



## 2020 AIMH HI ANNUAL PROGRESS REPORT

In fall 2019 the Hawai'i Association for Infant Mental Health (HAIMH) embarked on a planning process that drew on our 12-year history as an all-volunteer organization, built on recent funding momentum, gathered stakeholder input, and convened a two-day retreat to draft a strategic plan to guide the organization for the next two years.

The following report is an update on our implementation work a year out on the plan. As an all volunteer organization we are pleased with our accomplishments to date, thankful for the support we have received from key funders, Hawaii Community Foundation in particular, the team work we have entered into with key partners at the Department of Health, Early Childhood Action Strategy, Learning to Grow and other community partners.

We look forward to our second year of implementation and the hiring on an Administrative Coordinator which will build our organizational and financial sustainability.

### THREE STRATEGIC GOALS WILL DRIVE AIMH HI'S WORK OVER THE NEXT TWO YEARS:

BUILDING A STRONG VIABLE ORGANIZATION THAT IS A GO TO COMMUNITY RESOURCE AND ADVOCATE FOR KEIKI IN HAWAII

INCREASING COMPETENCE IN INFANT AND EARLY CHILDHOOD MENTAL HEALTH FOR DIVERSE PEOPLE ACROSS A BREADTH OF SETTINGS

ALIGNING WITH LARGER SYSTEMS THAT AFFECT CHILDREN AND FAMILIES

**STRATEGIC GOAL 1: BUILD A VIABLE ORGANIZATION THAT IS A GO-TO COMMUNITY RESOURCE AND LEADING ADVOCATE FOR KEIKI IN HAWAII'. AIMH HI will transition from volunteer-led to a professionally-staffed organization with clear systems, practices, and impact.**

---

## STRATEGIC GOAL 1 OBJECTIVES

### **1. Clarification of Organization Structure and Board member roles**

Identified individual board member contributions and leadership roles to carry out objectives. The strategic plan identified the need for the Board to establish an effective committee structure that would move our three action areas forward; professional development, IMH Endorsement and IECMH consultation. In 2020 the following committees and their chairs were established

- i. Professional Development: Erin Henderson & Gail Breakey
- ii. Endorsement: Amanda Lunning & Gail Breakey
- iii. Consultation: Deborah Gardner  
Standing Committees
- iv. Finance: JoAnn Farnsworth & Cherilyn Shiinoki
- v. Membership: Chris Jackson & Candace Pang
- vi. Systems & Policy: Tina Porres Jones & JoAnn Farnsworth

### **2. External Communications**

The Hawaii Association for Infant Mental Health choose to rebrand itself with an easier more vibrant name. To that end we now use the AIMH HI (Association for Infant Mental Health in Hawaii) as our DBA. To this end we hired a graphic designer to work with us on a logo and branding and to totally revamp our website design, [aimhhi.org](http://aimhhi.org)

The website is now the hub for the community to access our professional develop activities, to learn about the IMH Endorsement offered and to access resources on child development and IMH.

### **3. Build a well connected network**

AIMH HI polled training participants at a July 2019 workshop on membership benefits they might be interested in to inform the kinds of offerings AIMH HI should focus on in the future to recruit more members. As a result we have;

- i. Adopted and adapted the Wild Apricot system to facilitate and track membership applications, enrollment and renewals
- ii. A list of “active” and “pending renewals” members is shared at monthly Board meetings for follow-up as needed.
- iii. AIMH HI website has been updated with a membership solicitation page, including participation benefits and expected contributions.

- iv. Quarterly program updates are sent to the membership via the Wild Apricot platform – in July 2020 information was sent out about our new website logo, the Promising Minds Fellows Program, and Infant Mental Health Endorsement.
- v. A small group of Promising Minds Fellows is being recruited to take the lead on prioritized AIMH-HI projects – e.g., quarterly newsletters, quarterly workshops, networking events, articles review, and an annual summit, with the intent of then soliciting engagement of other AIMH-HI members on these “work groups”.

#### **4. Continuity of Funding**

The challenge of financial sustainability looms large for AIMH HI. AIMH HI is part of the National Alliance for the Advancement of Infant Mental Health and this is an issue that is facing most, if not all, of the AIMs in the United States. Most are heavily dependent on foundation funding and to date that has been true for us as well. The members working on the Systems and Policy committee are addressing this through a number of different efforts;

- I. AIMH HI sits on the advisory team for the statewide infant and early childhood behavioral health plan in which there is a whole “chapter” on sustainable funding. In this effort we are exploring partnerships with our Department of Health (DOH) and Medicaid Division.
- II. The National Alliance has contracted with the Non Profit Finance Fund to develop sustainability models. As members of the Alliance this material will be available to AIMH HI.
- III. The Medicaid division is working with us to develop reimbursement codes for some dyadic services. The DOH is working with us to develop a model that will reimburse IECMH consultation services.
- IV. In 2021 we anticipate the new Administrative Coordinator will oversee the development of a formal business plan.

#### **5. Efficient Financial and Data Systems**

- i. In 2020 we have upgraded our Wild Apricot data base system in order to track professional development activities, keep membership renewals up to date and communicate with our larger network.
- ii. A grants management system was established to track grant deliverables.
- iii. AIMH HI is shifting its accounting system from a cash basis to an accrual basis.

#### **6. Stable Organizational Systems**

AIMH HI has work to do in this area. The lack of a lead administrative staff person has left much of this on our to do list. The Finance Committee and the Secretary pick up as much of this work as they can but having an administrator will move this forward tremendously.

- i. AIMH HI was able to hire two consultants in 2020 to help build the critical systems for us to do our work. In both cases we contracted with different divisions of the Alliance for the Advancement of Infant Mental Health.
  1. Building the Consultation Registry
  2. Building the Endorsement System

**STRATEGIC GOAL 2: INCREASE COMPETENCE IN INFANT AND EARLY CHILDHOOD MENTAL HEALTH FOR DIVERSE PEOPLE ACROSS A BREADTH OF SETTINGS.**

AIMH HI will help build a well-trained workforce through learning communities, trainings, and endorsement cohorts.

**1. PROMISING MINDS FELLOWS PROGRAM:**

The Hawai'i Community Foundation in partnership with AIMH HI developed the Promising Minds Fellows Program (PMFP) in 2019, with its first cohort currently in process. The intended purpose of the Promising Minds Fellows Program was to increase both the proficiency and confidence of mental health professionals who work with infants, young children and their families, as well as grow the number of consultants that serve as a direct resource for those families and their communities. The fellowship utilizes a mentorship format including Reflective Supervision and Consultation (RSC), professionals in the community as teaching faculty, and regular networking opportunities. The cohort includes participants from across disciplines in fields that connect infants, young children and their families.

The 2020 cohort currently has 14 interdisciplinary fellows. The program, although modified due to COVID-19, has a nearly 100% participation rate and includes bi-weekly reflective supervision groups, monthly full-day learning sessions, individualized professional development (PD) plans and personalized mentorship from an Endorsed® practitioner. Just a little over halfway through the 1-year cohort, many of the fellows, through their individualized PD plans, have already joined advocacy groups, written proposals, and begun contracting reflective practice and consulting services within the community.

Year 2 of the PMFP, tentatively set to begin early/mid 2021 hopes to double the cohort size, including additional Mentors, and adds components that include collaboration in IMH with Project ECHO (Extension for Community Healthcare Outcomes), and The Growing Brain (Birth-5) Training series from Zero the Three.

**2. ENDORSEMENT:**

Endorsement efforts for the Association have been intentionally and closely tied into the Fellows program. Ongoing mentorship and Reflective Supervision and Consultation (RSC) are cornerstones of the Competencies® model and building capacity to support that was an intentional step in growing Endorsement in Hawai'i.

In September 2020, a contract was negotiated with the Alliance for the Advancement of Infant Mental Health (AAIMH), to utilize their Endorsement Coordination Central Services. Beginning in October the Association will have a specialized and trained administrator for our Endorsement Application System (EaSy), including support with vetting RSC providers, exam and application review and internal organizational training in Endorsement processes and procedures.

There are currently 14, including several Mentor level Clinicians, Endorsement applicants from the Promising Minds Fellows cohort, another 4-6 applicants from a cohort being run by the Salvation Army Family Treatment Services-Infant Mental Health and Family Services department, and a pending cohort of another 3-5 applicants on the island of Maui, in coordination with SAMSHA funding from a PPWDC grant partnership. This will effectively triple the current capacity of Endorsed professionals in Hawaii.

### 3. COMMUNITY TRAINING

The Professional Development Committee was tasked with providing opportunities to the early childhood community at large through partnerships with Learning to Grow, the Hawaii Community Foundation (Koaniani Fund), and the Women's Fund. Through these partnerships, AIMH HI conducted two series of The Growing Brain (Birth-5) Training Series from Zero to Three and a workshop on Attachment with Children Affected by Child Abuse and Neglect, which was developed and facilitated by therapists of Parents and Children Together. There are two more workshops slated for the end of the year: Attachment with Medically Fragile Children (focus on Fetal Alcohol Spectrum Disorder) and Attachment with Children with Developmental Disabilities. The professional development opportunities were able to facilitate learning for over 100 individuals and had representation on each of the main islands. The workshops were adapted to fit a virtual platform, with materials being mailed to participants, activities revamped to adjust, and ensuring active participation throughout.

#### STRATEGIC GOAL 3: ALIGN WITH LARGER SYSTEMS THAT AFFECT CHILDREN AND FAMILIES.

AIMH HI will work across the system to increase awareness of infant and early childhood mental health, build a common language and practice across settings that work with children, and connect partners to each other.

#### 1. IECMH Consultation Services

The IECMH Consultation Registry/Services committee was identified as a need by the AMIH-HI board in 2020 as the COVID impact reduced state funding for development of a State funded IECH MH Consultation Service. The purpose of this committee is to develop a shared vision with key stakeholders regarding the development and implementation of a state Hawaii IECMH Consultation Registry/Service. A consultant currently working with AIMH-HI who is the Executive Director for the Alliance for the Advancement of Infant Mental Health will be a part of this formative step to enhance the development and adoption of a competency based

approach to vetting MH consultants for the registry as well as assisting in the exploration of a model that will align with stakeholder needs and expectations for this initiative.

The first meeting will be held October 19, 2020. The initial meeting will include discussion regarding other stakeholders needed to pursue the development of a state IECH MH Consultation Service, what the scope of the committee will be, and how we will move forward in developing a shared vision for this effort.

## **2. Development in a Statewide Infant and Early Childhood Strategic Plan**

In the winter of 2020 a group of key stakeholders came together to design a statewide planning process for early childhood behavioral health, a first for Hawaii. AIMH HI is a key member of the advisory board for that process. To date we have designed a planning process and plan priorities, developed a scope of services for a planner, hired a planner are in the process of co-developing the environmental scan and gap analysis as well as plan elements and priorities. We anticipate the plan to be finished by early 2021. Through this planning process there has been a strong commitment to base the model of a set of shared competencies across the system of care for our youngest children. The following is from the Plan Scope;

*Over the last decade the importance of the early childhood period of life has been highlighted as critical to a child's future and hence our future as a State. The science encompasses healthy brain development, social emotional development, physical and behavioral health. In Hawaii our system of care for young children spans across multiple departments, their internal divisions, foundations and the child and family serving non profits that are contracted through those entities. It is not the kuleana of any one agency, but all of our kuleana, and therefore it is essential that the State be coordinated in our efforts to address gaps, avoid duplication and maximize all resources. It is not the intent to assign that responsibility in this plan, but to recognize that the early care and development of our youngest children is embedded in all we do. The plan, if successful, will articulate our shared responsibility and the specific role that each of us plays in the outcomes of our children.*

*An IECBH Strategic Plan would enable Hawaii to create an intentionally aligned and integrated child and family serving system that promotes school readiness and family success by integrating child and family mental health, trauma-informed care, and health systems and services with early learning systems which are funded through State and Federal funds administered by the State of Hawaii. The plan will work towards creating equitable systems of care that reduce racial and socioeconomic disparities, ultimately ensuring that children succeed in school and in life.*

We would like to thank and acknowledge our funders from 2019; Hawaii Community Foundation, Hawaii Women's Fund, Koaniani Foundation, Learning to Grow, Department of Health and our members through their donations.

Website: [aimhhi.org](http://aimhhi.org)

## Hawaii Association for Infant Mental Health

### 2020 Board of Directors

#### President

**Tina Porras-Jones, MS, IMH-E© Infant Family Specialist**  
Parents and Children Together, Vice President of Community Building Programs

#### Treasurer

**Cherilyn Shiinoki, M.Ed.**  
Family Hui Hawaii, Executive Director

#### Secretary

**Candace Pang, ACSW, LSW**  
Salvation Army Family Treatment Services, Clinical Director

#### Finance Chair

**JoAnn Farnsworth, M.S.**  
Consultant in Maternal and Child Health

#### Membership Chair

**Chris Jackson, M.Ed.**  
Hawaii Head Start Collaboration Director

#### Professional Development Chair

**Erin Henderson Lacerdo, LSCW, IMH-E© Infant Family Specialist**  
Keiki O Ka Aina Family Learning Centers, Home Visiting Program Manager

#### Endorsement Chair

**Amanda Luning, LMHC, IMH-E© Infant Mental Health Mentor – Clinical**  
Salvation Army Family Treatment Services, Parent/Child Services Manager

#### Endorsement & Professional Development Co-Chair

**Gail Breakey, MPH**  
Hawaii Family Support Institute, Executive Director

#### Consultancy Chair

**Deborah Gardner, PhD, RN, FAAN**  
Behavioral Health Consultant