

Dear Members of the NFI,



**NIDCAP** considers

- ...**infants** as persons, individuals and active collaborators in their care supported and nurtured by their parents.
- ...**parents** as the infant's key nurturers, advocates and caregivers as well as collaborators in care decisions.
- ...**family members** as primary supporters of infants and parents.
- ...**healthcare professionals and staff** partners in care with infants, parents and families.

*Heidelise Als, PhD, 2019, Founder of NIDCAP*

Dear Members of our NFI community,

**MARCH IS HERE...** and with it our month-long **celebration of NIDCAP!** Here's to our honoring hospitalized babies and their families around the world and to the professionals and supporters who care for them every day.

Over the past months, we received many inspiring and beautiful images of NIDCAP care from Asia, Australia, Europe, Middle East, North America and South America. We have combined them into our first ever World NIDCAP Day poster (below and available on [our website](#)). Please feel free to print this graphic in larger formats so that you can fully enjoy and share these images of the promise and strength of relationships.



On [nidcap.org](http://nidcap.org), you will find materials to support your World NIDCAP Day/Month activities. Some of our materials include information about the day (in English and 12 additional languages); our World NIDCAP Day logo; and social media headers for your Facebook and Twitter social media pages.


You are invited to share your local, national, and international activities (in text and/or photographs) for us to post on [nidcap.org](http://nidcap.org). Please send us the ways that you celebrated NIDCAP this month to [shareyourstory@nidcap.org](mailto:shareyourstory@nidcap.org). And be sure you have permissions to share any images you send.

Throughout the month, **Mandy Daly** is continuing the tradition of posting our NIDCAP wisdoms on our NIDCAP Facebook and Twitter sites. Please send Mandy ([mandy.daly@yahoo.co.uk](mailto:mandy.daly@yahoo.co.uk)) a sentence (or two) of **WHAT NIDCAP MEANS TO YOU** as soon as possible! EVERYONE is welcome and encouraged to participate.

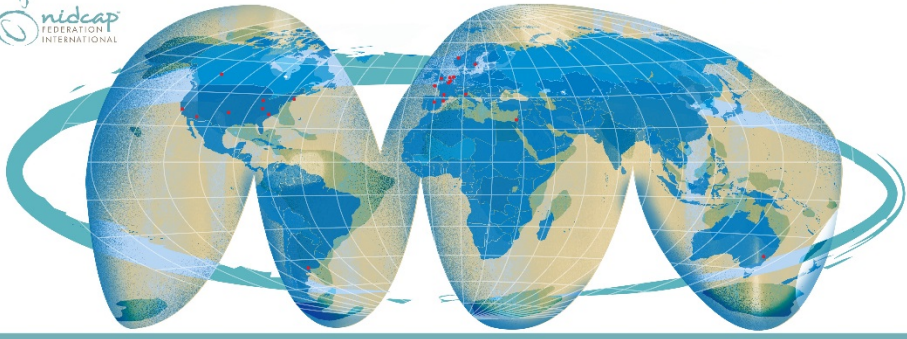
As one of our fundraising initiatives, **Jennifer Degl** has outlined how to set up individual Facebook fundraisers for the NFI. Another way to participate in our efforts is to use AmazonSmile for online ordering by designating the NFI as your charity. Please reach out to Jennifer with questions and for support for either of these activities ([jenniferdegl@gmail.com](mailto:jenniferdegl@gmail.com)).

## NFI News & Updates

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NIDCAP TRAINING CENTERS WORLDWIDE



Something very exciting is coming our way.... We are fast at work developing our new NFI website with a fresh look and updated features... stay tuned for the big reveal this spring!!!

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**Dalia Silberstein and Jean Powlesland** shared (on February 21<sup>st</sup>) summaries of the *Training Materials and Methodologies* and *Value and Benefits of NFI Membership* discussions from the October 20<sup>th</sup> Annual NIDCAP Trainers Meeting. They are inviting input, recommendations and contributions from our members on various next step ideas generated. Please reach out to Dalia ([daliasil1960@gmail.com](mailto:daliasil1960@gmail.com)) with questions and interest.

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Senior Editor, **Kaye Spence**, distributed the latest issue of the *Developmental Observer* (Volume 13, Number 1). You can [read and download this publication](#) as well as soon search for the individual articles, with their unique DOIs, on [Indiana University's ScholarWorks](#) platform.

<p><b>NFI Quality Assurance Training (QAT) Policies</b></p> <p>Recently Approved Revisions</p>	<p>A few of our training policies have recently been revised. The full policies are attached with this email as well as uploaded on the Membership page on our website.</p> <p>The most significant changes include:</p> <p>QAT #005: Senior NIDCAP Trainer</p> <p><i>Addition: #3 Consultation and guidance to the leadership teams of the two nurseries, including nursery baseline self-assessment with the NIDCAP Nursery Application materials Part I (Questionnaire) and Part II (NIDCAP Nursery Manual and Score Sheet) for nursery work since 2015.</i></p> <p>QAT #006: Senior APIB Trainer</p> <p><i>Addition: #5 Consultation and guidance to the leadership teams of the two nurseries, including nursery baseline self-assessment with the NIDCAP Nursery Application materials Part I (Questionnaire) and Part II (NIDCAP Nursery Manual and Score Sheet) for nursery work since 2015.</i></p> <p>QAT: Certification of Inaugural NIDCAP and APIB Professionals (CINAP)</p> <p>Inclusion: “Scenario 2” for simplification of the certification process.</p>
<p><b>NFI Board of Directors</b></p> <p><b>Video Conference Call Minutes</b></p> <p><b>February 3, 2020</b></p> <p><b>Highlights</b></p>	<p>When available the full NFI Board of Director Minutes will be posted within our website’s <a href="#">Membership Section</a>. The following is a summary of Board discussions from February’s meeting.</p> <ul style="list-style-type: none"> <li>• NFI Board of Directors and Annual Membership Minutes from October 2019 and Board Minutes from January 2020 were approved.</li> <li>• The NIDCAP Nursery Program Director’s contract continuation continues to be under review.</li> <li>• All NFI members will be encouraged to submit short statements of “what does NIDCAP mean to me” to be shared on the NFI’s social media platforms for World NIDCAP Day/Month.</li> <li>• Summaries of the NFI’s 2019 Annual NIDCAP Trainers Meeting session entitled “NFI next steps: Membership input on initiatives” small workgroup sessions were drafted and will be sent to the NFI membership.</li> </ul>

Your feedback, questions, comments, NFI updates, and membership news written to me personally and/or to the whole board, are welcome.

Sending very warm **WORLD NIDCAP DAY** greetings to our NFI community all month long,

Yours in support of the NFI,

Deborah

Deborah Buehler, PhD  
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## **NFI Quality Assurance Training Policy**

### **QAT #005: Senior NIDCAP Trainer**

#### **Eligibility**

Persons eligible to apply for Senior NIDCAP Trainer Certification are professionals, who are certified NIDCAP Trainers, associated with or on staff of a Newborn Intensive Care or Special Care Nursery with a certified NIDCAP Training Center, are approved for their work by the respective supervisors as well as the medical and nursing directors of the nursery, and have support for their work in developing and training to certification NIDCAP professionals and in guiding nurseries to implement individualized developmental family centered care.

#### **Application Process**

A nursery's leadership team, its representative, and/or the professional, who seeks certification as Senior NIDCAP Trainer, submits to the Chair of the NFI Program Committee a formal letter of intent and application, and presents detailed documentation that demonstrates the NIDCAP Trainer applicant's accomplishments, which may qualify him or her to be certified as Senior NIDCAP Trainer. The applicant may attach a description of training activities performed and/or solicit statements from the respective nurseries and/or Professionals with whom the applicant has worked. The Chair of the NFI Program Committee reviews the submitted materials in collaboration with the applicant guides the applicant to secure further documentation as indicated, solicits letters as indicated, and presents the application to the Board for review, discussion and vote. If approved, the NIDCAP Trainer is issued certification as Senior NIDCAP Trainer.

#### **Requirements**

Following are the required components of training for certification as Senior NIDCAP Trainer:

1. Successful NIDCAP Professional Certification of a minimum of two professionals in each of two Newborn Intensive Care Nurseries, one of which may be a Special Care Nursery.
2. Engagement of multidisciplinary staff members at each of the two nurseries, including medical directors and leaders from other disciplines, in planning and implementation of the training process.
3. Consultation and guidance to the leadership teams of the two nurseries, including nursery baseline self-assessment with the NIDCAP Nursery Application materials Part I (Questionnaire) and Part II (NIDCAP Nursery Manual and Score Sheet) for nursery work since 2015.
4. Guidance of the development of financial and operations plans for each of the two sites' development for the implementation of NIDCAP into their nurseries.
5. General demonstration of excellence in pedagogic and mentorship skills.





## **NFI Quality Assurance Training Policy**

### **QAT #006: Senior APIB Trainer**

#### **Eligibility**

Persons eligible to apply for Senior APIB Trainer Certification are professionals, who are certified APIB Trainers, associated with or on staff of a Newborn Intensive Care or Special Care Nursery that with a certified APIB Training Center, are approved for their work by the respective supervisors as well as the medical and nursing directors of the nursery, and have support for their work in developing and training to certification APIB professionals.

#### **Application Process**

A nursery's leadership team, its representative, and/or the professional, who seeks certification as Senior APIB Trainer, submits to the Chair of the NFI Program Committee a formal letter of intent and application, and presents detailed documentation that demonstrates the APIB Trainer applicant's accomplishments, which may qualify him or her to be certified as Senior APIB Trainer. The applicant may attach a description of training activities performed and/or solicit statements from the respective nurseries and/or professionals with whom the applicant has worked. The Chair of the NFI Program Committee reviews the submitted materials in collaboration with the applicant and presents the application to the Board for review, discussion and vote. If approved, the APIB Trainer is issued certification as Senior APIB Trainer.

#### **Requirements**

Following are the required components of training for certification as Senior APIB Trainer:

1. Guidance of two Hospital/NICU Centers from the beginning of APIB training planning to successful achievement of the integration of an APIB Professional.
2. Successful APIB Professional Certification of a minimum of one APIB professional at each of the two hospitals.
3. Engagement of multidisciplinary staff members at each of the two nurseries where an APIB professional is active and integrated into the work of the nursery.
4. Consultation and guidance to the leadership teams of the two nurseries for the development of a financial and operations plans for the training of the APIB professionals.
5. Consultation and guidance to the leadership teams of the two nurseries, including nursery baseline self-assessment with the NIDCAP Nursery Application materials Part I (Questionnaire) and Part II (NIDCAP Nursery Manual and Score Sheet) for nursery work since 2015.
6. Demonstration of excellence in pedagogic and mentorship skills.



## **Quality Assurance of Training Policy: Certification of Inaugural NIDCAP and APIB Professionals – QAT-CINAP**

NFI authorized NIDCAP and APIB training at the respective levels of Professional, Trainer, Master Trainer, and Senior Master Trainer results at each level in two inaugural Professionals, trained by a Professional-in-Training (NIDCAP/APIB Professional-in-Training; NIDCAP/APIB Trainer-in-Training, NIDCAP/APIB Master Trainer-in-Training; Senior NIDCAP/APIB Master Trainer-in-Training). The respective Professional-in-Training aims to achieve certification at his or her own next level of Trainer status and accomplishes this with the guidance, supervision and training provided by a respective higher level Professional. The responsibility for the quality of the respective trainees always rests with the respective higher level Professional, rather than with the Professional, who is currently in training and aims to achieve the next level. Therefore, the first two (or inaugural) NIDCAP/APIB Professionals at any of the respective levels receive a Certificate of Training, which is signed by the Professional-in-Training as well as by the supervising Professional. In the majority of cases the Professional-in-Training is successful in achieving Certification at his or her own next level of Trainer status, in which case the Certificates issued to the successful trainees will be the Certificates of the Center of the newly certified Professional, who provided the training with guidance from the supervising Trainer. The supervising Trainer co-signs the certificate. In cases, however, when the Professional-in-training fails to achieve Certification, the Certificate issued to the successful trainee will be the certificate of the respective supervising Professional.

*Example:* Ms. N. Professional aims to achieve NIDCAP Trainer Certification. Mr. A. Master Trainer guides and trains Ms. N. Professional, to train two persons to Certification as NIDCAP Professionals. Mr. A. Master Trainer holds the responsibility for the quality of training of the two trainees, who aim to become NFI Certified NIDCAP Professionals.

*Scenario 1:* Ms. N. Professional achieves successful training of the two trainees; they qualify to be certified as NIDCAP Professionals. The two new NIDCAP Professionals will receive their Certificates from Ms. N. Professional's Training Center, as soon as this Center is certified, should Ms. N. Professional be the first Trainer of a Center in Development. Should Ms. N. Professional however be a member of an already established NIDCAP Training Center, the two newly certified NIDCAP Professionals will receive their Certificates from the established Training Center. In both cases, Mr. A. Master Trainer co-signs the Certificates with Ms. N. Professional.

*Scenario 2:* Ms. N. Professional achieves successful training of the first one of two trainees; the second trainee is expected to be certified more than three months later. In this case, the first certified NIDCAP Professional receives the NIDCAP Professional Certificate signed in separate signature blocks by Mr. A, the NIDCAP Master Trainer, who supports Ms. N., the Trainer-in-Training, and by Ms. N, the NIDCAP Trainer-in-Training. The Certificate issued is the Certificate of Mr. A.'s, the Master Trainer's Training Center. With the second NIDCAP Professional's successful certification more than three months later the certificate issued is the certificate of Ms. N.'s., the newly certified NIDCAP Trainer and Ms. N.'s newly established or existing Training Center. It is signed by Ms. N., the new NIDCAP Trainer and co-signed by Mr. A., the Master Trainer in Ms. N.'s signature block.



Scenario 3: Ms. N. Professional fails to succeed in the training of one or both of the trainees. Mr. A. Master Trainer conducts and completes the training process of one or both trainees. While the trainees qualify to be certified as NIDCAP Professionals, either of the new NIDCAP Professionals, or one of them, depending on the situation, receives a Certificate from Mr. A. Master Trainer's Training Center, signed by Mr. A. Master Trainer as the Trainer of record. Should Ms. N. Professional be successful in training one of the trainees, typically the second of the trainees, Scenario 1, above applies to this NIDCAP Professional's situation.

In the case of difficult and/or ambiguous situations the Chair of the NFI Quality Assurance Committee should be consulted, who in collaboration with the Board, when indicated, will arrive at a reasoned recommendation.