



Formation CLE

Compréhension du Langage de l'Enfant

Formation en soins de développement centrés sur la famille
Destinée aux services de maternité et unités de néonatalogie



GUIDE D'ACCOMPAGNEMENT - [CAHIER DE NOTES PERSONNELLES 1](#)

De la connaissance à la pratique

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Compréhension du Langage de l'Enfant (Understanding the Child's Language)

CLE Training

Objectives:

- To develop theoretical knowledge of healthcare professionals on individualized developmental care (IDC) centered on the family.
- To improve the skills of observation and understanding of premature infants' behavior in collaboration with the family.
- To strengthen the reflective practice of caregivers, transitioning from task-oriented care to relational care that supports neurosensory development and the parent-child bond.
- To support the implementation of family-centered developmental care within a service, based on an analysis of practices and the system.

Training Structure:

- The CLE training is based on the synactive theory of newborn development and behavioral organization by Heidelise Als (1982) and follows the NIDCAP® approach (Newborn Individualized Developmental Care and Assessment Program - www.NIDCAP.org), recognized as the "gold standard" for family-centered developmental care.
- It does not replace formal NIDCAP® training but helps to foster reflection and practices leading toward formal training. It meets the needs of maternity wards, intensive and non-intensive neonatal units.

Target Audience:

- Healthcare staff and parents involved in the care of premature and/or vulnerable newborns, across all disciplines.
- The training is delivered on-site with a maximum of 6 participants per training cycle.

Trainer:

This training is provided by a NIDCAP® trainer or a NIDCAP® certified professional under the supervision of a trainer, within the framework of a service-oriented approach or formal NIDCAP® training (for part of the team).

The NIDCAP® Federation International endorsed the CLE training. This program has been designed and evaluated by trainers and certified professionals from various Belgian hospitals and has received positive feedback from other European NIDCAP® training centers.

Training Outline (18h with trainer and 2 x 18h individual work)

The training is conducted in three sessions with the trainer, between which participants are expected to work semi-autonomously, following structured tasks over two six-week periods. Outside the training days with the trainer, participants should not be relieved from their caregiving duties but should be given at least 3 hours per week to complete their personal work or commit to doing so in their personal time.

Module 1 (12 hours):

Day 1:

- AM (3 hours for the whole team):
 - Introduction to developmental care (NIDCAP theoretical approach)
- PM (3 hours for the six participants):
 - "Baby's behaviour observation" workshop
 - Self-assessment of unit's Individual developmental care practices

Day 2:

- AM (3 hours for participants):
 - Introduction to using the personal work notebook
 - Presentation of expected work and tools
 - Practical exercises
- PM (3 hours for the IDC working group, including leaders and participants):
 - Definition of a training program
 - Meeting with leadership and steering committee

Module 2 (1 day):

- 1-hour debriefing per participant based on their personal work and a care video from the service
- 2-hour preparation for collaborative work with families

Module 3 (6 hours):

- AM (3 hours for all participants):
 - Collective debriefing (2 hours)
 - Unit IDC practices evaluation (1 hour)
- PM (3 hours for the working group including leaders and participants):
 - Training evaluation (1 hour)
 - Meeting with the multidisciplinary steering committee for the service's IDC project, including leaders (2 hours)

Follow-up:

Each week, the participant provides feedback on their progress and personal reflection via phone or email, receiving support from the trainer. A follow-up exchange by email will be offered to participants six months after the training.

Personal Work Notebook:

The workbook for participants is structured weekly as follows:

- Defined personal work goals.
- Theoretical introduction to the targeted topic, illustrated by "evidence-based medicine" references.
- Online access to articles, videos illustrating care practices supporting development.
- Guidance on developing observational skills regarding infant behavior and reflective practice (in collaboration with parents, using proposed tools, in the second part of the training)

The first session of training leads to 6 weeks of personal work, followed by another 6 weeks of structured work in collaboration with parents and colleagues.

In the second part of the training, participants will receive informational brochures for parents on specific themes to address with them.

Week 1: Educational Objectives:

- Identify signs of infant well-being and disorganization.
- Reflect on personal practices to adapt them to support infant development and the parent-child bond.
- Develop skills in suggesting individualized care to support development.
- Improve communication about infant behavior with families and colleagues (second part of training).

Weeks 2 to 6: Educational Objectives:

- Identify signs of well-being and disorganization in infants during specific care.
- Reflect on practices and adapt them to support development and the parent-child bond on specific care topics.
- Develop skills in suggesting individualized care to support development.
- Improve communication about infant behavior with families and colleagues (second part of training).
- Reflect on service care practices and structure, considering next steps for the implementation of individualized family-centered developmental care.

Topics Covered:

- Week 2: Hygiene Care
- Week 3: Skin-to-skin Contact
- Week 4: Painful Care
- Week 5: Feeding
- Week 6: Pre-discharge Care

Training Costs:

- €6000 for a full training cycle (6 people maximum) + possible additional costs for the trainer (travel, accommodation, meals).

Certification:

- A certificate of completion and training hours recognized by the Belgian SPF Public Health in the Breastfeeding and IDC contract (56 hours).

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