

Crosswalk Between Michigan Parent Management Training- Oregon Model (PMTO™) and MI-AIMH Competency Guidelines for Culturally Sensitive, Relationship-Focused Practice Promoting Early Childhood Mental Health®

The following crosswalk is between the Michigan Parent Management Training- Oregon Model (PMTO™) training and the MI-AIMH Competency Guidelines®. This crosswalk will support applicants going through the MI-AIMH Early Childhood Mental Health Endorsement® Process. PMTO is an Evidence Based Practice when working with 3-18-year-old children. This crosswalk can be used by Michigan Association for Infant Mental Health (MI-AIMH) Early Childhood Endorsement® applicants only. MI-AIMH offers both Infant Mental Health Endorsement® (IMH-E®) for those who work with or on behalf of infants and toddlers (0-36 months old) and Early Childhood Mental Health Endorsement® (ECMH-E®) for those who work with or on behalf of children ages 3-6 years old.

The Early Childhood Mental Health Endorsement® (ECMH-E®):

- Early Childhood Family Associate (ECFA)
- Early Childhood Family Specialist (ECFS)
- Early Childhood Mental Health Specialist (ECMHS)
- Early Childhood Mental Health Mentor- Clinical/Policy/Research Faculty (ECMHM)

The crosswalk identifies that the PMTO trainings are competency-informed and can be listed on an applicant's application for Endorsement® or Endorsement® renewal. Additionally, the crosswalk lists the knowledge/skill areas that are addressed or met and at which category(ies) of Endorsement®. One knowledge/skill area is listed per clock hour of training.

This document includes the crosswalk of three PMTO trainings:

1. PMTO Individual 8-Day Entry Training (Page 3)
2. PMTO Informed Training (Page 9)
3. PTC Group 8-Day Entry Training (Page 10) for applicant's reference.

This crosswalk can be used by:
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Endorsement® Applicant Notes:

- The competency areas highlighted in blue are the competency areas that hold the most weight for reviewers during the review process— a gap in a Theoretical Foundations or Direct Service Knowledge area may be a reason for a deferment. Some of these areas have been met by attending PMTO. If not, they are highlighted in pink (not covered) and tan (partially covered) to draw attention to the competency areas that hold the most weight as you move forward with reviewing previous training/coursework or selecting new professional development to attend.
- It is noted when a competency area was not covered in this training. Applicants will want to consider if they have previous coursework or training that covered that topic. If not, applicants will want to seek out training on that topic. Training and coursework never expire- so applicants can include previous training/coursework even if it was not recently attended.
- The areas with light gray font are not required for ECFA or ECFS Endorsement Applications
- A benefit of this crosswalk is in Endorsement® applications, applicants do not have to separate each part of the training into separate entries. For example, if you attended 49 hours of the PMTO 8-Day Entry training, you could add that as one entry and select the competency areas that were covered. Application reviewers will have this crosswalk to reference. Please note for virtual training, there may be a change in the hours outlined here. Please reference your training certificate to determine the number of hours to add to your Endorsement Application.
- Please visit the MI-AIMH website for additional information and helpful applicant webinars: <https://mi-aimh.org/endorsement>.

Questions about the Endorsement® Application Process may also be emailed directly to: MI-AIMH Endorsement® Coordinator: miaimh.easy.imhe@gmail.com.

PMTO Individual 8-Day Entry Training = Includes 44 hours plus 5 Training Supplements (Total of 49 hours)

MI-AIMH Competency Domain	MI-AIMH Competency Knowledge area	PMTO Content and Practices	Notes
Theoretical Foundations	Pregnancy & early parenthood	N/A	Not covered. Will need additional training or coursework for all categories of Endorsement®
Theoretical Foundations	Infant/young child development & behavior	<ul style="list-style-type: none"> • Good Directions 1.5 hrs. 	On the way to fulfilling this competency area! Will need additional training or coursework for all categories of Endorsement®
Theoretical Foundations	Infant/young child and family-centered practice	<ul style="list-style-type: none"> • Positive Involvement 1 hr. • United Parenting 1 hr. • Families with Multiple Children 1 hr. 	On the way to fulfilling this competency area! Will need additional training or coursework for all categories of Endorsement®
Theoretical Foundations	Relationship-focused therapeutic practice	<ul style="list-style-type: none"> • Kids in Session 1 hr. 	On the way to fulfilling this competency area! Will need additional training or coursework for all categories of Endorsement®
Theoretical Foundations	Family relationships and dynamics	<ul style="list-style-type: none"> • Foundation and overview 1.5 hrs. • Initial Session 1.5 hrs. • Emotion Regulation 1.5 hrs. • Active Listening 1.5 hrs. 	If attended all training hours in the previous column, this competency area is fully met for ECFA and ECFS Endorsement® categories!
Theoretical Foundations	Attachment, separation, trauma, grief, and loss	N/A	Not covered. Will need additional training or coursework for all categories of Endorsement®

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Theoretical Foundations	Psychotherapeutic & Behavioral Theories of Change <i>(Required for ECMH Specialist & ECMH-Mentor Applications only)</i>	N/A	Not covered. Will need additional training if applying for ECMH Specialist or Mentor.
Theoretical Foundations	Disorders of infancy/early childhood * <i>Not required for ECFA</i>	N/A	Not covered. Will need additional training unless applying for ECFA Endorsement® as it is not a requirement for those categories.
Theoretical Foundations	Mental & Behavioral Disorders-Adults <i>(Required for ECMH Specialist & ECMH-Mentor Applications only)</i>	N/A	Not covered. Will need additional training if applying for ECMH Specialist or Mentor.
Theoretical Foundations	Cultural competence	N/A	Not covered. Will need additional training or coursework for all categories of Endorsement®
Theoretical Foundations	Adult Learning Theory & Practice <i>(ECMH Mentor only)</i>	N/A	Not covered. Required for ECMH Mentor Applications Only.

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Theoretical Foundations	Statistics <i>(ECMH Mentor only)</i>	N/A	Not covered. Required for ECMH-Mentor Applications Only.
Theoretical Foundations	<i>Research & Evaluation (ECMH Mentor only)</i>	N/A	Not covered. Required for ECMH Mentor Applications Only.
Law, Regulation, and Agency Policy	Ethical practice	N/A	Not covered. Recommend training or coursework.
Law, Regulation, and Agency Policy	Government, law, and regulation	N/A	Not covered. Recommend training or coursework.
Law, Regulation, and Agency Policy	Agency Policy	N/A	Not covered. Recommend training or coursework.
Systems Expertise	Service delivery systems	N/A	Not covered. Recommend training or coursework.
Systems Expertise	Community resources	N/A	Not covered. Recommend training or coursework.
Direct Service Skills	Observation and listening	N/A	Not covered. Will need additional training or coursework for all categories of Endorsement®
Direct Service Skills	Screening and assessment	N/A	Not covered. Will need training or coursework on 3-6 years for ECMH-E®

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Direct Service Skills	Responding with empathy	<ul style="list-style-type: none"> • Teaching Through Encouragement 1.75 hrs. • Managing resistance 1.5 hrs. • Problem Solving 1.25 hrs. 	If attended all training hours in the previous column, this competency area is fully met for ECFA and ECFS Endorsement® categories!
Direct Service Skills	Intervention/treatment planning <i>(Required for ECMH Specialist & ECMH Mentor Applications only)</i>	N/A	Not covered. Will need additional training if applying for Early Childhood Mental Health Specialist or Mentor.
Direct Service Skills	Developmental guidance <i>(Required for ECMH Specialist & ECMH Mentor Applications only)</i>	N/A	Not covered. Will need additional training if applying for Early Childhood Mental Health Specialist or Mentor.
Direct Service Skills	Supportive counseling <i>(Required for ECMH Specialist & ECMH-Mentor Applications only)</i>	N/A	Not covered. Will need additional training if applying for Early Childhood Mental Health Specialist or Mentor.

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Direct Service Skills	Parent-infant/very young child relationship-based therapies & practices <i>(Required for ECMH Specialist & ECMH Mentor Applications only)</i>	N/A	Not covered. Will need additional training if applying for Early Childhood Mental Health Specialist or Mentor.
Direct Service Skills	Advocacy	<ul style="list-style-type: none"> • PMTO and School 1 hr. 	On the way to fulfilling this competency area! Will need additional training or coursework for all categories of Endorsement®
Direct Service Skill	Life Skills	<ul style="list-style-type: none"> • Monitoring and Supervision 1 hr. • Encouraging Routines 3 hrs. • Work Chores 1 hr. 	If attended all training hours in the previous column, this competency area is fully met for ECFA and ECFS Endorsement® categories!
Direct Service Skill	Safety	<ul style="list-style-type: none"> • Limit Setting: review and practice 3 hrs. • Limit Setting: teaching to families 3 hrs. 	If attended all training hours in the previous column, this competency area is fully met for ECFA and ECFS Endorsement® categories!
Direct Service Skill	Reflective Clinical Supervision <i>(Required for ECMH-Mentor-Clinical only)</i>	N/A	Not covered. Will need additional training or coursework if applying for Early Childhood Mental Health Mentor-Clinical.

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Working with Others	Building and maintaining relationships	<ul style="list-style-type: none"> • Good Directions: Teaching to families and troubleshooting 3 hrs. • Encouragement: Teaching new Behavior 1.5 hrs. 	If attended all training hours in the previous column, this competency area is fully met for ECFA and ECFS Endorsement® categories!
Working with Others	Supporting others/ mentoring	<ul style="list-style-type: none"> • Coaching day: 5.5 hrs. 	If attended all training hours in the previous column, this competency area is fully met for ECFA and ECFS Endorsement® categories!
Working with Others	Mentoring *Not required for ECFA	N/A	Not covered. Recommend training or coursework.
Working with Others	Coaching & Mentoring <i>(Required for ECMH-Mentor Applications only)</i>	N/A	Not covered. Recommend training or coursework.
Working with Others	Collaborating	N/A	Not covered. Recommend training or coursework.
Working with Others	Resolving conflict	N/A	Not covered. Recommend training or coursework.
Working with Others	Crisis Management <i>Required for ECMH-Mentor Applications only)</i>	N/A	Not covered. Recommend training or coursework.

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Working with Others	Empathy and compassion	N/A	Not covered. Recommend training or coursework.
Working with Others	Consulting (Required for ECMH-Mentor only)	N/A	Not covered. Recommend training or coursework.
Communicating	Listening	N/A	Not covered. Recommend training or coursework.
Communicating	Speaking	N/A	Not covered. Recommend training or coursework.
Communicating	Writing	N/A	Not covered. Recommend training or coursework.
Communicating	Group Process (Required for ECMHM Only)	N/A	Not covered. Recommend training or coursework.
Thinking	Analyzing information	N/A	Not covered. Recommend training or coursework.
Thinking	Solving problems	<ul style="list-style-type: none"> •Troubleshooting Limit Setting 2.5 hrs. •Troubleshooting Encouragement 3.25 hrs. 	If attended all training hours in the previous column, this competency area is fully met for ECFA, and ECFS Endorsement® categories!
Thinking	Exercising sound judgement	N/A	Not covered. Recommend training or coursework.
Thinking	Maintaining perspective	N/A	Not covered. Recommend training or coursework.

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Thinking	Planning and organizing	<ul style="list-style-type: none"> • Session Order .75 hrs. • Preparing for sessions 1.25 hrs. • Documenting sessions, timeline, next steps 2 hrs. • Presenting Material (commercials) 1.25 hrs. • Data Overview SAGA Survey .5 hrs. 	If attended all training hours in the previous column, this competency area is fully met for ECFA, and ECFS Endorsement® categories!
Reflection	Contemplation	N/A	Not covered. Recommend training or coursework.
Reflection	Self-awareness	N/A	Not covered. Recommend training or coursework.
Reflection	Curiosity	N/A	Not covered. Recommend training or coursework.
Reflection	Professional/personal development	N/A	Not covered. Recommend training or coursework.
Reflection	Emotional response	N/A	Not covered. Recommend training or coursework.
Reflection	Parallel Process (ECMHS and ECMH-Mentor)	N/A	Not covered. Recommend training or coursework.

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PMTO Informed Training = 9 hrs.

***Note: for this short training, we are only listing the competencies that were covered in the training**

ECMH Competency Areas	ECMH Competency Knowledge areas	PMTO- Informed Content and Practices	Notes
Theoretical Foundations	Family relationships and dynamics	<ul style="list-style-type: none"> • PMTO Foundation and overview 1 hrs. • Observing and Regulating Emotions 1.5 hrs. • Encouragement: Teaching New Behavior 3 hrs. 	<p>If attended all training hours in the previous column, this competency area is fully met for ECFA and ECFS Endorsement® categories!</p>
Direct Service Skills	Responding with Empathy	<ul style="list-style-type: none"> • Intro to Cooperation and Good Directions 2 hrs. • Review of skills (skits, parking lot, closing) 1.5 hrs. 	<p>If attended all training hours in the previous column, this competency area is fully met for ECFA and ECFS Endorsement® categories!</p>

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PTC Group 8-Day Entry Training = Includes 44 hours plus 3 Training Supplements (Total of 47 hours)

ECMH Competency Areas	ECMH Competency Knowledge areas	PMTO Content and Practices	Notes
Theoretical Foundations	Pregnancy & early parenthood	N/A	Not covered. Will need additional training or coursework for all categories of Endorsement®
Theoretical Foundations	Infant/young child development & behavior	<ul style="list-style-type: none"> • Following Through (Session 7) 2.75 hrs. 	On the way to fulfilling this competency area! Will need additional training or coursework for all categories of Endorsement®
Theoretical Foundations	Infant/young child and family-centered practice	<ul style="list-style-type: none"> • United Parenting Front 1 hr. • Families with Multiple Children 1 hr. 	On the way to fulfilling this competency area! Will need additional training or coursework for all categories of Endorsement®
Theoretical Foundations	Relationship-focused therapeutic practice	N/A	Not covered. Will need additional training or coursework for all categories of Endorsement®
Theoretical Foundations	Family relationships and dynamics	<ul style="list-style-type: none"> • PMTO Foundation and overview 1.5 hrs. • Working Through Change (Session 1) 2.75 hrs. • Observing and Regulating Emotions (Session 4) 2.25 hrs. 	If attended all training hours in the previous column, this competency area is fully met for ECFA and ECFS Endorsement® categories!
Theoretical Foundations	Attachment, separation, trauma, grief, and loss	N/A	Not covered. Will need additional training or coursework for all categories of Endorsement®

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Theoretical Foundations	Psychotherapeutic & Behavioral Theories of Change <i>(Required for ECMH Specialist & ECMH Mentor Applications only)</i>	N/A	Not covered. Will need training or coursework if applying for Early Childhood Specialist or Mentor.
Theoretical Foundations	Disorders of infancy/early childhood *Not required for ECFA	N/A	Not covered. Recommend additional training unless applying for ECFA Endorsement® as it is not a requirement for those categories.
Theoretical Foundations	Mental & Behavioral Disorders- Adults	N/A	Not covered. Recommend full day training if applying for Early Childhood Mental Health Specialist or Mentor.
Theoretical Foundations	Cultural competence	N/A	Not covered. Recommend full day training for all categories of Endorsement®
Theoretical Foundations	Adult Learning Theory & Practice <i>(ECMH-Mentor only)</i>	N/A	Not covered. Required for Early Childhood Mentor Applications Only.
Theoretical Foundations	Statistics <i>(ECMH- Mentor only)</i>	N/A	Not covered. Required for Early Childhood Mentor Applications Only.
Theoretical Foundations	<i>Research & Evaluation (ECMH-Mentor only)</i>	N/A	Not covered. Required for Early Childhood Mentor Applications Only.
Law, Regulation, and Agency Policy	Ethical practice	N/A	Not covered. Recommend training or coursework.

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Law, Regulation, and Agency Policy	Government, law, and regulation	N/A	Not covered. Recommend training or coursework.
Law, Regulation, and Agency Policy	Agency Policy	N/A	Not covered. Recommend training or coursework.
Systems Expertise	Service delivery systems	N/A	Not covered. Recommend training or coursework.
Systems Expertise	Community resources	N/A	Not covered. Recommend training or coursework.
Direct Service Skills	Observation and listening	N/A	Not covered. Will need additional training or coursework.
Direct Service Skills	Screening and assessment	N/A	Not covered. Will need training or coursework on a 3-6-year-old Screening Tool for ECMH-E®
Direct Service Skills	Responding with empathy	<ul style="list-style-type: none"> • Active Communication (Session 5) 2.75 hrs. • Teaching New Behavior (Session 3) 2.75 hrs. 	If attended all training hours in the previous column, this competency area is fully met for, ECFA and ECFS Endorsement® categories!
Direct Service Skills	Advocacy	<ul style="list-style-type: none"> • PMTO and School 1 hr. 	On the way to fulfilling this competency area! Will need additional training or coursework for all categories of Endorsement®
Direct Service Skill	Life Skills	<ul style="list-style-type: none"> • Encouraging Routines (Session 9) 4.25 hrs. 	If attended all training hours in the previous column, this competency area is fully met for ECFA and ECFS Endorsement® categories!

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Direct Service Skill	Safety	<ul style="list-style-type: none"> • Setting Limits (Session 6) 2.75 hrs. • Monitoring and Supervision (Session 10) 2 hrs. 	On the way to fulfilling this competency area! Will need additional training or coursework for all categories of Endorsement®
Working with Others	Building and maintaining relationships	<ul style="list-style-type: none"> • Group Process and Session Content Overview 1.25 hrs. • Setting up groups for success (prep, engagement, mid-week calls) 1.25 hrs. • FIMP Process .75 hrs. 	If attended all training hours in the previous column, this competency area is fully met for ECFA and ECFS Endorsement® categories!
Working with Others	Supporting others	<ul style="list-style-type: none"> • Coaching 4.25 hrs. • Co-leadership and Role Play 1.5 hrs. 	If attended all training hours in the previous column, this competency area is fully met for ECFA, and ECFS Endorsement® categories!
Working with Others	Mentoring (Not required for ECFA)	N/A	Not covered. Recommend training or coursework. (Not required for ECFA)
Working with Others	Coaching & Mentoring (ECMH-Mentor Only)	N/A	Not covered. Recommend training or coursework for ECMHM Applicants
Working with Others	Collaborating	N/A	Not covered. Recommend training or coursework.
Working with Others	Resolving conflict	N/A	Not covered. Recommend training or coursework.
Working with Others	Crisis management (ECMH-Mentor only)	N/A	Not covered. Recommend training or coursework for ECMHM Applicants

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Working with Others	Empathy and compassion	• Encouraging Cooperation (Session 2) 2.75 hrs.	On the way to fulfilling this competency area! Will need additional training or coursework for all categories of Endorsement®
Working with Others	Consulting (ECMHM)	N/A	Not covered. Recommend training or coursework.
Communicating	listening	N/A	Not covered. Recommend training or coursework.
Communicating	speaking	N/A	Not covered. Recommend training or coursework.
Communicating	writing	N/A	Not covered. Recommend training or coursework.
Communicating		N/A	Not covered. Recommend training or coursework.
Thinking	Analyzing information	N/A	Not covered. Recommend training or coursework.
Thinking	Solving problems	• FIMP Teaching .25 hr. • Problem Solving (overview) 1 hr. • Problem Solving (Session 8) 2.75 hrs.	If attended all training hours in the previous column, this competency area is fully met for ECFA and ECFS Endorsement® categories!
Thinking	Exercising sound judgement	N/A	Not covered. Recommend training or coursework.
Thinking	Maintaining perspective	N/A	Not covered. Recommend training or coursework.

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Thinking	Planning and organizing	<ul style="list-style-type: none"> • Logistics (training timeline, session forms, portal) .25 hrs. • Session 1 prep .75 hrs. • Review, parking lot, closing 1.5 hrs. • Review of skills (how everything build on itself) .5 hr. • Next Steps, Parking Lot, Celebration 2 hrs. 	If attended all training hours in the previous column, this competency area is fully met for ECFA and ECFS Endorsement® categories!
Reflection	Contemplation	N/A	Not covered. Recommend training or coursework.
Reflection	Self-awareness	N/A	Not covered. Recommend training or coursework.
Reflection	Curiosity	N/A	Not covered. Recommend training or coursework.
Reflection	Professional/personal development	N/A	Not covered. Recommend training or coursework.
Reflection	Emotional response	N/A	Not covered. Recommend training or coursework.
Reflection	Parallel Process (ECMHS and ECMHM)	N/A	Not covered. Recommend training or coursework.

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