



NIDCAP Federation International (NFI) Strategic Plan

Adopted by the NFI Board of Directors

March 22, 2023

NIDCAP* Federation International (NFI) Strategic Plan

NIDCAP Federation International Mission Statement

The NIDCAP Federation International (NFI) improves the future for all infants in hospitals and their families with individualized, developmental, family-centered, research-based NIDCAP care.

Adopted by the NFI Board, June 29, 2022

NIDCAP Federation International Vision Statement

With NIDCAP Care:

- *Infants* are considered individuals, persons, collaborators in care, supported and nurtured by their parents, enhancing their healthy overall development, well-being, and full potential.
- *Parents* are considered infants' key nurturers, advocates, and caregivers as well as collaborators in care decisions. *Family Members* are considered primary supporters to parents and infants.
- *Health Care Professionals and Staff* are partners in care with infants, parents, and family members.
- *Nursery and Hospital Environment & Culture* are focused on supportive effectiveness, patient and family relationship orientation, and the promotion of individualized health, growth, strengths, and development. The NFI provides a framework with educational resources, formal training and mentoring to healthcare professionals and families.

The NFI assures the quality of NIDCAP education, training, mentoring and certification for professionals and hospital systems, improving the future for infants and their families.

The NFI envisions a global society in which all hospitalized newborns and infants and their families receive care in the evidence based NIDCAP model.

**Note: NIDCAP is the Newborn Individualized Developmental Care and Assessment Program*

Mentoring caregivers. Changing hospitals. Improving the future for newborns and their families.

NFI Strategic Plan

NIDCAP Model Principles

The NFI supports, and its policies are guided by, the following NIDCAP model principles.

The NIDCAP model:

- Promotes optimal health, brain development, and well-being for infants. Multiple research studies support this.
- Recognizes that each infant and family is unique, and their care should continually be individually adapted with a strengths, stability, and growth perspective
- Enhances all aspects of the hospital environment, policies, and care practices for optimal care for infants and families, and the healthcare professionals who care for them
- Provides a mindful, reflective, process, and systems-oriented framework and approach to care

NFI Stakeholders

Newborn and infant care settings in hospitals are shaped by a wide range of individuals and groups with differing interests and concerns. Viewed as integrative systems, these individuals and groups are stakeholders, who engage with such settings from a variety of perspectives. They have different and often overlapping areas of interest. The NFI recognizes these varied interests and identifies the key representative stakeholders.

- NFI NIDCAP Professionals, Trainers, Trainers-in-Training, Center Directors, and Training Centers
- NIDCAP Nursery Certified Hospitals
- NFI Board of Directors
- NFI Members
- Infants, Parents and Families (cared for in newborn and infant hospital settings)
- Hospital Administrators
- Healthcare Professionals (working with newborns and infants in hospitals)
- Family advocates and organizations who support Newborn Intensive and Special Care Nurseries, and all other Infant Hospital Settings
- Policymakers, Professional and Family Organizations, and Individuals (who support Newborn and Infant Intensive and Special Care and all other Newborn/Infant Hospital Settings)
- Professional Organizations (concerned with the physical and psychological well-being of newborns, infants, and families)
- Academic, Educational and Research Institutions
- Insurers and Insurance Companies
- Corporations, Foundations, and Funding Sources (with an infant, family and staff focus)

Mentoring caregivers. Changing hospitals. Improving the future for newborns and their families.

NFI Strategic Plan

NFI Assets

The NFI and its assets include the following strengths:

- The NIDCAP model is based on a solid theoretical framework.
- The NIDCAP model is grounded in extensive scientific evidence.
- NIDCAP is a comprehensive developmental care model which fully integrates into healthcare settings' expert medical/surgical and nursing care.
- The NFI values and embeds the voice of families into its model, training programs and outreach. At the very heart of the NFI, families guide and direct the NFI's organizational strategies.
- The NFI offers comprehensive training programs leading to certifications.
- The NFI's membership includes highly skilled, multi-disciplinary, dedicated NIDCAP and APiB (Assessment of Preterm Infants' Behavior) Trainers, Professionals and Supporters, including Families.
- The NFI has an international membership.
- The NFI offers education and outreach programs for NIDCAP Trainers and Training Centers, and NFI Members.

Mentoring caregivers. Changing hospitals. Improving the future for newborns and their families.

NFI Strategic Plan

NFI Next Steps

To support the growth and sustainability of NIDCAP and the NFI, the NFI's next steps include:

Development of Resources and Materials

- Translation of information and training materials into multiple languages
- Development of e-learning and online materials to support NIDCAP training
- Creation of NIDCAP Nursery Program foundational education, including e-learning programs
- Development of APIB updates and educational materials

Development of NIDCAP Professionals, Trainers, and Training Centers

- Development of Trainer Continuity for NIDCAP and the APIB with increased Senior and Master Trainers
- Further development of continuing education and support for NIDCAP Trainers
- Exploration of strategies to re-invigorate education and training in the United States
- Benchmark between NIDCAP Training Centers worldwide to identify best ways to support implementation, growth, and sustainability of NIDCAP training

Development of Scientific Evidence

- Enlargement of scientific evidence of NIDCAP effectiveness

Development of the NIDCAP Model, Awareness, Education, and Implementation

- Continue embedding families, with infant healthcare system experience, and their observations and recommendations into the organization of the NFI for guidance and direction, including raising awareness and outreach and the education and training programs.
- Support for the development and sustainability of NIDCAP Nurseries
- Continued development of awareness, education, training, and dissemination of the NIDCAP model and its research base
- Support for ways for NIDCAP training and care to be integrated in low resource countries
- Integration of NIDCAP into medical, nursing, and other healthcare specialist education curricula
- Partner with other organizations to advocate, promote and educate about NIDCAP care.

Mentoring caregivers. Changing hospitals. Improving the future for newborns and their families.

NFI Strategic Plan

NFI Goals

NFI FY 2023-2025

Over the next three years, the NFI plans to work toward the following Program and Organizational Goals using the identified strategies below.

Program Goal: To Increase and Expand NIDCAP and APIB Training Opportunities

Strategies

1. To understand the current state of NIDCAP & APIB Training and the capacity of each NIDCAP Training Center
2. To expand education globally and accessibility to all countries by:
 - i. Increasing foundational education offerings in many languages
 - ii. Developing formal online training processes. (Metrics may include number of offerings and translations and number of views from new countries/regions)
 - iii. Increase access to NIDCAP training for hospitals in low resource countries
3. To create and ensure that foundational educational learning resources in the NFI learning center are available and utilized along with webinars, blogs, podcasts, etc. (Metrics may be number of offerings added, number of views, etc.)
4. To increase online learning opportunities; To define aspects of training that can be done remotely to increase the capacity of NIDCAP Trainers to work with NIDCAP Trainees. (Metric may be to have aspects of NIDCAP and APIB training that are done remotely developed and pilot tested)

Organizational Goal: To Increase the Capacity of the NFI Organization

Strategies

1. To increase the number of individuals into the “pipeline” of becoming NIDCAP Professionals and NIDCAP Trainers; To increase accessibility for individuals to take subsequent steps up the training ladder; To increase accessibility to NIDCAP Nursery Certification. (Metrics may include a certain number of NIDCAP Professionals, NIDCAP Trainers, NIDCAP Training Centers and Certified NIDCAP Nurseries by a certain period).
2. To restructure the NFI Board of Directors to separate governance from operations and recruit individuals with the needed skills to work on both. (Metrics may include a time frame with steps for accomplishments)
3. To increase capacity of the organization by recruiting paid staff and volunteers to do the work of the organization.

Mentoring caregivers. Changing hospitals. Improving the future for newborns and their families.