

**ENDORSEMENT® COMPETENCY REQUIREMENTS OVERVIEW
INFANT FAMILY ASSOCIATE**

THEORETICAL FOUNDATIONS	DIRECT SERVICE SKILLS	WORKING WITH OTHERS	THINKING
<p align="center"><u>Knowledge Areas</u></p> <p>Pregnancy & early parenthood Infant/young child development & behavior Infant/young child & family-centered practice Relationship-based practice Family relationships & dynamics Attachment, separation, trauma, grief, & loss Cultural competence</p> <p>As demonstrated by (example): <i>For infants, very young children, and families referred and enrolled for services, supports and reinforces parent’s strengths, emerging parenting competencies, and positive parent-infant/very young child interactions.</i></p>	<p align="center"><u>Knowledge Areas</u></p> <p>Observation & listening Screening & assessment Responding with empathy Advocacy Safety Life skills</p> <p>As demonstrated by (example): <i>For infants, very young children, and families referred and enrolled for services, establishes trusting relationship that supports the parent(s) and infant/very young child in their relationship with each other and that facilitates needed change.</i></p>	<p align="center"><u>Skill Areas</u></p> <p>Building & maintaining relationships Supporting others Collaborating Resolving conflict Empathy & compassion</p> <p>As demonstrated by (example): <i>Collaborates and shares information with other service providers and agencies to ensure the safety of the infant/young child and effective, coordinated services, and promote awareness of relationship-focused approaches to working with children.</i></p>	<p align="center"><u>Skill Areas</u></p> <p>Analyzing information Solving problems Exercising sound judgment Maintaining perspective Planning & organizing</p> <p>As demonstrated by (example): <i>Employs effective systems for tracking individual progress, ensuring follow-up, and monitoring the effectiveness of service delivery as a whole.</i></p>
LAW, REGULATION & AGENCY POLICY	SYSTEMS EXPERTISE	COMMUNICATING	REFLECTION
<p align="center"><u>Knowledge Areas</u></p> <p>Ethical practice Government, law, & regulation Agency policy</p> <p>As demonstrated by (example): <i>Exchanges complete and unbiased information in a supportive manner with families and other team members.</i></p>	<p align="center"><u>Knowledge Areas</u></p> <p>Service delivery systems Community resources</p> <p>As demonstrated by (example): <i>Makes families and service providers/agencies aware of community resources available to families during pregnancy, the newborn period, and the early years.</i></p>	<p align="center"><u>Skill Areas</u></p> <p>Listening Speaking Writing</p> <p>As demonstrated by (example): <i>Communicates honestly, sensitively, and empathically with families, using non-technical language.</i></p>	<p align="center"><u>Skill Areas</u></p> <p>Contemplation Self-awareness Curiosity Professional/personal development Emotional response</p> <p>As demonstrated by (example): <i>Uses reflective practice throughout work with infants/young children and families to understand own emotional response to infant/family work.</i></p>

For complete details about competencies and requirements, and to begin the process of Endorsement®, please visit www.wa-aimh.org/endorsement and email the WA-AIMH Endorsement® team at: endorsement@wa-aimh.org

