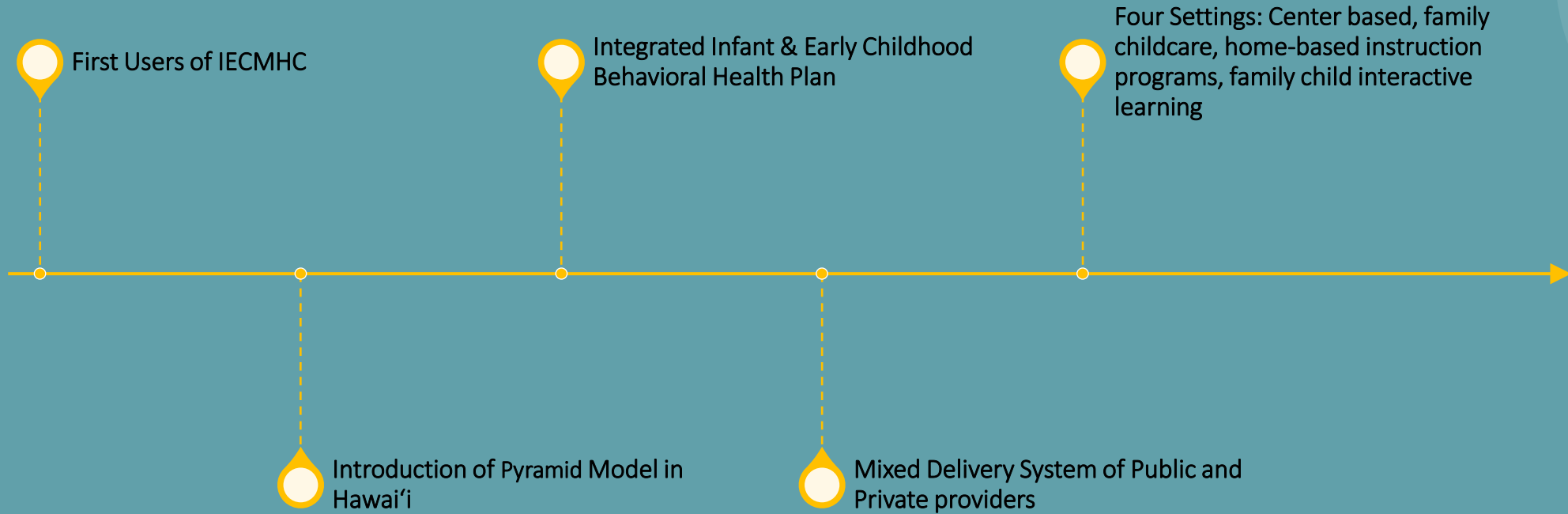


# Hawai'i's Mental Health Workforce

- We are an island state, with most of the resources on one island
- Our therapist to population ratio is lower than the national average
  - 1:360 (national ratio is 1:350)
- We have a handful of therapists specialized in dyadic treatment models for children ages 0-5



# A System Integration Inquiry



‘A‘ohe pau  
ka ‘ike i ka hālau ho‘okahi.  
‘ōlelo noe‘au #203



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## What is Infant and Early Childhood Mental Health Consultation (IECMHC)?

IECMHC is a prevention-based approach that pairs a mental health consultant with adults who work with infants and young children in the different settings where they learn and grow, such as child care, preschool, home visiting, early intervention and their home. Mental health consultation is not about “fixing kids.” Nor is it therapy. Mental health consultation equips caregivers to facilitate children’s healthy social and emotional development. IECMHC is nationally recognized by the Association of Maternal and Child Health Programs (AMCHP) as a best practice. -Center of Excellence for IECMHC



# Fully Qualified Infant and Early Childhood Mental Health Consultants



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## KEY

-  Direct correlation between the Center of Excellence (CoE) for Infant and Early Childhood Mental Health Consultation and the Alliance for the Advancement of Infant Mental Health (Alliance)  
This competency is a match
-  Same/similar concept between CoE and Alliance  
Some parts of this competency may need to be separately addressed/documentated
-  Unique to CoE  
Competency must be separately addressed/documentated
-  Essential  
The most critical competencies required for the consultant to have before beginning to provide IECMH consultation services
-  Important  
Competencies that are required for the consultant to have that are acceptable to learn while simultaneously providing IECMH consultation services

Unless otherwise noted, the IECMH competencies refer to Infant Family Specialist and Early Childhood Family Specialist. If an “MHS” is noted, this competency is related to Infant Mental Health Specialist and Early Childhood Mental Health Specialist. “MHM” refers to Infant Mental Health Mentor and Early Childhood Mental Health Mentor.



	Nalani	Lehua
Mental Health Education	Master in Social Work	Infant Mental Health Certificate
Infant Mental Health Experience	1 year (substance use disorder treatment facility for parenting women)	15 years (infant toddler caregiver)
IMH Endorsement	Infant Mental Health Specialist	Infant Family Specialist
IECMH Consultation Experience	None	None



# Q & A



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