

ASSOCIATION OF INFANT MENTAL HEALTH IN TENNESSEE

Strong Foundations. Healthy Relationships. Bright Futures.

Statement Regarding Endorsement Engagement Protocol:

Endorsement is a comprehensive effort to offer a pathway for professional development in the infant and early childhood mental health field. The use of Endorsement reflects Tennessee's commitment to best practices for the professionals in this field.

Endorsement should be reflective of the work and competencies of the professional. As we guide professionals down the most accurate pathway to Endorsement, we consider:

- What is the educational background of the individual?
- What is their scope of work?
- How much experience have they had in the field?
- Has the individual had qualified RSC?

Given that many organizations within Tennessee require Endorsement, we are working to endorse professionals at the pathway where they currently meet all requirements. This gives us the opportunity to engage, mentor, and support them as they progress through their professional development.

To navigate professionals through the process of Endorsement at their current phase of professional development, the position of AIMHiTN is:

- All pathways of Endorsement require the foundational competencies
- Anyone who promotes the social emotional development of a child in their work with pregnant people, infants, young children, and families fits in the promotional pathway of Family Association
- Encouraging individuals to endorse at the promotional category, increases the likelihood that the individual will access the support, resources, training, and engagement through AIMHiTN and continue to grow their knowledge base and competencies to meet requirements in the Endorsement category that fits their full scope of practice.

If, because of an individual's scope of practice, their desired category of Endorsement requires reflective supervision but they have not been able to access reflective supervision, AIMHiTN will offer applicants the option to endorse at the Infant or Early Childhood Family Associate pathway of Endorsement. AIMHiTN will provide appropriate support and continued encouragement to the applicants working toward meeting the requirements for a different Endorsement pathway. Encouraging individuals to initially Endorse at the Promotional pathway allows applicants to grow their knowledge base and competencies to meet the requirements to fulfill the category of Endorsement that fits their full scope of practice. If an applicant does not wish to endorse at the Family Associate pathway but does not yet meet the requirements for their chosen pathway, they have the option to sit in the status of In Progress or On Hold while they work toward meeting the necessary requirements of their chosen pathway. During this time, they will have the support of AIMHiTN's Endorsement team.