Promising Minds Fellows Program
Infant and Early Childhood Mental Health Professionals
Hawai‘i Learning Community

Participation Guidance for 2021-2022 Cohort

Thank you for your interest in the Promising Minds Fellows learning community presented by:

- Hawai‘i Community Foundation (HCF) is the driving force behind the Promising Minds Initiative (PMI), which aims to increase healthy child development in social, emotional, and academic readiness by setting foundations in early childhood behavioral health.

- Association for Infant Mental Health in Hawai‘i (AIMH HI) is a diverse group of professionals who understand the critical nature of healthy early relationships. These professionals are committed to being a group of leaders in the movement that provides support for first relationships and the policies, practices and people who promote them. AIMH HI views this as an opportunity to partner with HCF in the common goal of ensuring that children are healthy and ready to learn by laying a foundation grounded in Infant and Early Childhood Mental Health.

BACKGROUND
The purpose of this opportunity is 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. It is also meant to serve as a capacity building and professional development catalyst towards building a sustainable and thriving system and network in Infant and Early Childhood Mental Health (IECMH) in Hawai‘i.

OVERVIEW
Fellows:
Fellows will have, at minimum, a graduate degree in a mental health and/or other related field (MSW, MFT, MSCP, etc.) and at least 2 years work experience with infants, young children and their families.

Those interested in completing the 1-year professional development learning cohort (see requirements below) will receive:

- Interdisciplinary, mixed-methodology training and guidance from their peers, colleagues and leaders in the field.
- Mentorship and support towards personalized PD goals
- Application support for an Endorsement Credential
- Bi-weekly Reflective Supervision and Consultation (RSC)
- Networking, collaboration and relationship enhancement opportunities with collegial peers
- Learning materials, highly-rated books and a $500 completion stipend
- 4 hours of paid community consultancy opportunity throughout the year (up to $125/hr)
- Listing in the AIMH HI IECMH Consultancy Registry in accordance with your unique skill sets and interested work settings
- Access to additional learning opportunities and connections such as The Growing Brain Series, Project ECHO and the Alliance for the Advancement of Infant Mental Health
The basis and grouping of the training materials, reflection groups and didactic training presented in this learning cohort opportunity is derived from the Competencies in Culturally Sensitive, Relationship-Focused Practice Promoting Infant and Early Childhood Mental®. The Association for Infant Mental Health in Hawai‘i holds a license to utilize these Competency Guidelines and Endorse professionals in accordance with their practice. The Infant Mental Health Endorsement® (IMH-E®) system is one of the first and most comprehensive efforts, nationally and internationally, to identify best practice competencies across disciplines and practice settings, offering multiple career pathways for professional development in the infant, early childhood and family field.

Professional Development and Participation Requirements for Fellows:

1. Fellows will be paired with a Mentor and develop a professional development plan for themselves, including these 3 areas:
   - Knowledge Scale-Up
   - Experience Opportunities
   - Connection and Community Give-Back

2. Throughout the course of the year fellows will be expected to attend ten 4-hour training sessions in the following categories:

   **Saturday Sessions- Third Saturday of the month (8:30am-12:30pm-once a month):**
   (in-person, didactic training-4 hours total with “Hour Connection”*)
   - Introduction to Infant and Early Childhood Mental Health and Reflective Practice
   - Connecting Child Development and Infant Mental Health
   - Attachment Theory as a Foundation
   - Prenatal Drug Exposure and Medically Fragile Infants
   - Understanding Attachment Relationships specific to Foster Care
   - ACEs & Trauma Informed Care Integration into Programs
   - Interventions for “Challenging Behaviors” with Infants and Toddlers
   - Consultancy and Relationship Based Practice
   - A Look at Sustainability: Advocacy, Policy, Research
   - “What’s Next for me as a Consultant”? Practical Implementation
   - * “Hour Connection”
     A dedicated, unstructured post-training time for relationship building and networking (11:30am-12:30pm each Saturday Session)

3. Participate in no less than a total of 24 hours of group Reflective Supervision and Consultation with their Mentor (bi-weekly 90 min calls, via Zoom). These will be scheduled in accordance with cohort needs after the first Saturday Session.

4. Provide 4 hours of consultation to programs within the Promising Minds Community of Practice and other appropriate programs/ agencies. Communities of Practice currently include programs on O‘ahu, Maui, and Hawai‘i Island.

Collaborative Professionals:
Those interested in the network are career professionals who work in fields that have direct impact on the lives of families with young children and want to utilize this learning community as an avenue for collaboration. They should be willing to bring their knowledge of community happenings in the field and thoughts on ways to connect folks together. Network collaborators are invited to every “Hour Connection”
between 11:30am-12:30pm on Saturday Session days. They will also be welcome to attend the faculty orientation if they are interested.

Mentors:
The mentors are IMH-Endorsed® professionals with highly specialized knowledge, skills and experience in the field of infant and early childhood mental health (IECMH). They are clinical reflective supervisors with direct service, program management, policy and advocacy experience. Mentors will provide orientation to faculty & network professionals, work directly with fellows on individualized professional development, and provide Reflective Supervision and Consultation and work with advisory, network and community partners.

Faculty:
The training faculty will pool from a diverse group of professionals from across a large spectrum of disciplines and services that impact young children and their families. Their trainings will be vetted for alignment with Competency® in the field of IECMH whilst also providing unique information and perspective from their professional space. There will be a required two-hour orientation/on-boarding. Those interested in the Fellows program may also apply as Faculty if they have specialized expertise in one or more of the content areas. They are also welcome to participate in the “Hour Connection”* of every Saturday session.

All applications (except Faculty and Collaborative Network members) will need to complete an application, submit a resume and personal statement, and provide (1) professional reference letter. Please click on the appropriate link for your Fellows, Faculty, and email erika@aimhhi.org for interest in the collaborative network.