



## Getting Started Form

This form is an optional (but strongly recommended) self-study to help assess your experiences and determine what additional specialized training might be necessary to meet the competencies and earn ORIMHA Endorsement (IMH-E®).

1. **Read the Competency Guidelines**, paying special attention to the specifics of the requirements for the level at which you have applied.
2. **Review** your resume/vita, a copy (unofficial is ok) of your transcripts, and gather your in-service training records.
3. **Look at what you have done**, using the self-study grid below, and ask yourself if you have had a college/university course, an in-service training, a work experience or a reflective supervision/consultation experience that has contributed to your knowledge or skill in a particular area. For now, place a check mark in the appropriate box. Consider where your strengths lie and what you need to do to “fill in the gaps” to develop greater competency as an Infant Family Associate, Infant Family Specialist, Infant Mental Health Specialist or Infant Mental Health Mentor.
4. **Keep in mind** that during a formal application review, a minimum of two reviewers will comprehensively examine your materials and come to agreement about whether or not you have met the requirements and the competencies. All of the knowledge and skill areas are required (as specified at each level), but application reviewers will be paying close attention to those listed under Theoretical Foundations and Direct Service Skills. In general, when considering whether or not a knowledge/skill area has been “met,” the most weight is given to college courses, then to intensive or series in-services, then to shorter in-services, then conferences, then reference ratings, then work experience.
5. **Identify gaps** i.e., competency areas where you feel you have not yet had enough specialized education or in-service training.
6. **Find in-service training opportunities** to help you fill in any identified gaps in the knowledge/skill areas. Information about relevant training opportunities can be found at <http://www.orimha.org> under “resources”. You may also find training resources through:
  - OAEYC’s Training Calendar: <http://oregonaeyc.org/calendar.htm>
  - Health Systems Division Training Calendar: <http://www.oregon.gov/oha/amh/docs/toolsproviders-training-events.pdf>,
  - Child Welfare Partnership Caregiver Training Calendar: <http://www.cwpsalem.pdx.edu/foster/docs/catalog.pdf>
  - Oregon Head Start Association Events: <http://www.ohsa.net/events/>
  - PSU’s Infant Toddler Mental Health Program: <http://www.pdx.edu/ceed/infanttoddler-mentalhealth-graduate-certificate>
  - Oregon Registry Online Training Calendar: <https://calendar.oregonregistryonline.org>
  - Oregon Health Authority Workforce Development: <https://public.health.oregon.gov/HealthyPeopleFamilies/Babies/HomeVisiting/Pages/WorkforceDevelopment.aspx>

The following abbreviations are used:

Infant Family Associate (IFA)

Infant Family Specialist (IFS)

Infant Mental Health Specialist (IMHS)

Infant Mental Health Mentor (IMHM)

**\*\* Competency areas in bold, highlighted boxes must be met through formal education or training for all Endorsement categories\*\***

<b>Theoretical Foundations</b>	Education	Work	In-service training(s)
<b>Pregnancy and Early Parenthood (IFA, IFS, IMHS &amp; IMHM)</b>			
<b>Infant/Very Young Child Development and Behavior (IFA, IFS, IMHS &amp; IMHM)</b>			
<b>Infant/Young Child &amp; FamilyCentered Practice (IFA, IFS, IMHS &amp; IMHM)</b>			
<b>Relationship-Focused Practice (IFA, IFS, IMHS &amp; IMHM)</b>			
<b>Family Relationships &amp; Dynamics (IFA, IFS, IMHS &amp; IMHM)</b>			
<b>Attachment, Separation, Trauma, Grief &amp; Loss (IFA, IFS, IMHS &amp; IMHM)</b>			
<b>Psychotherapeutic &amp; Behavioral Theories of Change (IMHS &amp; IMHM)</b>			
<b>Disorders of Infancy/Early Childhood (IFS, IMHS &amp; IMHM)</b>			
<b>Mental &amp; Behavioral Disorders in Adults (IMHS &amp; IMHM)</b>			
<b>Cultural Competence (IFA, IFS, IMHS &amp; IMHM)</b>			
<b>Adult Learning Theory &amp; Practice (IMHM - all)</b>			
<b>Statistics (IMHM - all)</b>			
<b>Research &amp; Evaluation (IMHM - all)</b>			

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<b>Law, Regulation &amp; Policy</b>	Education	Work	In-service training(s)
Ethical Practice (IFA, IFS, IMHS & IMHM)			
Government, Law & Regulation (IFA, IFS, IMHS & IMHM)			
Agency Policy (IFA, IFS, IMHS & IMHM)			

<b>Systems Expertise</b>	Education	Work	In-service training(s)
Service Delivery Systems (IFA, IFS, IMHS & IMHM)			
Community Resources (IFA, IFS, IMHS & IMHM)			

<b>Direct Service Skills</b>	Education	Work	In-service training(s)
Observation & Listening (IFA, IFS, IMHS & IMHM)			
Screening & Assessment (IFA, IFS, IMHS & IMHM)			
Responding with Empathy (IFA, IFS, IMHS & IMHM)			
Intervention/treatment planning (IMHS & IMHM)			
Developmental Guidance (IMHS & IMHM)			
Supportive Counseling (IMHS & IMHM)			
Parent-infant/very young child relationship-based therapies & practices (IMHS & IMHM)			
Advocacy (IFA, IFS, IMHS & IMHM)			
Safety (IFA, IFS, IMHS & IMHM)			
Reflective Supervision (IMHM - clinical)			

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<b>Working with Others</b>	Education	Work	In-service training(s)	Reflective supervision consultation
Building & Maintaining Relationships (IFA, IFS, IMHS & IMHM)				
Supporting Others (IFA, IFS, IMHS & IMHM)				
Mentoring (IFS, IMHS)				
Coaching & Mentoring (IMHM)				
Collaborating (IFA, IFS, IMHS & IMHM)				
Resolving Conflict (IFA, IFS, IMHS & IMHM)				
Crisis Management (IMHM)				
Empathy & Compassion (IFA, IFS, IMHS & IMHM)				
Consulting (IMHM)				

<b>Communicating</b>	Education	Work	In-service training(s)	Reflective supervision-consultation
Listening (IFA, IFS, IMHS & IMHM)				
Speaking (IFA, IFS, IMHS & IMHM)				
Writing (IFA, IFS, IMHS & IMHM)				
Group Process (IMHM)				

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<b>Thinking</b>	Education	Work	In-service training(s)	Reflective supervision-consultation
Analyzing Information (IFA, IFS, IMHS & IMHM)				
Solving Problems (IFA, IFS, IMHS & IMHM)				
Exercising Sound Judgment (IFA, IFS, IMHS & IMHM)				
Maintaining Perspective (IFA, IFS, IMHS & IMHM)				
Planning & Organizing (IFA, IFS, IMHS & IMHM)				

<b>Reflection</b>	Education	Work	In-service training(s)	Reflective supervision-consultation
Contemplation (IFA, IFS, IMHS & IMHM)				
Self- awareness (IFA, IFS, IMHS & IMHM)				
Curiosity (IFA, IFS, IMHS & IMHM)				
Professional/Personal Development (IFA, IFS, IMHS & IMHM)				
Emotional Response (IFA, IFS, IMHS & IMHM)				
Parallel Process (IMHS & IMHM)				

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**Level IMHM only:**

<b>Leading People</b>	<b>Education</b>	<b>Work</b>	<b>In-service training(s)</b>	<b>Reflective supervision-consultation</b>
Motivation (IMHM – all three)				
Advocacy (IMHM – all three)				
Developing Talent (IMHM – all three)				

<b>Administration</b>	<b>Education</b>	<b>Work</b>	<b>In-service training(s)</b>
Program Management (IMHM - policy)			
Program Development (IMHM - policy)			
Program Evaluation (IMHM - policy)			
Program Funding (IMHM - policy)			

<b>Research &amp; Evaluation</b>	<b>Education</b>	<b>Work</b>	<b>In-service training(s)</b>
Study of Infant Relationships & Attachment (IMHM – research/faculty)			
Study of Infant Development & Behavior (IMHM – research/faculty)			
Study of Families (IMHM – research/faculty)			