

Massachusetts Infant and Early Childhood Mental Health Professional Development Resource Guide 2017



**Partnership for
Early Childhood Mental Health**

This Guide is the result of the collaborative work of the Early Childhood Professional Development Workgroup of the Young Children's Council, which is led by the Massachusetts Department of Public Health's project LAUNCH funded by the Substance Abuse and Mental Health Services Administration (SAMHSA) in partnership with the MassAIMH Competency Guidelines® Task Force.

Welcome to the Massachusetts Infant and Early Childhood Mental Health (ECMH) Professional Development Resource Guide

Whether you are an educator in a child care program, pediatrician, home visitor, social worker, family partner or other professional who works with young children and families, this Guide is intended to connect you with training opportunities that are relevant to the work you do every day to support the health and well-being of children and families in Massachusetts.

The Guide includes more than 100 Early Childhood Mental Health (ECMH) professional development activities statewide from over 22 agencies. Opportunities for both para-professionals and professionals with a variety of educational backgrounds are included, from trainings for individuals with associates degrees to offerings geared towards advanced-practice clinicians with masters and/or doctoral degrees.

Please note that ECMH research and practice continue to evolve. Consequently, training opportunities included within the Guide are subject to change based upon the annual calendars, resources, and discretion of individual training entities. For the most updated training offerings, contact the entity directly using the information provided in the Guide.

To update or include your agency's ECMH training information within the Guide, contact Eve Wilder at eve.wilder2@state.ma.us.

HOW TO USE THIS GUIDE

To ensure agencies and professionals can identify trainings which best meet their needs, the Guide's content is presented in two formats:

A searchable table within Microsoft Excel and;

A printable booklet containing one-page briefs per training opportunity.

The following information (*when made available by the training entity*) is included for the professional development opportunities included within both versions of the Guide:

- Training entity and partners
- Content overview and objectives
- Target audience
- Professional development credit
- Tier of Support in the System
- Intensity of training need
- MassAIMH Competency Level
- Location, duration and frequency
- Cost to participate
- Contact information and website

Version 1: Table of ECMH Training Opportunities (Microsoft Excel)

Training opportunities within the table (Excel) version of the Guide are organized by training entity. Because a large number of entities are included in the table, they are categorized by type of organization to facilitate training searches. These categories include: 1) State agency; Health Care Institution and Affiliates; 3) Higher Education and; 4) Non-profit organization.

The left-hand column of the table identifies the training entity. Each row in the table represents an ECMH training opportunity and contains the training information listed on the page 1 of this document (i.e. training content overview; target audience, etc).

Two resources are available on www.ecmhatters.org to assist the user in navigating the Excel table and identifying relevant training opportunities:

Table of Contents: This document lists the ECMH trainings as they are organized in the table and can help the user locate opportunities by both row number and training entity.

Version 2: Electronic Booklet

Professionals can also access a booklet version of the Guide. Within the booklet, each training opportunity is described in a one-page brief. The trainings within the booklet are organized by training entity. A Table of Contents located on pages 4-8 of the booklet can assist the user identify trainings of interest. This version of the guide can be easily printed.

Classifying ECMH Trainings by Intensity of Training Needed and Tiers of Support Services delivered:

As you know, young children and their families often receive services from multiple systems. Within these systems, professionals with a variety of backgrounds and training support children and families across differing degrees of care and intensity of services. This ranges from general promotional strategies to help all children develop social-emotional skills all the way to providing intensive clinical treatment to children with a diagnosed mental health condition.

While these professionals may have different training needs, each plays an important role in supporting young children's social-emotional health. Therefore, the Guide suggests general guidelines around which degree of intensity of training and skills relevant to ECMH individuals might need to support children's social-emotional development within *their* specific professional settings. These various roles that require differing intensity of training therefore reflect varying intensity of services delivered to children and families; referred to here as Tiers of Support services.

Each training within the Guide is categorized within this "intensity of training need" framework, across promotion, prevention and intervention/treatment tiers or categories of support. Some trainings may fit into more than one category. In the Guide, the degrees of training intensity are organized within a nested model of Tiers of Support Services, meaning professionals who provide care at the most intensive end of the range (i.e. treatment for a child diagnosed with a Serious Emotional Disturbance (SED)) are recommended to also be proficient in strategies for promoting healthy social emotional development among all children.

Tiers of Support in service intensity within the Guide include:

- Universal/Promotion
- Preventive Strategies
- Intervention
- Treatment

Classifying Trainings by Early Childhood Mental Health Professional Competency Guidelines:

The Commonwealth of Massachusetts has joined an alliance of states which have all adopted a common set of Infant and Early Childhood professional Competency Guidelines to promote and support the optimal development of infants, very young children, and families through relationship-focused by enhancing workforce development. Made possible by a collaboration across the Department of Public Health and the Department of Early Education and Care, the Massachusetts Association for Infant Mental Health: Birth to Six, Inc. (MassAIMH) has brought these Competency Guidelines to our state with the goal of integrating the competencies into trainings designed to build a more skillful and confident workforce in support of early social, emotional, and behavioral development. MassAIMH Competency Guidelines® inform professional development practices across systems and disciplines.

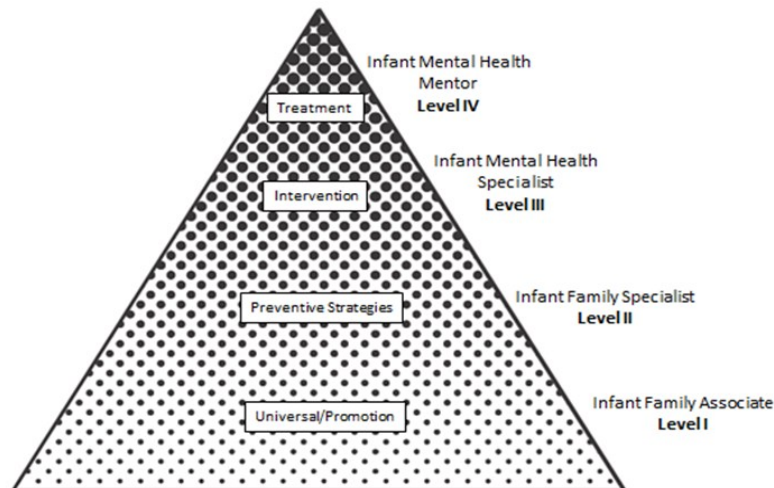
The MassAIMH Competency Guidelines® are also applied to this Professional Development Resource Guide. This will assist you in locating trainings that can help you fulfill the competencies defined by the four-level Competency Guidelines® system.

The four levels of competency within this system are:

- I. Infant Family Associate
- II. Infant Family Specialist
- III. Infant Mental Health Specialist
- IV. Infant Mental Health Mentor (Clinical, Policy, Research/Faculty)

Each level recognizes the educational experiences, specialized in-service training experiences, and work experiences appropriate for best service outcomes for infants, very young children, and families. You can access more information on the competencies expected for each of these levels on the [ecmhatters](http://ecmhatters.org) professional development webpage and at www.massaimh.org.

ECMH Trainings Classified by:
Intensity of Training and Tiers of Support Services



Please note:

The MassAIMH Competency Guidelines® Levels of professional development are listed to the right of this pyramid of intensifying support services and professional development required.

Disclaimer:

The Early Childhood Mental Health (ECMH) Professional Development Workgroup of the interagency Young Children's Council and the MassAIMH Competency Guidelines® Task Force has prepared this document as a resource for individuals who work with young children and their families and who are looking to enhance their knowledge and skills around early childhood mental health.

The user is solely responsible for any use of the material within this document. While an effort was made to identify all relevant training opportunities in Massachusetts, this is not an exhaustive or comprehensive list. Furthermore, training opportunities are subject to change based on the discretion of the individual training entities. Please be advised that a training's inclusion in the *ECMH Professional Development Resource Guide* does not constitute or imply an endorsement of a particular training model or program by the Professional Development Workgroup or the Massachusetts Department of Public Health. Many of the trainings and training organizations included in this Guide have already included information on their listings that help you find trainings that can assist in fulfilling a Level of the Competency Guidelines®. Not all of the training institutions have yet completed that process. You can access more information about how a specific training helps to fulfill the Competency Guidelines® by visiting individual websites associated with those trainings.

The EMCH Resource Guide Tiers of Support Services

Universal/Promotion

Target population: Expectant families and all children B-8, and their families

Scope: All promotion activities

- Families have basic needs met
- Care coordination/Resource and referral
- Family support
- High quality early education & care
- Universal screening; developmental and social-emotional screening in primary care & early education and care programs
- Use of standards-based early childhood curriculum and assessment
- Dissemination of information promotion healthy social emotional development
- Behaviorally based programs in a variety of settings

Examples of professionals practicing in this tier:

- Childcare/ Early Education and Care providers and public school staff
- Parent educators
- Pediatricians & other health care providers
- Midwives, lactation consultants, doulas
- Family support networks
- Family Partners
- Community caregivers (police, librarians, judges)
- State agency staff
- Parents

Preventive Strategies

Target population:

- Children B-8 and their families with low-to-moderate risk
- Children B-8 with a behavioral concern or social emotional delay that would require a beginning level intervention (mod. level of risk balanced by protective factors)

Scope: All targeted prevention activities

- Targeted screening & assessment
- Family/caregiver support & family partners
- Care coordination
- Home visitation programs
- Early intervention
- Frequent on-site visits from mental health consultants
- Social emotional curricula & behaviorally-based programs in a variety of settings

Examples of Professionals practicing in this tier:

- Professionals included in the Promotional Tier ,as appropriate and relevant to scope of practice
- Home visitors
- Nurses (NICU, Public Health, Case Managers)
- Bachelors level social workers (Child protective service workers)
- Psychologists & mental health therapists
- Special educators and allied health professionals (OT, Speech, PT)
- Family systems

Intervention (Imminent Risk)

- Target population: Children B-8 with a moderate behavioral concern or social emotional delay, mental health disturbance or disorder
- Includes presence of multiple risk factors within child/family or environment

Scope:

- Early evaluation & periodic assessments
- Treatment (including in-home)
- Mental health consultants (frequent on-site visits or in-house support)
- Crisis teams
- Wraparound services
- Intensive care coordination
- Relationship-based therapy
- Behaviorally based programs in a variety of settings

Examples of professionals practicing in this Tier:

- Professionals included in Promotion and Prevention Tiers, as appropriate and relevant to scope of practice
- Masters-level professionals or above with expertise in: infant/toddler development, parent-child interactions, psychopathology

Treatment

- Target population: Children B-8 with Serious Emotional Disturbance (SED), a major mental health diagnosis, or a crisis-level behavioral concern

Scope:

- Intensive treatment (including in-home treatment)
- Mental health consultants (frequent on-site visits or in-house support) o
Crisis teams
- Wraparound services
- Intensive care coordination
- Behaviorally based programs in a variety of settings

Examples of Professionals in this Tier:

- Professionals included in Promotion, Prevention, and Intervention Tiers, as appropriate and relevant to scope of practice
- Relationship-based therapy
- Behaviorally based programs in a variety of settings

Examples of Professionals in this Tier:

- Professionals included in Promotion, Prevention, and Intervention Tiers, as appropriate and relevant to scope of practice
- Psychiatrists, with early childhood experience
- Specialist physicians, with early childhood experience
- Licensed social workers, with early childhood experience
- Licensed mental health clinicians, with early childhood experience
- Licensed clinical psychologists, with early childhood experience

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