



AIMHiTN

Our 2022 Story



About Us

Mission

AIMHiTN supports professionals through training, resources, and advocacy to foster the early relational health of infants, young children, and families.

Vision

AIMHiTN envisions a healthy, thriving Tennessee that prioritizes the social and emotional developmental needs of every infant and young child within the context of his or her relationships with family, community, and culture.

Belonging Statement

AIMHiTN values diversity, equity, and inclusion and intentionally seeks to embed these principles in our services. We have an unwavering commitment to individual and organizational efforts to recognize and address bias, to embracing cultural and lived experiences, to removing historically oppressive barriers to inclusion, and continuing to evolve as an organization where all infants, young children, and the caregivers and professionals who care for them feel that they belong.

Meet the Team

Staff

Flor Abarca
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JC Balserak
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Stephanie Bolin
Kristin Dunn

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Hannah Frisbey
Hunter Hancock
Hannah Holladay
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Corinne Lewis
Tracy Liebermann

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Diana Morelen
Alison Peak

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Belva Weathersby

Note from the Authors

At the start of 2022, none of us could have imagined how much AIMHiTN would flourish and grow over the course of the year. *AIMHiTN: Our 2022 Story* is a series of snapshots representing some truly remarkable moments. Please celebrate with us as we reflect on how these accomplishments are woven together for a combined impact in Tennessee.

While reading this document, we hold several people in mind. First, we think of our Tennessee little ones and their everyday champions. Our youngest Tennessee residents are at the forefront of decision-making in the infant and early childhood mental health community—a community made up of families, caregivers, and the state’s workforce.

There is no shortage of opportunities for involvement through AIMHiTN, and we also hold in mind the many supporters who join our mission. We could not continue this work without our funders, donors, partners, volunteers, and advocates. We are amazed by the commitment of those serving on our many committees, councils, and workgroups. We are equally amazed by those who join us in training to grow in their knowledge of infant and early childhood mental health.

Lastly, we hold our leaders and staff in mind. Our board and directors have created a space of belonging at AIMHiTN unlike any we have seen before. Despite rapid change and growth, we have kept our mission and culture at the center of all that we do. We are honored to be part of this team and to have played a small part in the big things you will read here. Thank you to all who have made 2022 a success!



In Partnership for Little Ones,
The AIMHiTN Staff

Chapter 1

Our Programs: Impacting Our World

Belonging

AIMHiTN's Inclusion team partnered with Child Care Resource & Referral (CCR&R) and their inclusion coaches to provide resources and training to assist CCR&R in supporting early educators across Tennessee.

The Belonging Award was launched to promote Child Care and Development Fund (CCDF) Partner resources that support high-quality inclusion and encourage early educators to seek out technical assistance. This award will be bestowed upon a licensed

Belonging does not develop from finding a group with whom you have everything in common; it occurs when we experience acceptance for our authentic selves.

Belva Weathersby, MSW

child care agency that best exemplifies high-quality inclusion program design based on - access, participation, and supports. The selected center will be recognized during the 2023 conference.

AIMHiTN completed a year-long equity assessment and technical assistance project with My CoLab Partners. The AIMHiTN Equity Impact Team (EIT) also welcomed 12 new members and supported AIMHiTN's adoption of an agency diversity statement and updating of policies and procedures to move the agency towards becoming more equitable and inclusive in our practices. One example is the implementation of a flexible holiday schedule for staff to choose which holidays they celebrate each year. Additionally, a belonging reflection component has been added to each staff gathering.



Reflective Practice & Reflective Supervision Consultation (RSC)

Reflective Practice in 2022 had an intense, purposeful focus on developing and expanding the reflective practice workforce across TN through three primary initiatives.

First, in partnership with the Alliance for the Advancement of Infant Mental Health, AIMHiTN planned and coordinated the RSC Symposium, held in Memphis, TN.

Next, AIMHiTN connected with Sherry Heller to become a pilot state for the 'Reflective Supervision (RS) Collaborative,' a 9-month cohort-based professional development opportunity for Reflective Supervisors. This first RS Collaborative allows TN to create a quality and valid pathway for IECMH professionals to grow as RSC providers which creates more access to reflection for Tennessee's IECMH workforce. The learning collaborative participants spend time reviewing articles about reflection and self-awareness and discussing how reflection impacts their work, how to hold professionals in reflection, and how to be lifelong learners of reflection.

Finally, AIMHiTN continues to support Home Visitors, CCR&R, Tennessee Family Child Care Network, and Tennessee Voices Mental Health Consultants in monthly reflective supervision groups. In 2022, we provided over 1,500 Reflective Consultation hours for IECMH professionals across Tennessee.

"It is not possible to work on behalf of human beings to try to help them without having powerful feelings aroused in yourself"

Pawl, J. H. (1995). On supervision. Educating and supporting the infant/family work force: Models, methods and materials. ZERO TO THREE, 15(3), 21-29.



Training and Technical Assistance (T&TA)

In 2022, AIMHiTN continued to maintain a strong virtual training presence. As the world began to embrace a sense of normalcy, we slowly began to provide in-person training at conferences and in small group settings. We remain committed to offering both virtual and in-person training as we strive for accessible professional development for all. In addition to our annual conference, we provided 48 trainings to 1,899 individuals in the Tennessee IECMH workforce.

Technical Assistance focused on Endorsement support, Reflective Consultation connections, and supporting IECMH training needs. AIMHiTN responded to 2,378 TA requests via email, phone calls, and virtual meetings. Our AIMHiTN team also provided in-person trainings at several conferences, including TACEE, KACEE, and TFCCN, four regional Head Start pre-service events, two home visiting programs, and an Emergency Preparedness conference.

Endorsement

Many exciting things happened around Endorsement in 2022! AIMHiTN experienced a growth of 66% in Endorsement this year. TN ended 2022 with 1,154 applicants, including 652 Endorsed professionals! We led the way with the Alliance as we piloted the new pathway to Endorsement, the Infant/Early Childhood Reflective Supervisor. In our efforts to support our professionals who work with 3-6-year-olds and their families, AIMHiTN kicked off the Early Childhood Mental Health Endorsement (ECMH-E). Since September, 90 professionals have applied for Early Childhood Endorsement, and 18 of those have already earned their ECMH Endorsement.

Since launching IMH Endorsement in 2017, AIMHiTN has supported professionals in Tennessee who work with infants, young children, and families and have worked hard to create a space in which everyone can feel they belong. Launching ECMH-E was one way we made progress in this belonging space.

Another way we created a more inclusive space was by launching AIMHiTN's Spanish Endorsement Support. Through this support, Spanish-speaking IECMH professionals have access to materials and support in Spanish.

We also fine-tuned our specialized training and technical assistance project, "Journey to Endorsement." We have been working with professionals within TN's workforce, including TEIS, to walk with them through their Endorsement journey.

"Having our staff work towards gaining endorsement has made our team stronger."

Jamie McGhee, IMH-E® with Therapy TN



Tennessee IECMH Financing & Policy Team

Established in 2018 as the statewide coordinating body for initiatives related to Infant and Early Childhood Mental Health, the Tennessee Infant and Early Childhood Mental Health (TNIIECMH) Financing and Policy Team is comprised of four action sub-teams and is co-led by AIMHiTN, TennCare, and the East Tennessee State University (ETSU) Center of Excellence for Children in State Custody. In 2022, the team continued progress on goals such as:

- Expanding IECMH programs and services
- Creating more concise messaging
- Engaging state leaders and policymakers through initiatives in the IECMH movement.

Highlights from 2022 include the creation of the IECMH Consultation Coordinating Council, poised to guide the state in establishing a cross-sector, cross-disciplinary framework for IECMH Consultation, and the expansion of Action Team 4, which serves as a resource to policymakers as they continue to become more familiar with IECMH and the implications of its related policies.

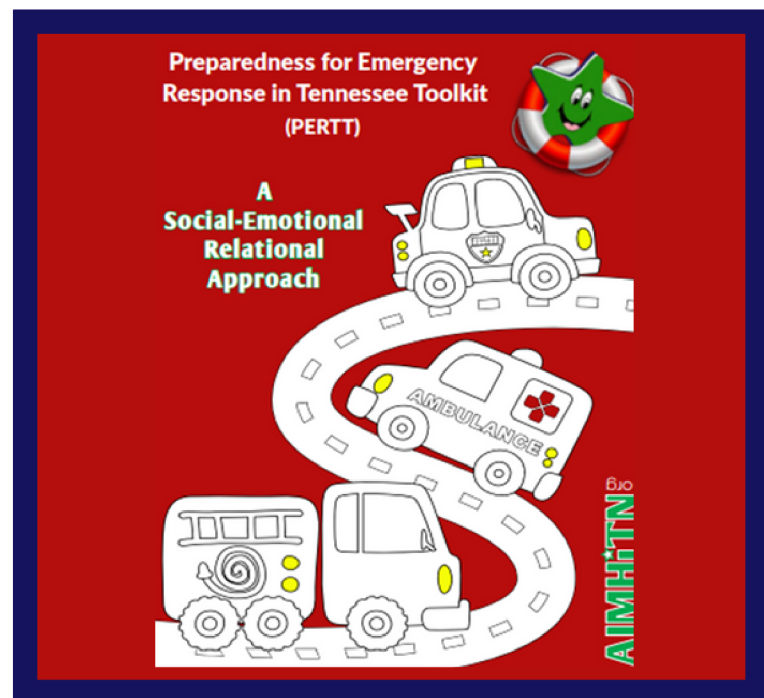
Awareness and Promotion

AIMHiTN continues to increase engagement and reach through Facebook, Instagram, Twitter, and LinkedIn platforms. In addition to creating content requested by our funders and partners, we have also begun sending our newly designed weekly updates and weekly partner shares. We also continue to promote awareness of inclusion and belonging for all children and their families through our newly redesigned bi-monthly spotlight newsletter. We designed and launched our new website which is user-friendly, accessible, and streamlines many of our agency processes. We've created data streams to better track and report our digital marketing efforts to supporters and funders.

Emergency Preparedness

In 2022 the Belonging Team collaborated with community partners to begin AIMHiTN's community focused Emergency Preparedness work. This included holding regular Social Emotional Emergency Response (SEER) Team meetings as well as responding directly and indirectly to community violence, weather emergencies, and traumatic events affecting early educators, infants, young children, and families. Our emergency response efforts included activities such as responding to incidents of gun violence at a childcare center and providing resources and direct support following tornadoes and floods. AIMHiTN also supported our sister agency in West Virginia in

the development of a Preparedness for Emergency Response Toolkit. We created new video and print materials to promote and educate providers in supporting infants and young children in preparing, responding, and recovering from emergencies. With clinical support from Allied Behavioral Health Solutions (ABHS), we began the development of an emergency response tool for evidence-based home visitors and families which will be completed in Spring 2023. AIMHiTN also conducted trainings and presentations about social and emotional emergency response, to diverse audiences of professionals, including early educators, nurses, schools for the Deaf, rural health professionals, state licensure staff, and many more.



Clinical

In 2022 AIMHiTN began plans to take on administrative oversight of the TN First Five Training Institute (TFFTI), which was created and held by ABHS, under the guidance of Alison Peak.

TFFTI seeks to prepare a workforce of clinicians to provide high-quality services to children 0-72 months and to become champions of IECMH services within their agencies and geographical areas of the state.

TFFTI training includes:

- Facilitating Attuned Interactions (FAN)
- DC: 0-5: Diagnostic Classification of Mental Health and Developmental Disorders of Infancy and Early Childhood
- Child-Parent Psychotherapy
- Diversity-Informed Tenets for Work with Infants, Children, and Families
- Infant and Early Childhood Mental Health in Child Welfare.

In August, a Clinical Program Coordinator was added to the Systems Development team to assist in support of the infant mental health clinical sector throughout Tennessee. A clinical directory is in development to assist with referrals and to create connections within the state. The goal is to enable all Tennesseans to be able to access local clinical supports for infants, young children, and families.

IECMH Consultation

In FY 2021, AIMHiTN, in partnership with the TNIECMH Financing & Policy Team, and support from Consilience Group LLC, developed an advisory document identifying key strategies and recommendations for creating a sustainable statewide framework for Infant and Early Childhood Mental Health Consultation. These recommendations led to the convening of the IEMCHC Coordinating Council in January 2022.



This cross-sector, collaborative group, led by AIMHiTN, is working to advance identified recommendations and build a statewide system for IECMHC. The IECMHC Coordinating Council is supported by a technical assistance grant from ZERO TO THREE.

In February 2022, AIMHiTN hired an Infant and Early Childhood Mental Health Consultation Coordinator to oversee and support the work of the Council and AIMHiTN's IECMHC contracts and projects. At this time, AIMHiTN also entered into a partnership with TN Voices Early Childhood Program to support the development and expansion of IECMHC in Tennessee through training, Endorsement, and technical assistance support for TNV program staff.

In July 2022, AIMHiTN, in collaboration with ABHS and the Early Success Coalition at Porter Leath, secured funding from the TN Department of Health to pilot an IECMHC program for the home-visiting workforce. This pilot includes targeted training opportunities and a warmline providing home visitors access to a mental health professional. These efforts will continue into 2023 as we work to advance a sustainable, equitable, and accessible IECMHC framework for Tennessee.

Chapter 2

Holding Our Community

Membership

AIMHiTN Membership is a way to stay connected with a statewide network of professionals who contribute to the early relational health of children. At the close of 2022, we boasted 409 members, up from 365 members at the same time the previous year. Interest in membership continues to grow as our team works to enhance the benefits of membership. AIMHiTN is continuing annual outreach to current members to ensure they know they are a valuable part of our network. AIMHiTN has launched a lending library for members with plans to expand the library in 2023 by having books and materials available via the AIMHiTN website for review and checkout.



Outreach

AIMHiTN expanded our Community Engagement team to include a Community Liaison position to cover Shelby County and a Community Engagement Coordinator for the team. The Community Liaisons increased outreach by participating, presenting, partnering, and supporting AIMHiTN awareness campaigns across the state which included 22 events where tables were set up to spread the AIMHiTN message.

Some of the highlights include:

- A campaign in support of Tennessee NICUs and the families they serve
- Working with city and county officials across Tennessee to create proclamations for Celebrate Babies Week
- Sharing about IECMH at higher education institutions in all three regions
- Serving on committees to collaborate with partner agencies to further the reach of IECMH initiatives.

Some of the committees include Bright Start in all three regions and participating in conference planning with our partners at TACEE and TFCCN both statewide and regionally.

Community Liaisons continued to establish connections with our CCDF partners to support their work with early childhood education professionals which included 57 speaking events.

The Thompson Foundation grant provided an opportunity for this team to engage Scott, Anderson, and Blount counties to increase support of IECMH professionals and services through training and access to Endorsement.

Celebrate Babies Week



For Celebrate Babies Week (CBW) 2022, we received proclamations from 17 mayoral offices throughout Tennessee. Through generous individual donations and the sale of AIMHiTN t-shirts, we delivered 36 “snuggle baskets” to 8 hospitals for infants and families in NICUs. The baskets included blankets, sleep sacks, bibs, and shakers, as well as information and activities about attachment, safe sleep, early intervention, resources on postpartum mood and anxiety, and other items that might be useful to parents with babies in the NICU. We also provided additional training during the month

of October that focused on infant care and included four *Stories from the Field* segments and two full trainings- Emotionally Responsive Practice in the Infant Toddler Classroom and Self care for the Infant Caregiver.



Conference

AIMHiTN's annual conference was held virtually in June 2022 with seven watch parties hosted across the state. There were a total of 468 people registered and over 300 in attendance at each session!

The “Our Way of Being: The Power of Belonging” Conference focused on what it means to belong in the IECMH field. Each conference participant received a complimentary AIMHiTN membership and participated in professional development sessions on a variety of IECMH topics. The conference kicked off with Dr. Keisha Siriboe helping participants explore how the collective power of Tennessee’s reflective practices within infant and early childhood contribute to the mental health of infants, young children, and their families.

Other sessions included: Using a Trauma-Informed Lens, The role of Secure Base Leadership in organizational health and success, Operating Below the Radar: Preschool Expulsion and Implicit Bias in Early Childhood Programs, and Caregiver Emotional Intelligence in the first few years of life. We also included a special panel of four male IECMH leaders who shared their experiences of the power of belonging from the perspective of a male professional. We concluded our conference with a charge from our CEO, Angela Webster, and Advisory Council member, Belva Weathersby, on Embracing the Power to Believe, Belong, and Become. They reminded us that belonging is about changing hearts and minds through fostering character, community, and connectedness.



Symposium

In June 2022, AIMHiTN, in partnership with the Alliance for the Advancement of Infant Mental, hosted the Reflective Supervision Consultation Symposium in Memphis, TN. For the first time ever, this event was hybrid, serving participants both in person and virtually. This event allowed participants from all over the world to connect with one another and come together for a time of reflection. Participants enjoyed a keynote address from Dr. Kandace Thomas, the presentation of the William M. Schafer, PhD

Award to Honor Excellence in Reflective Supervision Leadership and Inspiration, a presentation from the Indigo Group, and several impactful small groups. The symposium also provided opportunities to observe “fishbowls”, referring to the opportunity to observe an unrehearsed reflective supervision consultation (RSC) session and included an opportunity to hear from a panel of observers and the responses and reflections of the fishbowl participants.

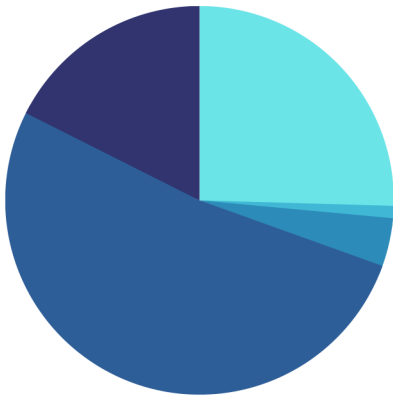
A promotional graphic with a blue background. At the top, it says "OUR WAY OF BEING" in blue and "THE POWER OF BELONGING" in red. Below that, it says "SAVE THE DATES!" in blue, followed by "REFLECTIVE SUPERVISION SYMPOSIUM JUNE 12 - 14, 2022" and "AIMHiTN OUR WAY OF BEING CONFERENCE JUNE 14 - 15, 2022". At the bottom, there are four red starburst shapes with the text "FEELING VALUED", "FEELING HEARD", "FEELING SEEN", and "FEELING ACCEPTED". Below the starbursts is a photograph of five children in colorful superhero costumes (red, yellow, blue, green, pink) with their arms raised in the air. The AIMHiTN logo is at the bottom right.

Chapter 3

Investing in Relationships

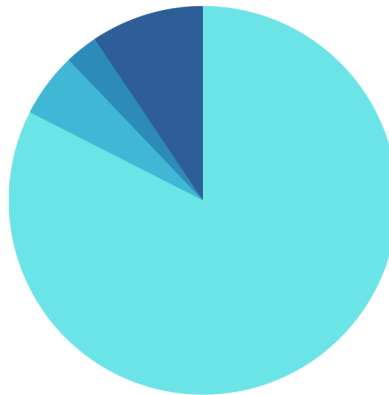
Financial Summary

Private Funding



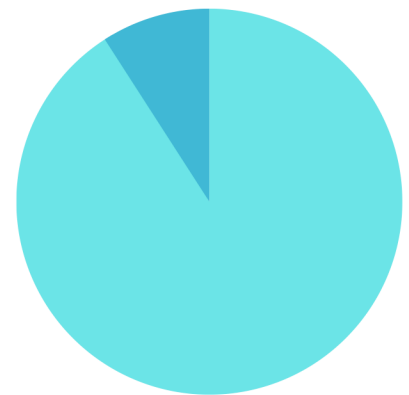
- **General Contributions**
\$65,000
- **Membership**
\$3,760
- **Other Income**
\$192,000
- **Private Grants**
\$65,000
- **Sponsorship and Conference Registration**
\$94,090

State Funding



- **DHS**
\$1,755,138
- **TDH**
\$114,031
- **TEIS**
\$58,124
- **TN Voices**
\$200,245

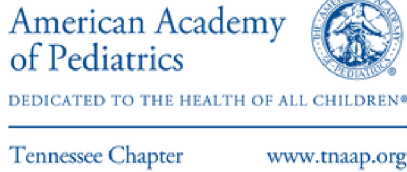
Expenditures



- **Program Costs**
90.89%
- **Operational Costs**
9.11%

In Appreciation

Conference & Symposium Sponsors



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FOR CHILDREN

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CHILDREN'S
SERVICE



EAST TENNESSEE STATE
UNIVERSITY



EARLY SUCCESS
COALITION



FIRST
EIGHT
MEMPHIS



KNOWLEDGE TREE



McNabb Center
WELL MIND, WELL BEING



College of Education

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Department of Social Work



Department of
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TRUIST 



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The Giving Tree Academy Inc
VAIMH

Looking Ahead

AIMHiTN's vision is to see a healthy thriving Tennessee that prioritizes the social and emotional needs of every infant and young child within the context of their relationships with family, community, and culture.

Our future goals include increasing awareness, access, data-informed expansion, and belonging. Though we have experienced significant growth over the past few years, we know that we have great work to do to bring awareness and reach to our programs across Tennessee, including our underserved and rural communities.

AIMHiTN wants to ensure that we are inclusive and create access for infant and early childhood professionals of different races, languages, geographical locations, socioeconomic statuses, disciplines, and abilities. When professionals have access to high-quality, evidence-based training and education, our little ones will experience better outcomes through enhanced relationships and individualized care.

AIMHiTN seeks to enhance our methods of data collection to inform our decision making and remain intentional in providing opportunities for consistent feedback from the professionals we serve. Our programs will continue to be informed by the stated needs of those we serve. We will continue to provide programs that are grounded in relationships. It is through consistent, nurturing relationships that Tennessee's infants and young children will experience healthy social and emotional development, because belonging is rooted in relationships.

