



Infant Mental Health (IMH) Competencies and Division of Early Childhood (DEC) Recommended Practices Crosswalk

This crosswalk has been aligned with the knowledge/skill areas found within the Competency Guidelines® and the Division of Early Childhood Recommended Practices. It was authored by at least one professional holding the Infant/Early Childhood Mental Health Endorsement® (IMH-E®/ECMH-E®) credential for Michigan Association for Infant Mental Health (MI-AIMH). We cannot guarantee the accuracy, reliability or completeness of the crosswalk.

This crosswalk was developed in collaboration with Virginia Early Intervention Professional Development (VEIPD) Center and Kansas State University. For questions, please contact [Lisa Terry](#) or [Jennifer Francois](#). A special thank you to our reviewers, Serra Acar, University of Massachusetts, Boston and Cori Hill, Partnership for People with Disabilities, Virginia Commonwealth University.

Additional resources: [VAIMH Competency Guidelines](#), [DEC Recommended Practices](#)

Theoretical Foundations	Leadership	Assessment	Environment	Family	Instruction	Interaction	Teaming & Collaboration	Transition
Pregnancy and Early Parenthood (IFA, IFS, IMHS, IMHM)		A1 A2 A3 A4 A7 A8 A9 A11	E1 E2 E3 E4 E6	F1 F2 F3 F4 F5 F6 F7 F8	INS1 INS2 INS3 INS4 INS5 INS8	INT1 INT2	TC1	
Infant/Young Child Development & Behavior (IFA, IFS, IMHS, IMHM)		A1 A2 A3 A4 A7 A8 A9 A11	E1 E2 E3 E4 E6	F1 F2 F4 F5 F6 F7 F8	INS1 INS2 INS3 INS4 INS5 INS6 INS7 INS8 INS9 INS10 INS13	INT1 INT2 INT3 INT4 INT5	TC1 TC2	TR1 TR2
Infant/Young Child/Family-Centered Practice (IFA, IFS, IMHS, IMHM)		A1 A2 A3 A4 A6 A7 A11	E1 E2 E3 E4 E6	F1 F2 F3 F4 F5 F6	INS1 INS2 INS3 INS4 INS5 INS6 INS7 INS8 INS9 INS10 INS13	INT1 INT2 INT3 INT4 INT5	TC1 TC2 TC4 TC5	
Relationship-focused Therapeutic Practice		A4 A6	E1 E2	F1 F2	INS1 INS2	INT1 INT2	TC1 TC2	

Theoretical Foundations	Leadership	Assessment	Environment	Family	Instruction	Interaction	Teaming & Collaboration	Transition
(IFA, IFS, IMHS, IMHM)		A7 A11	E3	F3 F5 F6 F7	INS9 INS13			
Family Relationships and Dynamics (IFA, IFS, IMHS, IMHM)		A1 A2 A4 A6 A7 A11	E1	F1 F2 F3 F5 F6 F7	INS2 INS9 INS13	INT2	TC1 TC2	
Attachment, Separation, Trauma, Grief & Loss (IFA, IFS, IMHS, IMHM)				F5 F6	INS2 INS8 INS9	INT2		
Cultural Competence (IFA, IFS, IMHS, IMHM)		A3 A5 A10 A11		F1 F2 F3 F6 F7 F8	INS4 INS5 INS6 INS11 INS12 INS13	INT3	TC1	
Disorders of Infancy/Early Childhood (IFA, IFS, IMHS, IMHM)		A3 A4 A8 A9 A10	E4	F5 F8	INS2 INS4 INS5 INS6 INS7 INS8 INS9 INS11 INS12 INS13	INT2 INT3 INT4 INT5	TC1 TC2	
Psychotherapeutic & behavioral theories of change (IMHS & IMHM)				F5				
Mental & Behavioral disorders-adults (IMHS & IMHM)				F6				
Adult Learning Theory & Practice (IMHM)		A1 A2 A6 A11	E3 E4 E5	F1 F2 F4 F5 F6 F7 F8 F9 F10	INS1 INS2 INS4 INS7 INS8 INS13		TC1 TC2 TC3 TC4 TC5	
Statistics (IMHM)	L12							
Research & evaluation (IMHM)	L9							
Law, Regulation & Policy								
Ethical Practice (IFA, IFS, IMHS, IMHM)	L1 L2			F1 F2 F8				
Government, Law & Regulation (IFA, IFS, IMHS, IMHM)	L10			F9				

Theoretical Foundations	Leadership	Assessment	Environment	Family	Instruction	Interaction	Teaming & Collaboration	Transition
Agency Policy (IFA, IFS, IMHS, IMHM)	L1			F9				
<i>Systems Expertise</i>								
Service Delivery Systems (IFA, IFS, IMHS, IMHM)	L13 L14			F5 F6 F7 F10			TC1 TC4	TR1, TR2
Community Resources (IFA, IFS, IMHS, IMHM)	L14		E3 E4 E5	F1 F2 F3 F5 F6 F7 F8 F10			TC4	TR1, TR2
<i>Direct Service Skills</i>								
Life Skills (IFA, IFS, IMHS, IMHM)		A1	E1 E2 E3 E4 E5	F5 F6 F8	INS2 INS4 INS6 INS7 INS8 INS11 INS12	INT2 INT3 INT4 INT5		
Observation and Listening (IFA, IFS, IMHS, IMHM)		A2 A6 A7 A9	E1 E2	F1 F3 F4 F5 F6 F7	INS1 INS2 INS3 INS4 INS5 INS6 INS7 INS8 INS9 INS10 INS11 INS12 INS13	INT1 INT3 INT4 INT5	TC1	
Screening and Assessment (IFA, IFS, IMHS, IMHM)	L14	A1 A2 A3 A4 A5 A6 A7 A8 A9 A10 A11	E3 E4 E6	F2 F3 F4 F5 F7 F8	INS1 INS2 INS3 INS4 INS5 INS6 INS7 INS8 INS9 INS10 INS11 INS12 INS13	INT3 INT4 INT5	TC1 TC2	
Responding with Empathy (IFA, IFS, IMHS, IMHM)		A11		F1 F3 F5	INS9 INS13	INT1 INT2	TC1	
Advocacy (IFA, IFS, IMHS, IMHM)	L8, L12			F1 F5 F7 F9 F10	INS13			

Theoretical Foundations	Leadership	Assessment	Environment	Family	Instruction	Interaction	Teaming & Collaboration	Transition
Safety (IFA, IFS, IMHS, IMHM)			E2 E3					
Intervention/treatment planning (IMHS & IMHM)	L12	A4 A8 A9 A11	E1 E2 E3 E4 E5 E6	F1 F3 F4 F5	INS1 INS2 INS3 INS4 INS5 INS6 INS7 INS8 INS9 INS10 INS13	INT2 INT3 INT4 INT5	TC1 TC2	
Developmental Guidance (IMHS & IMHM)		A4 A8 A11	E2 E3 E4 E6	F1 F2 F3 F4 F5 F6 F7 F8	INS2 INS4 INS5 INS6 INS7 INS8 INS9 INS10 INS13	INT3 INT4 INT5	TC1 TC2	
Supportive Counseling (IMHS & IMHM)								
Parent-infant/very young child relationship-based therapies & practice (IMHS & IMHM)				F1 F2 F5	INS2 INS8 INS9	INT2		
Reflective clinical supervision (IMHM-clinical)				F1			TC3	
<i>Working With Others</i>								
Supporting Others (IFA, IFS, IMHS, IMHM)		A7 A11	E1 E2 E3 E4 E5	F1 F2 F3 F5 F6 F7 F8	INS2 INS8 INS9 INS13		TC1 TC2 TC3 TC4 TC5	TR1 TR2
Building & Maintaining Relationships (IFA, IFS, IMHS, IMHM)	L6	A1 A5 A6 A7 A11	E2 E3 E4 E5	F1 F2 F3 F4 F5 F6 F7 F8	INS1 INS2 INS4 INS5 INS6 INS7 INS8 INS9 INS13		TC1 TC2 TC3 TC4 TC5	TR1 TR2
Collaborating (IFA, IFS, IMHS, IMHM)	L3, L6, L11, L13	A2 A5 A6 A7 A11	E1 E2 E3 E4 E5	F1 F2 F3 F4 F5 F6	INS1 INS2 INS4 INS6 INS7 INS8 INS9 INS13		TC1 TC2 TC3 TC5	TR1 TR2
Resolving Conflict (IFA, IFS, IMHS, IMHM)							TC2 TC3	

Theoretical Foundations	Leadership	Assessment	Environment	Family	Instruction	Interaction	Teaming & Collaboration	Transition
Empathy & Compassion (IFA, IFS, IMHS, IMHM)		A11		F1 F3 F5	INS13	INT1 INT2	TC1 TC3	
Mentoring (IFS, IMHS, IMHM)					INS8 INS13		TC2	
Coaching & Mentoring (IMHM)			E1 E2		INS8 INS13		TC2	
Crisis Management (IMHM)							TC3	
Consulting (IMHM)								
<i>Communicating</i>								
Listening (IFA, IFS, IMHS, IMHM)		A6 A11		F1 F3 F4 F5 F6 F8	INS1 INS2 INS3 INS4 INS5 INS7 INS9 INS10 INS13	INT3 INT4 INT5	TC1 TC2 TC3 TC5	TR1 TR2
Speaking (IFA, IFS, IMHS, IMHM)		A5 A6 A11		F1 F2 F3 F4 F5 F6 F8	INS1 INS2 INS4 INS5 INS6 INS7 INS9 INS10 INS13	INT3 INT4 INT5	TC1 TC2 TC3 TC5	TR1 TR2
Writing (IFA, IFS, IMHS, IMHM)	L12	A5 A6 A9 A11		F1 F2 F3 F4	INS2 INS3 INS4 INS5 INS6 INS9 INS13			TR1 TR2
Group Process (IMHM)							TC3	
<i>Thinking</i>								
Analyzing Information (IFA, IFS, IMHS, IMHM)		A7 A8 A9	E1 E2 E3 E4 E6	F4 F5 F7	INS1 INS2 INS3 INS4 INS5 INS6 INS7 INS8 INS9 INS10 INS13	INT1 INT3 INT4 INT5	TC1 TC2 TC3	
Solving Problems (IFA, IFS, IMHS, IMHM)		A7 A8 A9	E1 E2 E3 E4 E6	F6	INS1 INS2 INS3 INS4 INS5 INS6	INT2 INT3 INT4 INT5	TC1 TC2 TC3	

Theoretical Foundations	Leadership	Assessment	Environment	Family	Instruction	Interaction	Teaming & Collaboration	Transition
					INS7 INS8 INS9 INS10 INS13			
Exercising Sound Judgment (IFA, IFS, IMHS, IMHM)		A3 A8 A9		F2 F5 F6	INS3 INS4 INS5 INS6 INS7 INS8 INS9 INS10 INS13	INT1 INT3 INT4 INT5	TC2 TC3	
Maintaining Perspective (IFA, IFS, IMHS, IMHM)		A8		F4 F5	INS3 INS4 INS5 INS6 INS7 INS8 INS9 INS10 INS13	INT1	TC2	
Planning & Organizing (IFA, IFS, IMHS, IMHM)		A3 A8 A9	E1 E2 E3 E4 E6	F3 F4 F8	INS1 INS2 INS3 INS4 INS5 INS6 INS7 INS8 INS9 INS13	INT3 INT4 INT5	TC1 TC2	TR2
<i>Reflection</i>								
Contemplation (IFA, IFS, IMHS, IMHM)				F6 F8			TC2	
Self Awareness (IFA, IFS, IMHS, IMHM)				F8	INS4 INS13			
Curiosity (IFA, IFS, IMHS, IMHM)		A7	E1 E3	F3 F6 F8	INS4 INS13		TC2	
Professional/Personal Development (IFA, IFS, IMHS, IMHM)	L4, L9			F8			TC2 TC3	
Emotional Response (IFA, IFS, IMHS, IMHM)				F6 F8	INS4 INS7 INS13	INT1		
Parallel Process (IMHS & IMHM)				F5				