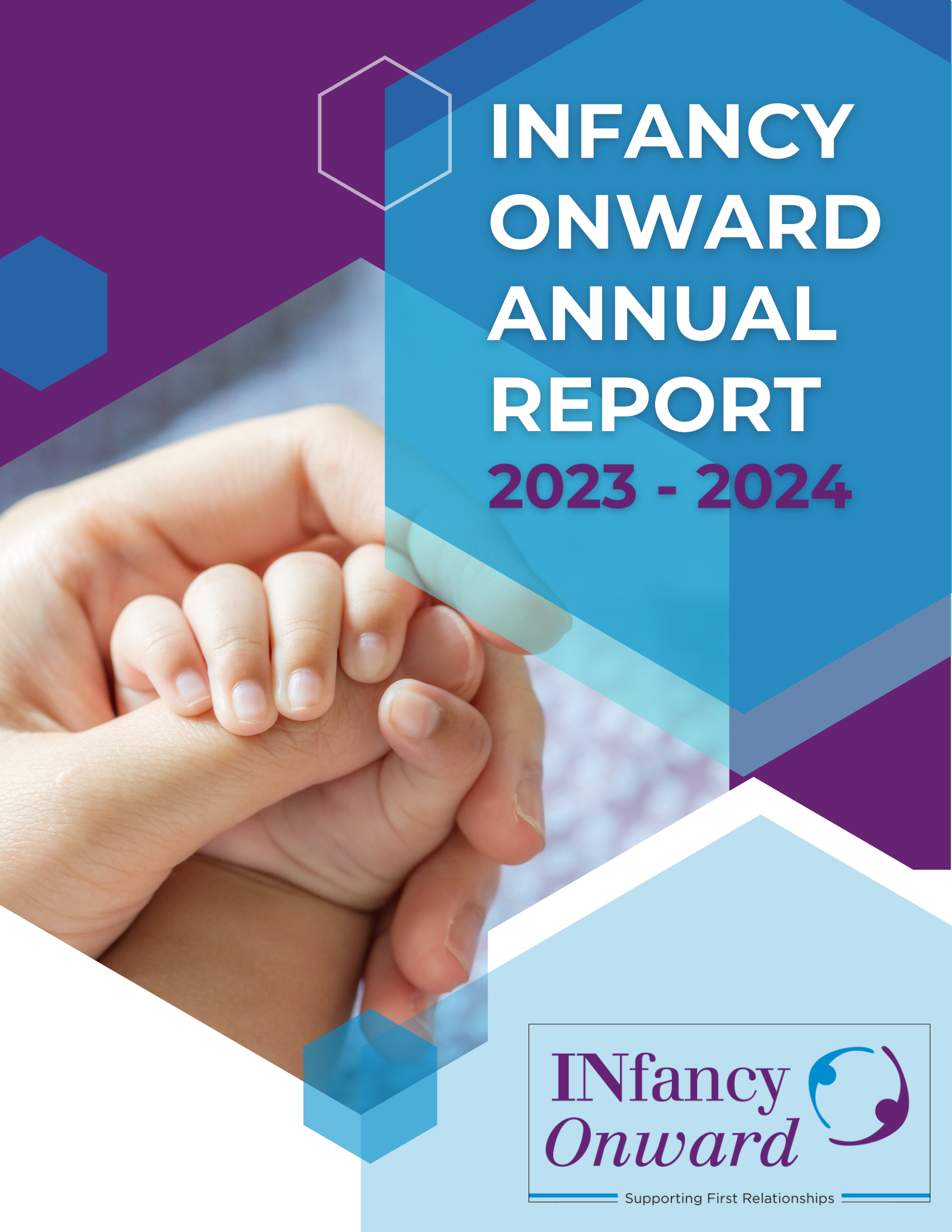




INFANCY ONWARD ANNUAL REPORT 2023 - 2024

INfancy
Onward



Supporting First Relationships

Who is INfancy Onward?



INfancy Onward is a statewide non-profit subsidiary of Mental Health America of Indiana and a member association of the global Alliance for the Advancement of Infant Mental Health. INfancy Onward is the only Infant and Early Childhood Mental Health organization in the state of Indiana, helping to support professionals working on behalf of infants and children up to 6 years of age through mental health education.

INfancy Onward offers an Infant Mental Health Endorsement®, an Early Childhood Mental Health Endorsement®, free Reflective Consultation groups for members seeking Endorsement, an annual conference, and trainings about young children, social/emotional and brain development, the effects of trauma on young children, and relationship building.

Meet Our Team



**SARAH
BAILEY**

**DIRECTOR OF
OUTREACH
AND TRAINING**



**ANNE
GABBERT**

**EDUCATION AND
RESOURCE
DEVELOPMENT
MANAGER**



**NILOU
PARIBORZI**

**DIRECTOR OF
ENDORSEMENT**

WHAT IS INFANT AND EARLY CHILDHOOD MENTAL HEALTH (IECMH)?



Infant and Early Childhood Mental Health is the developing capacity of the child, from birth to age six, to:



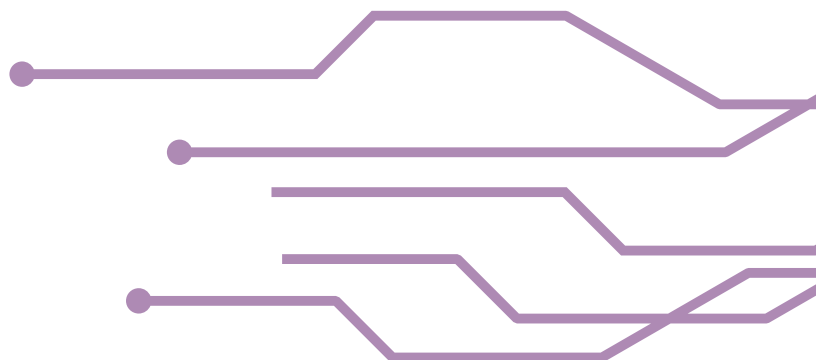
experience, regulate, and express emotions



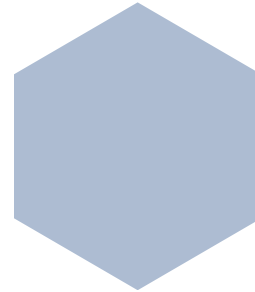
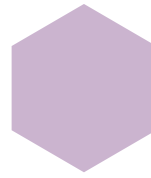
form close and secure interpersonal relationships



explore the environment and learn



THE IMPORTANCE OF INFANT AND EARLY CHILDHOOD MENTAL HEALTH



Brain Architecture



We have a shared stake to make sure babies develop sturdy brain architecture, because this foundation supports a lifetime of learning and productive participation in society. A reliable caregiver who is responsive to a baby's needs is the base for secure attachment, which allows an infant to explore and learn.

Body and Health



Toxic stress from broken caregiver-infant relationships can push a baby's stress hormones into overdrive. When constantly present, these hormones disrupt brain and physical development. And babies can't learn if their brains and bodies are working against them. The antidote to toxic stress? Affection and protection by a nurturing caregiver.

Behavior and Relationships

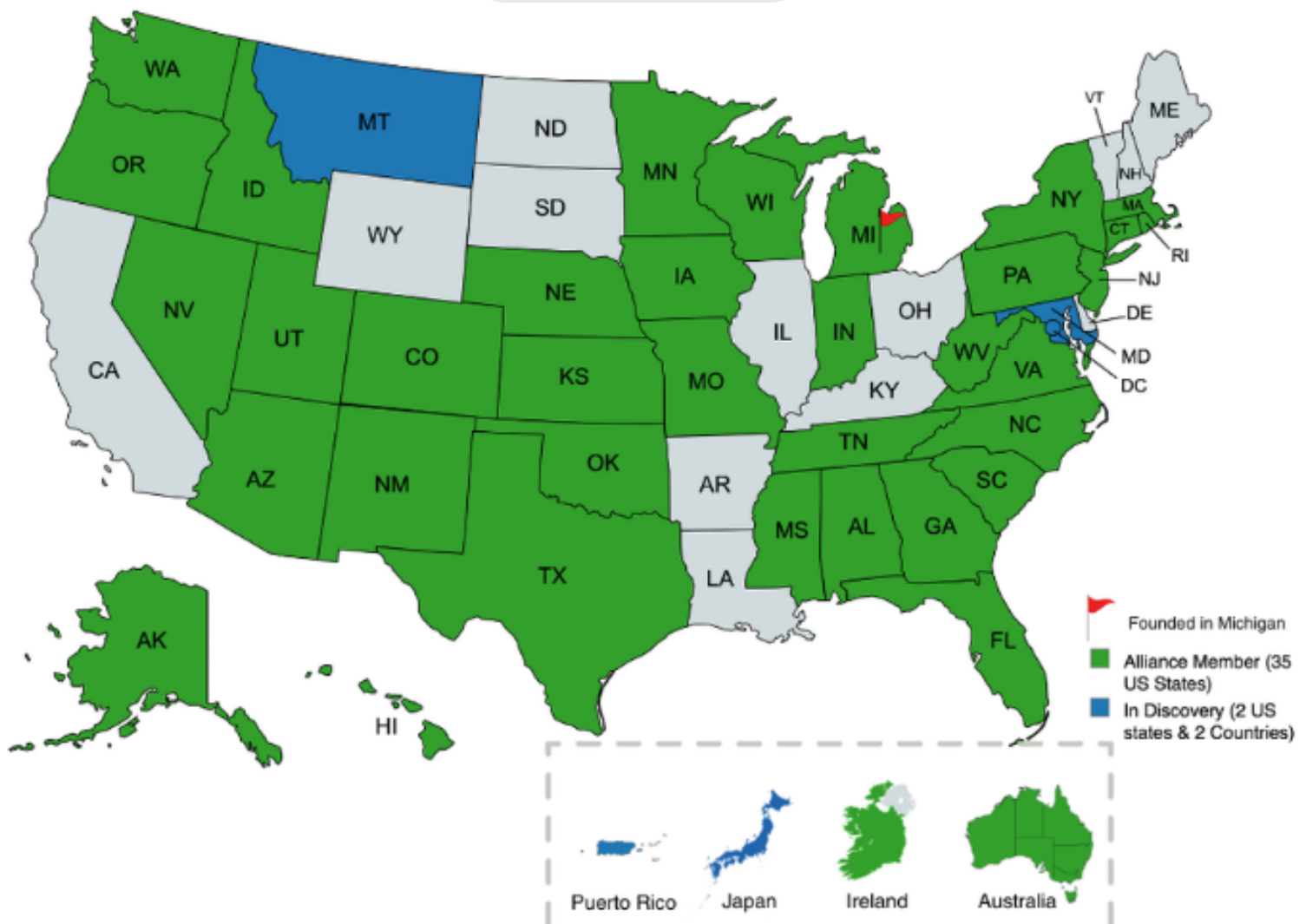


Secure attachment is a fundamental building block of social function. Children need relationships with sensitive caregivers to self-regulate, get along with others, solve problems, and be productive - the basis for civic and economic prosperity.



Alliance for the Advancement of Infant Mental Health

The Alliance for the Advancement of Infant Mental Health includes 35 U.S. state associations for infant mental health (AIMHs), including Infancy Onward/Indiana, as well as the Ireland and Western Australia AIMHs. Membership in the Alliance signifies that an AIMH utilizes the workforce development tools, Competency Guidelines (MI-AIMH Copyright © 2017), and the Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant and Early Childhood Mental Health® (IECMH Endorsement®).



35 state associations and 2 international associations are members of the Alliance.



WORLD ASSOCIATION FOR INFANT MENTAL HEALTH

The World Association for Infant Mental Health (WAIMH) is a not-for-profit organization for scientific and educational professionals. WAIMH's central aim is to promote the mental wellbeing and healthy development of infants throughout the world, taking into account cultural, regional, and environmental variations, and to generate and disseminate scientific knowledge.

Indiana/INfancy Onward is an affiliate of WAIMH, along with 62 other countries, cities, and/or states/territories.

In July 2023, Anne, Nilou, and Sarah attended the 18th WAIMH World Congress in Dublin, Ireland. The Congress offered three days of workshops, networking with Alliance members from more than 20 countries, and information about research conducted by colleagues from around the world.

In June 2024, Anne and Sarah traveled to Tampere, Finland for the 19th WAIMH World Congress. They listened to nationally renowned speakers, networked with hundreds of colleagues, and learned about research presentations on groundbreaking work with children and families.



WAIMH INTERIM WORLD CONGRESS
5-7 JUNE, 2024, TAMPERE, FINLAND

INDIANA'S ENDORSED PROFESSIONALS

Infancy Onward offers two mental health Endorsement types for individuals and caregivers working with infants, toddlers, and young children.

Infant Mental Health Endorsement (IMH-E)[®]

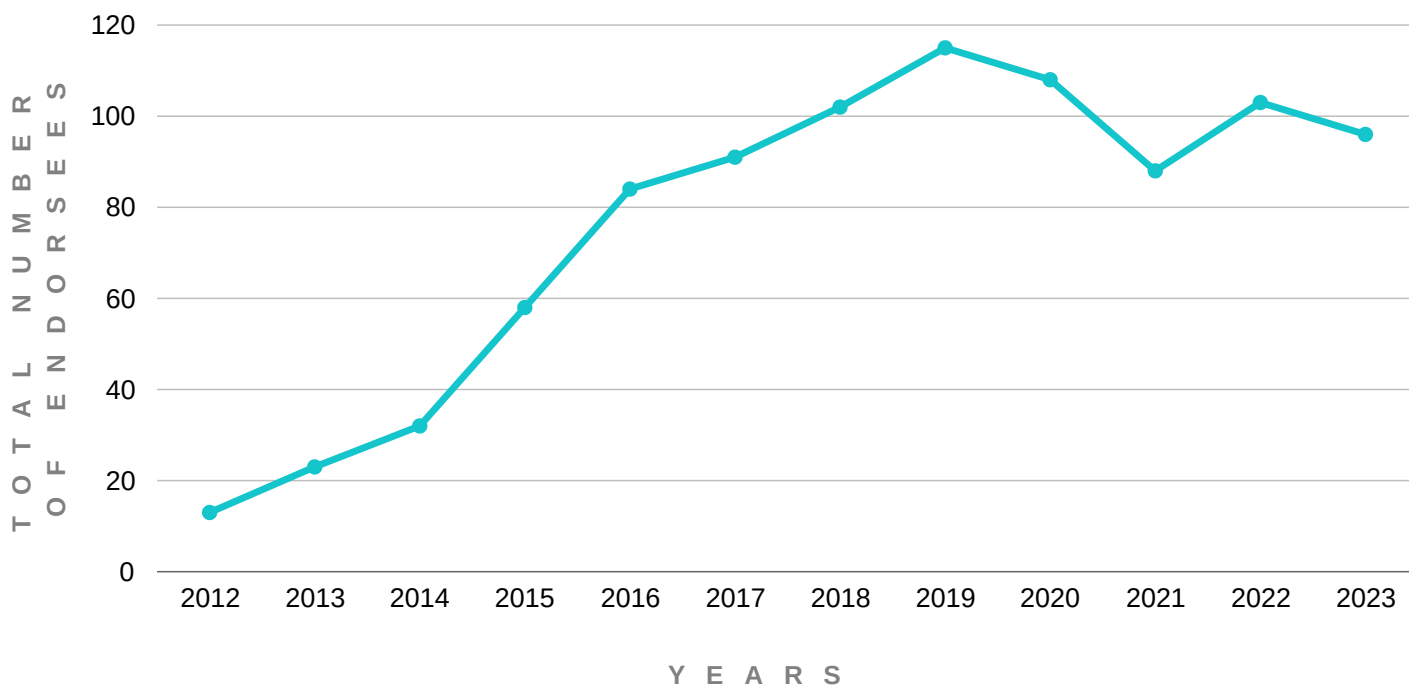
Indiana purchased the license for this Endorsement in 2010. The first cohort of professionals in Indiana completed this Endorsement in 2012.

Early Childhood Mental Health Endorsement (ECMH-E)[®]

Indiana purchased the license for this Endorsement in 2019. The first cohort of professionals in Indiana completed this Endorsement in 2020.

Fourteen individuals earned an Endorsement in 2023!

- 8 Infant Family Specialists
- 1 Infant Mental Health Mentor - Clinical
- 1 Early Childhood Family Associates
- 4 Early Childhood Family Specialists

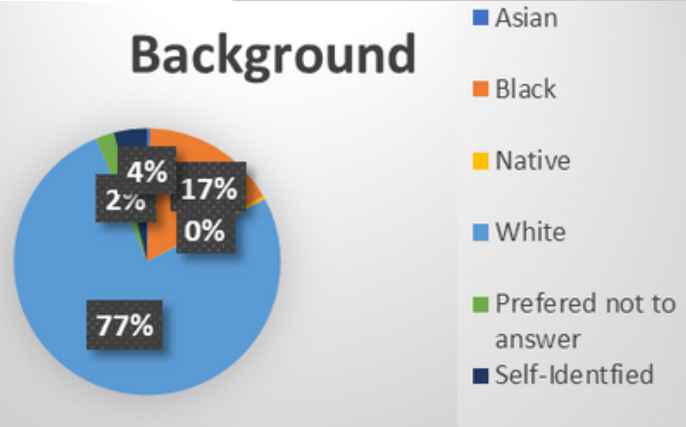


As of June 2024, there are 127 active endorsed providers serving all 92 counties in the state of Indiana.

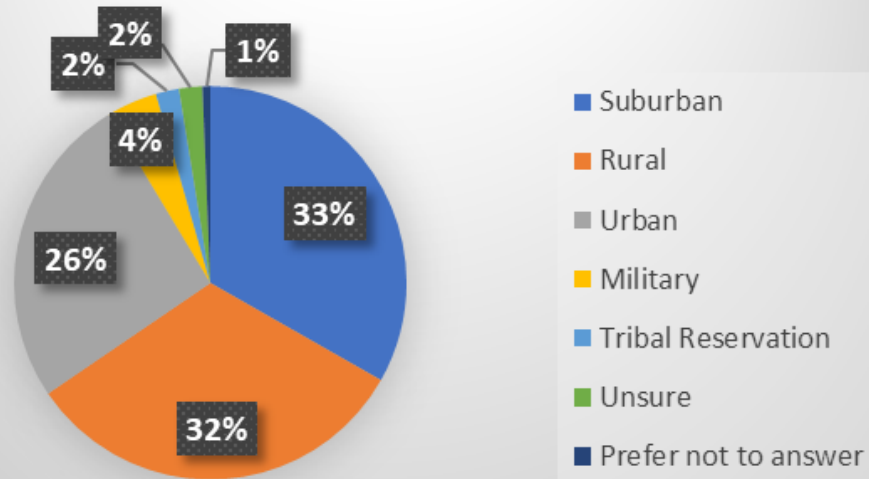
Check out our registry of active endorsed providers!
<https://www.infancyonward.org/endorsement-registry/>

2024 MEMBERSHIP

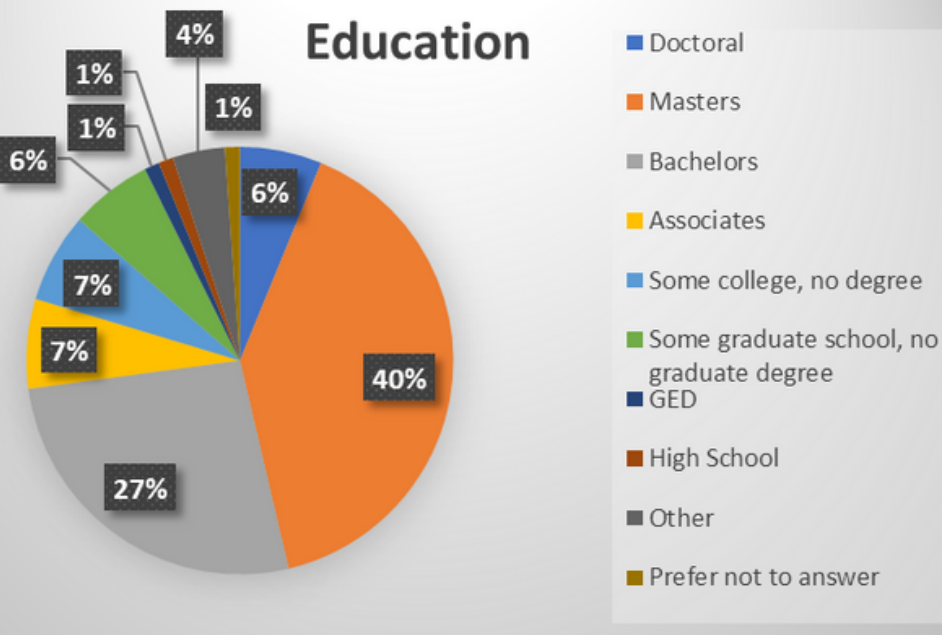
Background



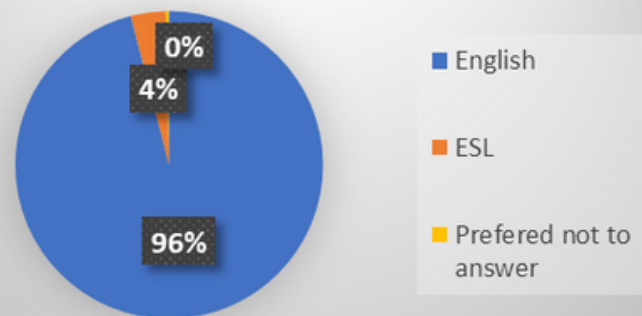
Communities Served



Education



Language



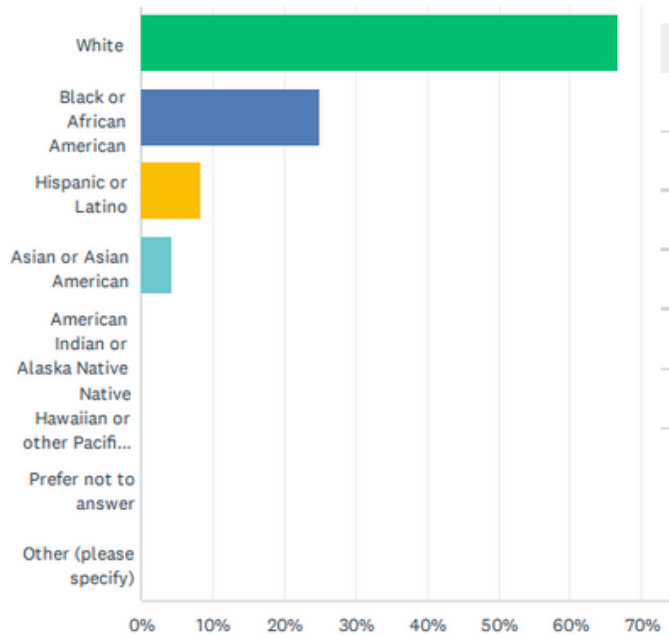
2024 SURVEY RESULTS

Early Childhood Education Programs and Directors Survey

Which best describes your current role?

ANSWER CHOICES	RESPONSES
Teacher	12.00%
Assistant	4.00%
Center Director	20.00%
Program Director	12.00%
Administration	24.00%
Consultant	12.00%
Clinician	0.00%
Other	16.00%

How do you describe yourself?
Check all that apply

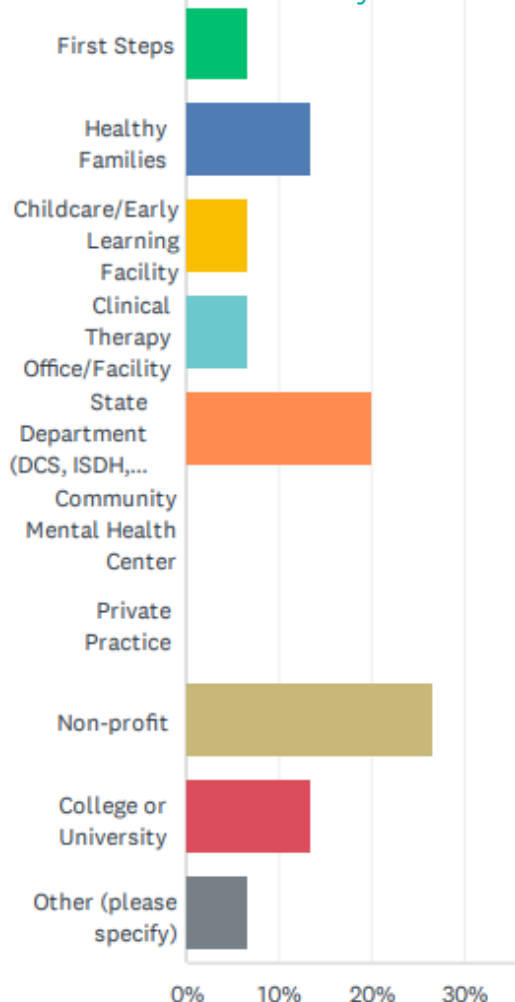


What language(s) do you speak fluently? Check all that apply

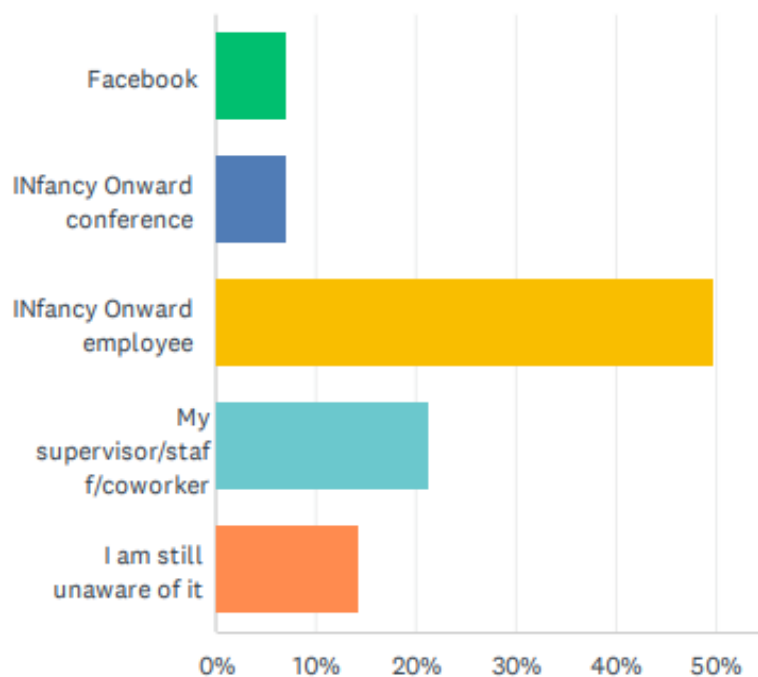
ANSWER CHOICES	RESPONSES
English	100.00%
Spanish	4.17%
Chin	0.00%
French	0.00%
Afrikaans	0.00%
ASL	4.17%
Other (please specify)	4.17%

Community Organizations and Stakeholders Survey

Please select the employment option that is the best fit for the work you do:



How did you learn about the Endorsements?



Are you aware of the Infant and/or Early Childhood Mental Health Endorsement®?

ANSWER CHOICES	RESPONSES
Yes	93.33%
No	6.67%

2023-2024 ENDORSEMENT UPDATES

- In mid-2023, it was recommended and approved that all applicants applying for Endorsement (all categories) must include a minimum of 3 hours of training specific to diversity, equity and inclusion in infant-early childhood mental health as part of the training requirements **effective January 1, 2024**.
- Early Childhood Mental Health endorsed providers of reflective supervision/consultation (RSC) can provide qualifying hours of RSC to Infant Mental Health Endorsement (IMH-E®) applicants and endorsees. This means that IMH-E® providers of RSC can provide to IMH and ECMH applicants and endorsees and ECMH-E® providers of RSC can also provide to both IMH and ECMH applicants and endorsees. This change is **effective as of February 2024**.

Infant/Early Childhood Mental Health Specialist (IECMHS) Endorsement Requirement Changes

- **Starting January 1, 2025**, there will no longer be an exam to become endorsed as IECMHS. Instead, there will be additions and updates made to the requirements for the IECMHS Endorsement application. Applications for IECMHS **will be frozen August 2, 2024**. After that, IECMHS applicants won't be able to work on their applications until 2025.
- Here's what's changing for people who want to become endorsed as Infant/Early Childhood Mental Health Specialist starting in 2025:
 - **WORK**
 - Two years of supervised paid work experience delivering culturally sensitive, relationship-focused parent-infant psychotherapy—a dyadic mental health treatment aimed at enhancing the parent-infant attachment relationship and optimal infant development. These services are provided by a licensed or license-eligible infant and early childhood mental health therapist specializing in the treatment of infants/toddlers (perinatal-36 months or 36 months to 6 years) in primary caregiving relationships (i.e., biological, foster, fictive kin, adoptive parent or guardian).
 - **The following work requirements must be met:**
 - Two years of work experience; one year or full-time equivalent of supervised internship with direct parent-infant/child psychotherapy experience as described above may count towards the 2 years paid work experience requirement if the internship supervisor is an endorsed professional (MHS or MHM-C).
 - A master's degree or higher OR a professional mental health license from a state regulatory agency
 - **TRAINING**
 - A minimum of 33 clock hours is required.
 - Of the 33 required hours, 10 hours must focus on parent-infant/child psychotherapy.
- The Alliance has written a memo explaining these changes, and all associations within the Alliance network will adopt them in January 2025. Please review the memo [HERE](#).

ENDORSED REFLECTIVE SUPERVISOR (ERS) ADD-ON

The Mental Health Specialist Task Force was entrusted with the responsibility of developing a pathway for Mental Health Specialists to continue providing reflective supervision. The group diligently worked to ensure the following vital considerations:

- 1. Equity and Consistency:** If certain professionals are required to demonstrate specific skills and knowledge related to providing reflective supervision, then all "qualified" providers must meet comparable criteria.
- 2. Evidence-Based Requirements:** Requirements had to be firmly rooted in workforce insights, research findings, and data.
- 3. Accessibility:** Applicants should be able to fulfill and document these requirements in a reasonable, equitable, and accessible manner.

The Pathway for Providing Reflective Supervision (RSC) is Endorsed Reflective Supervisor (ERS): This is an "add-on" for endorsees, allowing them to document their experiences and skills specific to the provision of RSC. Modeled after the Family Reflective Supervisor category of Endorsement, endorsees will apply for the ERS in EASy, documenting requirements specific to providing RSC.

- Available in January 2024:** Family Specialist and Mental Health Specialist professionals will have the opportunity to apply for the ERS add-on starting in January 2024. The add-on will be its own application in EASy and will only include the requirements specific to ERS.
- Extended Deadline for Current Providers:** The deadline for Mental Health Specialists and Master's prepared Family Specialists to cease providing RSC has been extended from April 30, 2024 to December 31, 2024. This extension grants professionals the entire year of 2024 to apply for the ERS add-on, ensuring a seamless transition.
- Endorsement Required:** To earn the ERS add-on, professionals must hold an Endorsement as a Mental Health Specialists or Family Specialists.
 - You may be working on 2 apps at the same time (e.g., Family Specialist and ERS) but you must earn Family Specialist before you can earn the ERS add-on.
- Provision Requirements:** Mental Health Specialist and Family Specialist professionals who obtain the ERS add-on can provide qualifying hours of RSC to any category, except for Mentor-Clinical endorsees or applicants. They can receive qualifying hours of RSC from any professional with the ERS add-on or from Mentor-Clinical professionals.
 - This means that in regard to the requirements, there is no difference between a Family Specialist + ERS or Mental Health Specialists + ERS. See table below!
- Credential:** The credential will be the same! IMH-E®, ECMH-E® or IECMH-E® will always be how you indicate your Endorsement! What will be different is how you write your signature. For example:
 Suzy Sunshine, MSW, IMH-E®
 Infant Mental Health Specialist, Endorsed Reflective Supervisor

Many categories of Endorsement require RSC to apply and renew. Those categories are Family Specialist, Family Specialist/Mental Health Specialist + Endorsed Reflective Supervisor, Mental Health Specialist, and Mentor-Clinical. Each category has specific requirements, including who is considered a qualified provider for them.

Requirements (January 1, 2025):

Endorsement*		
Category	Can receive from:	Can provide to:
Family Specialist (FS)	ERS & MHM-C	N/A
Family Specialist/Mental Health Specialist + Endorsed Reflective Supervisor (ERS)	ERS & MHM-C	FS, MHS, & ERS
Mental Health Specialist (MHS)	ERS & MHM-C	N/A
Mental Health Mentor-Clinical (MHM-C)	MHM-C	FS, MHS, ERS & MHM-C

Past Provider Requirements
(no longer valid after 12/2024):

Infant Mental Health-Endorsement*			Early Childhood Mental Health-Endorsement*		
Category	Can receive from:	Can provide to:	Category	Can Receive from:	Can Provide to:
IFS-with a bachelor's level degree	IFS (master's), IMHS, IMHM-C	N/A	ECFS-with a bachelor's level degree	IFS (master's), I/ECMHS, I/ECMHM-C	N/A
IFS-with a master's level degree	IMHS, IMHM-C	IFS-(bachelor's)	ECFS-with a master's level degree	I/ECMHS, I/ECMHM-C	ECFS-(bachelor's)
IMHS	IMHS, IMHM-C	I/ECFS, I/ECMHS	ECMHS	I/ECMHS, I/ECMHM-C	ECFS, ECMHS
IMHM-C	IMHM-C	I/ECFS, I/ECFRS, I/ECMHS, I/ECMHM-C	ECMHM-C	ECMHM-C	ECFS, ECFRS, ECMHS, ECMHM-C

2023-2024 OUTREACH AND TRAINING

**INfancy Onward
staff attended
more than 200
meetings**



**INfancy Onward staffed 20
exhibit tables at conferences
and provider fairs**

**10 staff attendance at these
events resulted in more than 100
connections being made for
potential Endorsement
candidates and future training
and collaboration opportunities
around the state**

**INfancy Onward hosted
37 trainings with
more than 400
participants!
INfancy Onward
membership and the
community had access to
over 85 training hours
during the fiscal year**



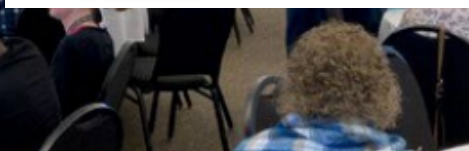
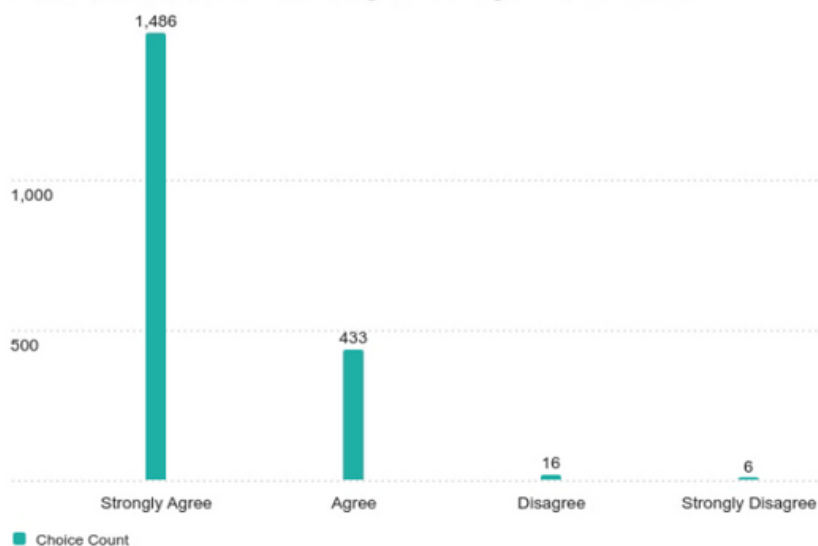


Over 700 people
attended the 2024
Indiana Early
Intervention Conference!



Day 2 Speaker Evaluations (1954 responses)

I am satisfied with the amount of knowledge and skills I gained from this session.



AUDIENCE IN-PERSON/REMOTE



AUDIENCE

80% IN-PERSON
20% REMOTE

Awesome conference as usual! Presenters, obtaining CEU certificates, vendors/giveaways, location, time/dates, food...all great! Thanks for all you guys do!

Thank you for this opportunity to network and learn and see great presentations

Jose, Thank you for organizing this event. You did a really good job:)

Amazing conference!! The attention was amazing !! Life savors

Always good vendors ,speakers and food!! Thank you so much!!



REVITALIZING REFLECTIVE CONSULTATION/SUPERVISION INTENSIVE TRAINING PROGRAM

From May 2023 through April 2024, INfancy Onward offered an interconnected series of Inclusion, Diversity, Equity and Antiracism-centered professional development opportunities for practitioners who provide Reflective Supervision or Consultation (RSC) and work with pregnant people, infants, toddlers, preschoolers, and families in Indiana.

The Project Consultants/Trainers are Dominique Charlot-Swilley, PhD, and Marie-Celeste Condon, PhD. Dr. Condon and Dr. Charlot-Swilley co-developed innovative, parallel models for Revitalizing Reflective Consultation/Supervision (R-RC/S) and Early Relational Health-Conversations (ERH-C) with families.

This first series was for professionals who want to:

- Promote inclusion, diversity, equity and antiracism (IDEAR) in services for Prenatal-to-6 populations in urban and rural Indiana
- Learn innovative practices in Revitalizing Reflective Consultation and Supervision (R-RC/S)
- Achieve and sustain Infant and Early Childhood Mental Health (IECMH) Endorsements®

30.5 possible credit hours were offered to the 15 reflective consultants/supervisors who participated in year one. To continue to build on the parallel process of reflective practice, a second yearlong program began in May 2024. This year, participants are learning how to use Early Relational Health Conversations (ERH-C) with families and innovative practices for revitalizing reflective practices. All the participants from year one were also encouraged to join for year two.



2023-2024 EVENTS AND HAPPENINGS



Mental Health America of Indiana hosts the “Hoosier Idol” Dinner and Show, February 2024

- Celebrated the debut of MHA Indianapolis and the inaugural Vitality Grants for Mental Health, October 2023
- Hosted the Infant and Early Childhood Mental Health Summit at the Government Center with guest speaker Lt. Governor Suzanne Crouch, October 2023
- Attended the Indianapolis screening of the Riley Children’s Health Documentary profiling the Indiana Youth Mental Health Crisis: “Racing to Respond”, November 2023



Constance Young receives the 2023 Mental Health America of Indiana Heroes in Recovery Award for her amazing contributions to, and support of, early childhood mental health at the MHA Symposium, December 2023

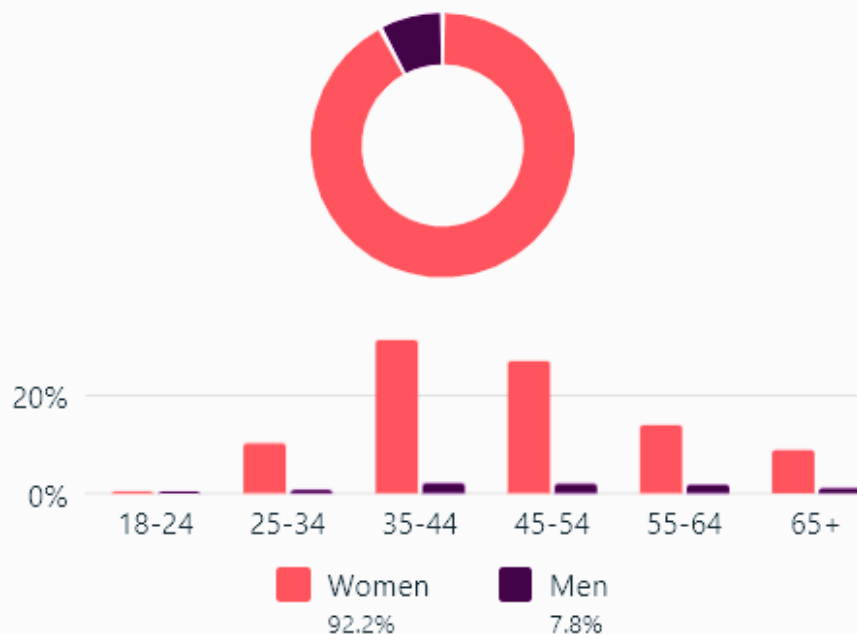


SOCIAL MEDIA

1085 Facebook followers, with 669 visits over the last year. 18,900 people were reached via social media content

Facebook Reach, up 133.3% from 2022-2023

Age and Gender of our followers, tracked by the Facebook App



Photos



Links



Text



Multi photo



Others



Videos



STAFF ACCOMPLISHMENTS

INfancy Onward staff are dedicated to improving outcomes for all children, and are proud to participate on the following groups/committees

(not an exhaustive list):

ACES Indiana Coalition, Cradle Indy Infant Mortality Project, Indiana Early Childhood Collaborative, Indianapolis Healthy Babies Consortium, IvyTech HamCo ECE Advisory Board, Pyramid Model State Leadership Team, STARS Council Marion County, and

Systems of Care Coalitions around the state.

INfancy Onward staff remained committed to continuing their personal and professional growth:

- Anne Gabbert received the Infant Family Specialist Endorsement in March and is pursuing the ERS add-on. She also attended the NAREA Reggio Emilia Conference at Butler University in October 2023.
- Sarah Bailey attained the Perinatal Mental Health Certification from Postpartum Support International: PMH-C
- Nilou attended MI-AIMH's 39th Biennial Conference in Michigan.
- Sarah and Anne attended the Trauma-Responsive Care for Infants and Toddlers *Train the Trainer* sponsored by ICF's Child Care State Capacity Building Center

Work continued throughout 2023 - 2024 on the "Mentoring & Training" grant from the Indiana Department of Health. Six sites took part in a focused in-person and virtual training series along with mentoring and mental health supports for teachers and children in classrooms. The reach of this work impacted more than 70 staff and hundreds of children and families.

TESTIMONIALS

“I can’t imagine doing my job without you as a sounding board. Your support is invaluable.” ~
Director of child care
participating in IDOH
cohort

“The support that you provide in the classrooms is so beneficial! Combined with the information in the trainings, we are making real changes for children here.”
~ Site Administrator

Comments from Survey Participants:

“When I explain the letters after my name, my credentials communicate to families that I have expertise in working with young children/families.

It offers reassurance that I have the training and experience necessary to assist them.”

“Question 13 (ranking quality of our trainings)

- I tried saying “love it..”

Also I am already in a group and love it.”

“The endorsement benefits me by keeping me up to date on research for families and children.”

“I actually really love my consultation group and appreciate that it is offered at no cost. I was hesitant to join and add another layer of jumping through hoops to maintain my endorsement status, but I have found it to be very valuable.”

Connect with **Us**



INfancyOnward.org



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mhaitraininginstitute.org



INfancyOnward.eventbrite.com