



**INFANT-TODDLER MENTAL HEALTH
COALITION OF ARIZONA**

Endorsement for Culturally Sensitive, Relationship-Based Practice
Celebrating Quality Connections with Families Promoting Infant Mental Health

**ITMHCA ENDORSEMENT (IMH-E®)
REFERENCE FORM
APPLICANT'S WAIVER CERTIFICATE**

Name of ITMHCA Candidate: _____
Please Print: (Last) (First)

TO THE APPLICANT: You may voluntarily waive your right to have access to a specific Professional Reference Form written about you in accordance with The Federal Family Education Rights and Privacy Act of 1974, by signing and dating this certificate.

I waive, relinquish and disclaim all my rights to have access to the Professional Reference Form for ITMHCA Endorsement

Applicant's Signature Date

**INFANT TODDLER MENTAL HEALTH COALITION OF ARIZONA (ITMHCA)
PROFESSIONAL REFERENCE FORM FOR
ENDORSEMENT AT LEVELS III & IV - CLINICAL**

To be completed by supervisor/mentor/consultant/teacher/colleague/supervisee (circle).

Name of individual serving as reference: _____

Level of Endorsement at which individual is applying: _____

You have been selected to complete the reference form for a service provider/professional applying for endorsement by the Infant Toddler Mental Health Coalition of Arizona (ITMHCA). The information that you provide on this form will help to establish the applicant's eligibility for the ITMHCA Endorsement.

For more information about the Endorsement requirements and competency guidelines, please go to www.itmhca.org under Endorsement.

Please return the form to the applicant in an envelope with your signature over the sealed flap.

Thank you for your contribution to maintaining high standards for service providers and professionals promoting infant mental health.

Name of Applicant: _____

Applicant's Address: _____

Applicant's Daytime Telephone (including area code): _____

The rating scale is:

- 0 – No Opportunity to Observe
- 1 – Minimal Ability
- 2 – Below Average Ability
- 3 – Average Ability
- 4 – Above Average Ability
- 5 – Exceptional Ability

Theoretical Foundations

1. Demonstrates and/or teaches others knowledge of early parenthood roles. (*Pregnancy & Early Parenthood*)

0	1	2	3	4	5
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2. Demonstrates and/or teaches others knowledge of infancy and toddler development and behavior within a relationship context. (*Infant/Very Young Child Development & Behavior*)

0	1	2	3	4	5
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3. Demonstrates the ability and/or teaches others to identify and acknowledge infant and parent (caregiver) strengths and to follow the parent or caregiver's lead. (*Infant/Very Young Child-Family Centered Practice*)

0	1	2	3	4	5
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4. Demonstrates and/or teaches others to follow the clinical practice criteria delineated in ITMHCA's IMH Guidelines. (*Relationship-Focused Therapeutic Practice*)

0	1	2	3	4	5
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5. Demonstrates capacity and/or teaches others to nurture and promote early developing parent-child relationships. (*Family Relationships & Dynamics*)

0	1	2	3	4	5
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6. Accurately interprets information from informal and formal observations & assessments to identify capacities and strengths, as well as relationship disturbances, disorders, and risks in early childhood families. (*Attachment, Separation, Trauma, & Loss*)

0	1	2	3	4	5
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7. Demonstrates ability and/or teaches others to understand and respect ethnicity, culture, individuality, and diversity. (*Cultural Competence*)

0	1	2	3	4	5
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8. Demonstrates the ability and/or teaches others to identify risks that threaten the emotional well being of the infant/very young child as well as developmental delays, disturbances, and disorders of infancy. (*Disorders of Infancy/Early Childhood*)

0	1	2	3	4	5
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9. Develops and/or teaches others to develop service plans that take into account individual needs, desires, histories, lifestyles, concerns, strengths, resources, culture, and priorities. (*Psychotherapeutic & Behavioral Theories of Change*)

0	1	2	3	4	5
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10. Demonstrates capacity/teaches others to identify/diagnose mental illness in family members, as appropriate, using diagnostic tools. (*Mental & Behavioral Disorders in Adults*)

0	1	2	3	4	5
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11. Demonstrates the ability and/or teaches others to incorporate current research & evaluation to increase knowledge regarding infant mental health, early development and effective intervention strategies. (*Research & Evaluation – Level IV*)

0	1	2	3	4	5
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Law, Regulation, and Policy

12. Demonstrates and/or teaches behaviors that reflect the ITMHCA Code of Ethics in service provision; demonstrates and/or teaches the understanding of and respect for individual values and beliefs. (*Ethical Practice*)

0 1 2 3 4 5

13. Demonstrates capacity/teaches others to work within the letter and spirit of federal and state law, agency policies and practices, and professional code of conduct. (*Government, Law, & Regulation; Agency Policy*)

0 1 2 3 4 5

Systems Expertise

14. Demonstrates the ability and/or teaches others to identify, obtain and use available resources for infants and families, *i.e.*, food, housing, baby items, childcare, medical care, and protection. (*Community Resources*)

0 1 2 3 4 5

Direct Service Skills

15. Demonstrates ability and/or teaches other to promote parental competence in facing challenges, resolving & reducing likelihood of future crises, solving problems of basic needs and familial conflict. (*Life Skills*)

0 1 2 3 4 5

16. Demonstrates ability and/or teaches others to observe the parent(s) or caregiver(s) and infant/very young child together to understand the nature of their relationship, developmental strengths, and capacities for change. (*Observation & Listening*)

0 1 2 3 4 5

17. Demonstrates ability and/or teachers others to conduct observations, discussions, and formal & informal assessments of infant/very young child development, in accordance with established practice. (*Screening & Assessment*)

0 1 2 3 4 5

18. Demonstrates capacity to respond with emotional sensitivity to both the infant and the parent/caregiver, promoting and enhancing infant mental health. (*Responding with Empathy*)

0 1 2 3 4 5

19. Demonstrates ability and/or teaches others to recognize environmental and caregiving threats to the health and safety of the infant/very young child and parents, and take appropriate action. (*Advocacy; Safety*)

0 1 2 3 4 5

20. Demonstrates the ability and/or teaches others to incorporate what is seen, heard, and discussed with parents or other caregivers into a mutually agreed upon service. (*Intervention/Treatment Planning*)

0 1 2 3 4 5

21. Demonstrates the ability and/or teaches others to offer appropriate developmental guidance to parents and other caregivers on behalf of their very young children. (*Developmental Guidance*)

0 1 2 3 4 5

22. Understands and demonstrates the ability and/or teaches others to offer emotional support to parents or other caregivers in a manner that strengthens early relationships with infants and very young children. (*Supportive Counseling*)

0 1 2 3 4 5

23. Demonstrates capacity and/or teaches others to engage in parent-infant/very young child relationship-based therapies & practices to parental histories of attachment, separation, and unresolved losses as they affect the development, behavior, and care of the infant/young child. (*Parent-Infant/Very Young Child Relationship-Based Therapies & Practices*)

0 1 2 3 4 5

24. Demonstrates and/or teaches others the ability to seek out, use, and provide reflective supervision/ consultation, as appropriate. (*Reflective Supervision/Consultation – Level IV*)

0 1 2 3 4 5

Working with Others

25. Demonstrates ability and/or teaches others to work with and respond to families and colleagues in a tactful and understanding manner. (*Supporting Others*)

0 1 2 3 4 5

26. Demonstrates ability to establish and/or teaches others to enter into trusting working relationships with parents and other caregivers on behalf of social and emotional development of infants/toddlers and families. (*Building & Maintaining Relationships*)

0 1 2 3 4 5

27. Demonstrates the capacity and/or teaches others to collaborate with other professionals and/or community service programs as needed for optimal services for infants, young children and families. (*Collaborating*)

0 1 2 3 4 5

28. Generates new insights and workable solutions to issues related to effective, culturally sensitive, relationship-based practice. (*Resolving Conflict*)

0 1 2 3 4 5

29. Demonstrates capacity and/or teaches others to balance compassion against expectation of change when working to promote infant mental health. (*Empathy & Compassion*)

0 1 2 3 4 5

30. Demonstrates the capacity and/or teaches others to work as a partner/team member with program and agency representatives to enhance/establish programs and/or to educate the community. (*Mentoring*)

0 1 2 3 4 5

Communicating

31. Demonstrates ability and/or teaches others to actively listen to others. (*Listening*)

0 1 2 3 4 5

32. Demonstrates ability to establish and/or teaches others to establish a capacity to communicate clearly, honestly, sensitively, and diplomatically. (*Speaking*)

0 1 2 3 4 5

Thinking

33. Demonstrates capacity and/or encourages others to balance feeling and thinking, using one to fuel or foster the other. (*Analyzing Information*)

0 1 2 3 4 5

34. Demonstrates capacity and/or teaches others to generate multiple hypotheses that might explain a particular dilemma or trouble facing an infant or family member. (*Solving Problems*)

0 1 2 3 4 5

35. Demonstrates capacity and/or teaches others to make good judgments, to be firm, fair and clear, as well as nurturing and supportive in response to complexities of infant mental health work. (*Exercising Sound Judgment*)

0 1 2 3 4 5

36. Demonstrates capacity and/or teaches others to hold multiple viewpoints, considering simultaneously the infant, the parent and the service provider/professional. (*Maintaining Perspective*)

0 1 2 3 4 5

Reflection

37. Regularly examines own thoughts, feelings, strengths, and growth. (*Contemplation*)

0 1 2 3 4 5

38. Understands and/or teaches others to maintain appropriate personal boundaries with all infants and families served. (*Self-Awareness*)

0 1 2 3 4 5

39. Demonstrates capacity and/or teaches others to wonder about a baby or relationship or parent, noticing details and remaining grounded in the factual data gathered through observation and inquiry. (*Curiosity*)

0 1 2 3 4 5

40. Enrolls and completes trainings or coursework to continue development in the infant/family field. (*Professional/Personal Development*)

0 1 2 3 4 5

41. Uses reflective practice to understand own emotional response to infant/family work. (*Emotional Response*)

0 1 2 3 4 5

42. Recognizes and responds appropriately to parallel process. (*Parallel Process*)

0 1 2 3 4 5

Comments:

**ITMHCA ENDORSEMENT (IMH-E®)
PROFESSIONAL REFERENCE RATING FORM
TEACHER, SUPERVISOR, CONSULTANT, COLLEAGUE, OR SUPERVISEE**

Name of Applicant

Your Name: _____

Your Address: _____

Email address: _____

Daytime Telephone (including area code): _____

Credentials/
Discipline/Education: _____

Years of Work with infants, toddlers, caregivers, and families: _____

Current
Position: _____

You are which in relationship to applicant: Supervisor Teacher Consultant Supervisee Colleague

Briefly describe the nature of your work together or your professional relationship:

Name and Address of agency or organization where mentoring/supervision/consultation/training took place:

You worked with the applicant from (mo./yr.) _____ to (mo./yr.) _____

If you are/were applicant's reflective supervisor/consultant, did you meet (circle all that apply)

Weekly Biweekly Monthly For a total of _____ hours

Group Individual

I hereby recommend do not recommend this candidate for ITMHCA Endorsement.

The information I have provided on this form is correct to the best of my knowledge and belief.

Signature: _____ Date: _____

Please return completed form to the applicant in a sealed envelope with your signature over the flap.