

The rating scale is:

- 0 – I do not have enough information to rate/comment
- 1 – Minimal Ability
- 2 – Below Average Ability
- 3 – Average Ability
- 4 – Above Average Ability
- 5 – Exceptional Ability

Theoretical Foundations

1. Has knowledge of and communicates to others early parenthood roles. (*Pregnancy & Early Parenthood*)
0 1 2 3 4 5
2. Has knowledge of and communicates to others typical and/or atypical infant and toddler development and behavior within a relationship context. (*Infant/Very Young Child Development & Behavior*)
0 1 2 3 4 5
3. Understands and supports in policy appropriate clinical interventions for parents, other caregivers, and young children. (*Infant/Very Young Child/Family-Centered Practice*)
0 1 2 3 4 5
4. Is knowledgeable about, communicates to others, and incorporates into policy issues related to effective, culturally and linguistically sensitive, outcome-oriented, relationship-based practice. (*Relationship-Based Therapeutic Practice*)
0 1 2 3 4 5
5. Has knowledge of and communicates to others the importance of nurturing and promoting early developing parent-child relationships. (*Family Relationships & Dynamics*)
0 1 2 3 4 5
6. Understands and communicates to others issues related to attachment, separation, and unresolved losses as they affect the development, behavior, and care of the infant/young child. (*Attachment, Separation, Trauma, & Loss*)
0 1 2 3 4 5
7. Understands and communicates to others risks that threaten the emotional well being of the infant, as well as developmental delays, disturbances, and disorders of infancy. (*Disorders of Infancy/Early Childhood*)
0 1 2 3 4 5
8. Understands and supports in policy, accepted diagnostic tools and classification systems for adult mental disorders and substance abuse. (*Mental & Behavioral Disorders in Adults*)
0 1 2 3 4 5
9. Promotes understanding and respect for ethnicity, culture, individuality & diversity. (*Cultural Competence*)
0 1 2 3 4 5
10. Demonstrates capacity to use research and evaluation to guide one's own decision making. (*Research & Evaluation*)
0 1 2 3 4 5

Law, Regulation, & Agency Policy

11. Promotes following ethical professional guidelines. (*Ethical Practice*)
0 1 2 3 4 5
12. Works within the letter and spirit of federal and state law, agency practices, and professional code of conduct. (*Government, Law, & Regulation; Agency Policy*)
0 1 2 3 4 5

Systems Expertise

13. Understands & incorporates systems thinking in policy & practice development. (*Service Delivery Systems*)
0 1 2 3 4 5

Direct Service Skills

14. Understands importance, and supports in policy, use of reflective supervision. (*Reflective Supervision*)
0 1 2 3 4 5

Working with Others

15. Understands and communicates to others the importance of 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
16. Works effectively with colleagues across agencies in promoting services for infants/young children and their families. (*Supporting Others*)
0 1 2 3 4 5
17. Mentors others to work as a partner/team member with program and institutional representatives to enhance professional work and/or to educate the community. (*Coaching & Mentoring*)
0 1 2 3 4 5
18. Demonstrates the capacity to collaborate with professionals as needed to improve policy and practice. (*Collaborating*)
0 1 2 3 4 5
19. Provides and/or seeks out consultation, as appropriate, including professionals from other disciplines. (*Consulting*)
0 1 2 3 4 5

Communicating

20. Demonstrates capacity to communicate clearly, honestly, sensitively, and diplomatically. (*Speaking*)
0 1 2 3 4 5
21. Contributes to the practice literature through policy memoranda, manuals, publications and presentations. (*Writing*)
0 1 2 3 4 5

Reflection

22. Attends relevant scientific conferences to maintain the most current and complete understanding about the infant/family field. (*Professional/personal Development*)
0 1 2 3 4 5

Administration

23. Generates and/or disseminates knowledge concerning policy and practice. (*Program Management*)
0 1 2 3 4 5

24. Understands and promotes use of data in policy development and practice. (*Program Development*)
0 1 2 3 4 5

Comments:

Not for official use

MI-AIMH ENDORSEMENT (IMH-E®)
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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 related to infants, toddlers, caregivers, and families:	_____
Current Position:	_____
Relationship to applicant: ___ Supervisor ___ Supervisee ___ Colleague ___ Student	
Briefly describe the nature of your work together or your professional relationship:	

Name and Address of agency or organization where relationship took place:	

You worked with the applicant from (mo./yr.) _____ to (mo./yr.) _____	
I hereby ___ recommend ___ do not recommend this applicant for MI-AIMH 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.