



New Mexico Association for Infant Mental Health

Promoting & supporting healthy development and nurturing relationships for all infants and young children in New Mexico



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New Mexico Association for Infant Mental Health

ANNUAL REPORT 2015

January - June 2015

In January the Board hired an Administrative Director; this position was designed to help the Board secure funding and have someone to attend meetings, work on marketing, and bring together information to the Board. It was also designed for consistency of leadership and to relieve some of the pressure on the all-volunteer Board.

The board hired Marina Rabinowitz who began to focus on statewide research into what other early childhood organizations in the state were doing. She recognized the importance of NMAIMH partnering with other early childhood organizations to promote endorsement around the state. Marina focused on fund development and how NMAIMH can generate the necessary resources needed to continue as an organization. She was an invaluable data analyst and provided the board with important insight.

At the beginning of 2015, the membership re-elected board members Angel Toyota-Sharpe, Anilla Del Fabbro and Ruth Ortiz. Courtney Lewis was added as a returning board member and Angelina Carver was added as a new board member. Two positions remained open, so two new board members were added by the board in the spring – Diana Edwards and Jonetta Martinez–Pacias. Continuing on with the board were Robin A. Wells, Inez Ingle, Stephen Stone, Wendy Sager-Evanson, Gary Atias, Joy Browne, and Carolyn Newman. Pamela Segal continued as Endorsement Coordinator, Misty Stacey as the organization's bookkeeper and Connie Compton as the Administrative Assistant.

The NMAIMH officers elected in January were: Angel Toyota Sharpe as President, Anilla Del Fabbro as Vice President, Wendy Sager-Evans as Secretary, and Stephen Stone as Treasurer.

At the beginning of 2015, the board established NMAIMH as a charity on Amazon Smile. Amazon Smile is a simple and automatic way for shoppers to support NMAIMH every time you shop, at no cost to the shopper. When one shops at smile.amazon.com, they'll find the exact same low prices, vast selection and convenient shopping experience as Amazon.com, with the added bonus that Amazon will donate a portion of the purchase price to NMAIMH.

The NMAIMH website was developed to bring our public information medium up to date and more user friendly. Robin A. Wells, one of our board members, worked with Ultimate Solutions to create our website and we thank her for all of the time and energy that went into the effort.

Marina created a new NMAIMH logo that demonstrates our mission of supporting relationships prenatally, as well as with infants, toddlers and families. A portion of the letters in the logo was drawn to represent members of a family. The bright colors represent the spirit of NMAIMH.

Wendy Sager-Evans spearheaded the Membership Committee and worked to produce a newsletter to keep the membership informed of NMAIMH activities and what members are doing around the state. Wendy also worked with Pam Segel, the Endorsement Coordinator, to produce a training in T or C that combined membership support and Endorsement promotion.

From January to June 2015, the following earned Endorsement: Level I – 3, Level II – 5, Level III – 3, Level IV – 0. The Endorsement Coordinator worked diligently to provide advisement and endorsement information through weekly Q and A calls. She coordinated and facilitated a training to Portfolio Advisors and Reviewers in May.

Reflective supervision was provided to six members in Albuquerque, 3 members from Taos, and 3 members from Las Cruces. Reflective consultation was coordinated by Mary Hokom out of Silver City. She maintained data for the Region IX contract that supported Reflective Consultation throughout the state. Region IX opened the RC groups to members endorsed at Level II that were providing reflective consultation to other Level II candidates around the state.

NMAIMH continues to be generously funded by CYFD through Region IX through a three year contract to provide the Endorsement Process and Reflective Consultation to Level II endorsed members, as well as, members who have applied for Level III and Level IV Endorsement. Membership donations also contribute to supporting the vision of NMAIMH.

Our Annual Meeting in January and training entitled “Continuum of Care - IMH through different Lenses: The progression of an infant with a caregiver with postpartum depression in a hospital setting” provided 3 free CEU’s to attendees, as well as useful information for members who are working with, or will work with, families struggling with postpartum depression. A panel of experts informed many of us who do not work in hospital settings about the impact of postpartum on the emotional and mental health of the infant.

From January to June we worked diligently to represent NMAIMH around the state and to actively promote our state’s IMH Endorsement Process. NMAIMH continued to be led for the second half of the year by Anilla Del Fabbro as President, Courtney Lewis as Vice President, Wendy Sager Evans as Secretary and Stephen Stone as Treasure. They provided strong representation for NMAIMH for the second half of the year.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Angel Toyota-Sharpe', with a stylized, flowing script.

Angel Toyota-Sharpe
President NMAIMH January – June 2015

July - December 2015

The New Mexico Association for Infant Mental Health (NMAIMH) promotes and supports healthy development and nurturing relationships for all infants and young children in New Mexico. NMAIMH is an Affiliate of the World Association for Infant Mental Health (WAIMH) and a member of the League of States, whose focus is to provide quality workforce development in states that are a part of the network that have incorporated the endorsement process into their responsibilities.

NMAIMH is a 501(c)(3) tax-exempt organization that is overseen by a Board of Directors, an Executive Committee, and is guided by by-laws.

July to December, 2015 was marked by many changes to the Board and the officers. Anilla Del Fabbro took over the Presidency from Angel Toyota-Sharpe and Courtney Lewis valiantly stepped up as Vice-President. Wendy Sager-Evanson continued as Secretary, with Gary Atias taking over from Wendy at the end of September 2015. Stephen Stone was the Treasurer. In order to carry out the work of NMAIMH, Marina Rabinowitz was contracted as an Administrative Director, and Pam Segel completed her time as Endorsement Coordinator in December 2015.

The primary activities this year of the NMAIMH were to house and coordinate the Endorsement process, provide training for individuals and groups towards competency-based, *Culturally Sensitive, Relationship-Based Practice Promoting Infant Mental Health*, and represent the NMAIMH on a variety of statewide agencies and committees.

Significant Events for the second part of 2015:

We started the second half of 2015 off with a retreat for the Board Members. A productive, well organized retreat was held on July 17th. There were presentations on the current state of NMAIMH activities in the state. There was much discussion regarding the need to obtain additional funding for the sustainability of the Association. It was clear that much work was to be done, including providing a clear endorsement process for those in New Mexico who wish to pursue this. Key components will always include guidance and supervision regarding suggested training and reflective supervision. Marina Rabinowitz agreed to continue as Administrative Director for the NMAIMH until December 31, 2015. Discussion about developing a PowerPoint took place, so that board members of the NMAIMH can present to various groups/agencies.

In early October Anilla Del Fabbro and Marina Rabinowitz met with our partners at CYFD, who remain supportive of the work done by the NMAIMH in providing the Endorsement process.

Marina Rabinowitz, as our Administrative Director, was unflagging in her mission to spread the word about IMH in New Mexico and attended many of the statewide committees and task forces. She participated on workforce subcommittees and engaged new champions for the NMAIMH, as well as strengthened relationships with ongoing supporters of the NMAIMH.

Administration

Angel Toyota-Sharpe was the President for the first six months of 2015 and Anilla Del Fabbro took on the Presidency for the second half of 2015. New Board members in 2015 include: Jonetta Martinez-Pacias, returning member Diana Edwards, and returning member Courtney Lewis. Misty Stacy continued to be contracted as our Bookkeeper.

We continue to have as a goal to expand the Board to include individuals with a range of competence in a variety of areas, for example, marketing, law, web design, and education among others.

The NMAIMH Executive Committee is made up of the officers of the organization and the Past President, Angel Toyota-Sharpe. However, since Angel was not able to continue on the Executive Committee, Joy Browne remained as Past President. They have met frequently to discuss and make decisions on issues pertinent to the administration of the Association, as well as to submit contract and grant applications and provide guidance to the entire Board.

Connie Compton continues to be our invaluable part-time Administrative Assistant. Since Pamela Segel stepped down as our Endorsement Coordinator, the Endorsement Committee led by Inez Ingles has been active in the search for a replacement. A special thank you to Gloria Radoslovich for her work in spreading the word among the endorsed New Mexicans regarding this critical position being vacant. A thank you too to Deb Weatherston in working with the Executive Committee in evaluating and thinking of options for filling this position.

Training/Education

As noted above, one of the primary goals of the Association is to provide competency-based, *Culturally Sensitive, Relationship-Based* education to our membership and to the New Mexico IMH field. The training committee, under the guidance of Courtney Lewis was effective in selecting and providing excellent educational opportunities for the field.

In September 2015 Deb Weatherston presented a well-attended workshop, and two NM people who have contributed to IMH work were honored that evening-Jacqui Van Horn and Anilla Del Fabbro.

Pamela Segel continued to present at community gatherings on Infant Mental Health and the Endorsement process.

Marina Rabinowitz and Anilla Del Fabbro developed a short PowerPoint presentation on what the NMAIMH, endorsement, and reflective supervision are all about. This PowerPoint was presented at Blue Cross/Blue Shield and Molina. Both MCOs have IMH as a value added service.

Finances/Contracts

In 2015, we had funding from the Brindle Foundation. Additional funding was acquired and administered through Region IX to continue the Endorsement work and to continue our collaboration with the Michigan Association for Infant Mental Health (MI-AIMH), and to partner in the Alliance in support of Infant Mental Health. Joy Browne continues as the New Mexico representative at the partnership for the Alliance.

2015 Endorsement Activities

Pamela Segel, Ed.S., IMH-E® (IV-C) has continued to provide NMAIMH Endorsement Coordination (E.C.) services, until December 18th, 2015. The role of the E.C. is to maintain the efficacy of the Endorsement process and to provide New Mexico practitioners with education related to Infant Mental Health (IMH) and the Endorsement process. Inez Ingle and Courtney Lewis represented the NMAIMH at the "Annual League of States Retreat" in November. The retreat is a meeting of representatives of State Associations, which adopted the IMH endorsement license from MI-AIMH Infant Mental Health organization. The representative States implement endorsement for ***"Culturally Sensitive, Relationship-Based Practice***

Promoting Infant Mental Health ©". Participation with the "Alliance" occurs not only at the Annual Retreat, but also through monthly conference calls. Joy Browne attended as our Alliance representative.

Pam Segel, Wendy Sager-Evanson, and Marina Rabinowitz attended task forces that included the J. P. Taylor Task Force and the New Mexico Early Childhood Higher Education (ECHE) Task Force. The J. P. Taylor Task Force was established through legislation to address issues of increasing numbers of child abuse and neglect occurrences and reports in New Mexico.

Important to note is that members of the Endorsement Committee provide substantial hours of volunteer work to meet the expectations and demands of the endorsement process. The committee supports the endorsement process with the consistency of an understanding of the endorsement process. Each Endorsement applicant is assigned an endorsed colleague who serves as the applicant's "advisor" for the portfolio process. Each advisor explains the various types of endorsement and the requirements for each type. The role of the advisor is to support applicants in developing a portfolio which reflects descriptions and documentation of the applicant's work experience and training specific to **"Culturally Sensitive, Relationship-Based Practice Promoting Infant Mental Health©"** on behalf of babies and families in New Mexico. Once an applicant has completed and submitted his/her portfolio, the portfolio is passed on to volunteers who have been trained to review the documentation in the portfolio to assure the applicant's work experience and training meet specific identified competencies related to IMH principles and practice.

It continues to be an important mission of the NMAIMH that training and reflective supervision are available to support all levels of applicants and endorsed professionals. Training opportunities abound in New Mexico at this time, through CYFD and CDD. There is always a need for ongoing Reflective Supervision for endorsed professionals, as well as supporting meetings and trainings around the state to promote informed competent work.

As the numbers of endorsement applicants increase, there is a need to increase the number of endorsed (Level II, III, and IV), trained volunteers to provide advisement and portfolio reviews.

The Association has been busy and productive with efforts to engage our membership through the provision of educational opportunities, development of a newsletter (thank you Wendy!), and continued efforts to improve our website. We appreciate the efforts of the membership to contribute to the work of our committees and their own excellent clinical, research, and educational work that continue our ongoing efforts to improve the socio-emotional development of infants, toddlers, and their families.

Respectfully submitted,



Anilla Del Fabbro, M.D.
President NMAIMH July-December 2015

NMAIMH Endorsement Annual Report 2015

The NMAIMH is responsible for the coordination and implementation of the licensing MI-AIMH® competency-based endorsement. The primary activities of the NMAIMH are to house and coordinate the Endorsement process, provide training for individuals and groups towards competency based, culturally sensitive, relationship-focused practice promoting Infant Mental Health, and to represent NMAIMH on a variety of statewide agencies and committees.

The Endorsement Committee is charged with the responsibility of supporting the endorsement process through maintaining their capacities for advising applicants and reviewing portfolios. Advisors and reviewers are required to attend an annual training to become familiar with updated information from the Alliance as it relates to endorsement. The Endorsement Committee has maintained a stable membership and commitment of its members since its inception. The stability of the committee supports the endorsement process with the consistency of an understanding of the endorsement process. Endorsement Committee members include: Inez Ingle, M.Ed., DS, IMH-E®IV-C (Santa Fe); Debbie Michael, M.S., DS III, IMH-E®III (Las Cruces); Debbie Sanchez, B.A., IMH-E®II (Albuquerque); Doreen Samson, LBSW, IMH-E®II (Santa Fe); Angel Toyota-Sharpe, LPCC, RPT-S, IMH-E®IV(C) (Silver City); Jacqui Van Horn, MPH, IMH-E®IV(C)(Albuquerque); and Pamela Segel, Ed.S., DS III, IMH®E (IV-C.). Inez Ingle is the Endorsement Chairperson on the Board of Directors. The Committee is responsible for the oversight of the implementation of the NMAIMH Endorsement for Culturally Sensitive, Relationship-focused Practice Promoting Infant Mental Health® in keeping with the licensing Agreement in place between the Michigan Association for Infant Mental Health (MI-AIMH)/Alliance and the NMAIMH.

The Endorsement Coordinator (EC) participated on the New Mexico Early Childhood Higher Education Task Force which informs policy and education of future early childhood educators at 2 and 4 year institutions of higher education. In this capacity, the EC provides information related to IMH and/or the Endorsement process. Additionally, the EC represents NMAIMH on the Early Childhood Higher Education Task Force subcommittee that develops and implements coursework specific to providing early childhood educational services in non-group settings serving families with infants and toddler (Family, Infant, Toddler courses). Currently, Pamela Segel is faculty at Central New Mexico Community College teaching coursework for the "Infant Toddler and Family Developmental Pathway", soon to be named, "Infant Family Studies" early childhood certificate

Significant events for 2015:

Below is a summary of the Endorsement Coordinator's (EC) scope of work during 2015:

To assure compliance with Michigan Association for Infant Mental Health (MI-AIMH) licensing agreement and work with other members of the League of States, the EC maintained continued inter-state reciprocity as well as standardized implementation of the endorsement process through monthly participation in League of States conference Leadership conference calls, and monthly "Holder's Conference Calls".

The Leadership calls are open to members at the leadership level from each state in the Alliance (formally league of States). The average level of participation is approximately 15-18 state members. The calls are typically facilitated by Alliance Director, Debbie Weatherston, Ph.D. The foci of the monthly calls are updates to the direction from the "League of States" to the development of the "Alliance" and the role of the "Endorsement Programs in states which have purchased and use the MI-AIMH license. Issues concerning updating endorsement qualifications have been the topic of discussion over the past 6 months, as well as changes in

EASy (Electronic Application System). The NMAIMH coordinator is a member of the leadership group and “Training” committee. During the year, the sub-committee spent time consulting with faculty of Tulane University. The plan was to develop an intensive 2 year Distance Learning with opportunity for Reflective Supervision training program from which Level 3 and Level 4 would enhance clinical skills. It is important that the NM endorsement coordinator participate so that updated information or changes can be shared with the Endorsement Committee and/or the Board of Directors, as necessary.

The Holders’ call is open to all Endorsement Coordinators. Much of the content of these calls is confidential to non-endorsed coordinators because much of the information is related to the actual content endorsement exam. The function of the call is to provide support through a reflective process for coordinators’ challenges, such as providing feedback to deferred (non-pass) portfolios. The non-endorsed coordinators are able to have their questions asked and answered during the leadership call, or by directly contacting the Michigan Association for Infant Mental Health (MI-AIMH) Endorsement Program Director (Nicole Paradis). There was a change in the tone and purpose of the call mid-year because of the addition of new states accepting the MI-AIMH/Alliance IMH® competency and endorsement licensing. The calls had become “information” calls for new endorsement coordinators (EC), rather than a support call where endorsed coordinators could safely and confidentially reflect on professional experiences of the role as coordinator.

These calls have been very important to the participants (typically 10-22 states). During these calls, the NM endorsement coordinator (EC) has been able to share successes and challenges of the endorsement process. Having this information enables the NM coordinator to become more accurate and efficient in managing the endorsement process. On many occasions, the NM EC has been able to share strategies used in NM to maintain a successful program. In 2006, NM was one of the 1st five (5) states to, not only purchase the MI-AIMH IMH® Competencies, but also proceed with the Endorsement licensing to create the NM Endorsement Certificate program.

Engagement in consultation is needed with the MI-AIMH Endorsement Coordinator and/or the Alliance Endorsement contact identified by the MI-AIMH.

The N.M. EC communicates directly to the MI-AIMH Endorsement Director for assistance with clarification of issues that occur through the Electronic Application System (EASy). Periodically, MI-AIMH changes or adapts information that affects the computer system. EASy is the updated system to manage portfolio applications, fee collection, advisement procedure and the exam review process. MI-AIMH is systematically making technical changes to the EASy process. The NM EC was contacted by the director to evaluate test items and assist in reviewing new endorsement process training for applicants, advisors, and reviewers. New Mexico is felt to be well organized and experienced in the IMH® competency-based endorsement process.

During 2014-2015, the EC represented NMAIMH- Endorsement Process for 4 meetings of the J.P Taylor task force (includes sub-committee: workforce development). During a subcommittee meeting (Community Health Workers and workforce development and training) we discussed the existing model for training and professional development and included discussion on ways to include IMH® competencies within the model. During the large task force meeting, screening tools for “childhood risk factors” was discussed, as were subcommittee reports.

Training/Education

As noted above, one of the primary goals of the Association is to provide competency based, culturally sensitive, relationship focused education to our membership and to the New Mexico IMH field. Four (4) outreach trainings were conducted in southwestern New Mexico. The subject of the trainings included the meaning of infant mental health and how professionals working with pregnant women, teenagers, and families with young children are able to use IMH specific knowledge and the competencies to support healthy parent-infant relationships, which in turn, supports healthy social and emotional development in infants and toddlers. The above mentioned trainings summarize with an overview of the NMAIMH Endorsement Process. The EC also conducted training with YDI, Inc. related to social and emotional development of infants and toddlers within the context of their primary relationships.

Additionally, Endorsement Coordinator (EC), Pamela Segel managed, monitored, and supported not only applicants, advisors and reviewers, but also oversaw the Fall and Spring Level 3 and 4 Endorsement examinations. She oversaw training and support of the volunteer pool of New Mexico Association of Infant Mental Health (NMAIMH) endorsement Advisors/Portfolio Reviewers and assured quality of exam implementation and review process.

Challenges:

An ongoing challenge faced by NMAIMH related to Endorsement is the lack of stable funding specifically devoted the infrastructure needed to implement the endorsement process in a sustainable, efficient and effective manner. A manner that is consistent with the MI-AIMH licensing agreement, and League of States expectations, as well as an efficient financial base that contributes to the endorsement of an increased number of professionals in the NM workforce to provide quality services for New Mexico's babies and families. Private funds limit the funding to a small percentage for indirect costs, challenging the stability of the endorsement implementation.

The following chart indicates the number of new endorsement applications submitted in 2015, the number of New Mexico professionals endorsed in 2015, and the number of actively endorsed professionals as of 12/31/2015:

Endorsement Levels	Endorsement Applications Submitted in 2015	Newly Endorsed In 2015	Total Active Endorsed Professionals As of 12/31/2015
Level 1	11	2	13
Level 2	14	6	26
Level 3	11	12	42
Level 4	2	0	17

Pam Segel tendered her resignation from the EC position which became effective on December 19, 2015.

Respectfully submitted,



Pamela Segel, Ed.S., IMH® (IV-C)
NMAIMH Endorsement Coordinator 2015