

# Nurse-Family Partnership Education Overview

Updated: May 1, 2022

Nurse-Family Partnership’s (NFP) education for nurse home visitors (NHV) and nurse supervisors (NS) consists of three categories:

- Initial Required Education (from hire to 6 months after Unit 2)
- Advanced Required Education (from 6-18 months after Unit 2)
- Building Mastery (optional education available any time after Unit 2)



# NFP Education Timeline



## Nurse-Family Partnership Education

INITIAL REQUIRED EDUCATION	
<p><b>Unit 1: Introduction to NFP</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Nurse Home Visitors</li> <li><input checked="" type="checkbox"/> Nurse Supervisors</li> <li><input checked="" type="checkbox"/> Managers, Nursing Practice &amp; State Nurse Consultants</li> </ul> <p>Distance learning: 20+ hours of learning completed prior to attending Unit 2</p>	<ul style="list-style-type: none"> <li>• Unit 1 course: 8 modules for nurse home visitors and 9 modules for nurse supervisors.</li> <li>• Unit 1 Assessment</li> </ul>
<p><b>Supervisor Unit 1: Introduction to NFP</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Nurse Supervisors</li> <li><input checked="" type="checkbox"/> Managers, Nursing Practice &amp; State Nurse Consultants</li> </ul> <p>Distance learning: additional one hour completed prior to attending Unit 2</p>	<ul style="list-style-type: none"> <li>• eLearning modules               <ul style="list-style-type: none"> <li>○ Orienting to Nurse-Family Partnership</li> <li>○ Network Partner Setup, Contract, and Budget</li> </ul> </li> </ul>
<p><b>Unit 2: NFP Nursing Practice</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Nurse Home Visitors</li> <li><input checked="" type="checkbox"/> Nurse Supervisors</li> <li><input checked="" type="checkbox"/> Managers, Nursing Practice &amp; State Nurse Consultants</li> </ul> <p>A multi-day instructor-led education session~ NFP nurses are required to complete Unit 2 before they can enroll families</p>	<p>Reinforces and expands on information from Unit 1, including application of program components, NFP nursing practice, and building skills in delivery of the program.</p> <p><i>~Virtual Unit 2 education offered by NSO is 26 hours and there is an additional 6 hours of virtual Unit 2 education for nurse supervisors</i></p>
<p><b>Supervisor Unit 2: NFP Nursing Practice</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Nurse Supervisors</li> <li><input checked="" type="checkbox"/> Managers, Nursing Practice &amp; State Nurse Consultants</li> </ul> <p>7.5 hours session as part of Unit 2</p>	<ul style="list-style-type: none"> <li>• Introduction to the NFP Nurse Supervisor Role</li> <li>• Building Collaborative Teams</li> <li>• Caseload Building</li> <li>• Supporting the Integration of the Strengths and Risks Framework into NFP</li> <li>• Reflective Supervision</li> </ul>
<p><b>Unit 3: Deepening NFP Nursing Practice</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Nurse Home Visitors</li> <li><input checked="" type="checkbox"/> Nurse Supervisors</li> <li><input checked="" type="checkbox"/> Managers, Nursing Practice &amp; State Nurse Consultants</li> </ul> <p>After attending Unit 2, nurses are assigned an additional 10-12 hours of distance learning in Unit 3, completed over a six-month period.</p>	<ul style="list-style-type: none"> <li>• eLearning modules completed within six months of attending Unit 2               <ul style="list-style-type: none"> <li>○ Introduction to the Clinical IPV Assessment Form</li> <li>○ Motivational Interviewing: Ask-Provide-Ask</li> <li>○ Goal Setting</li> <li>○ Infant States &amp; Cues</li> <li>○ Early Emotional Development: Temperament</li> <li>○ Mastery Assessment &amp; Plans for Nurse Home Visitors</li> </ul> </li> <li>• PIPE E-Training (from How to Read Your Baby - 3<sup>rd</sup> party curriculum within 3 months of Unit 2)</li> </ul>

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<p><b>Supervisor Unit 3: Deepening NFP Nursing Practice</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Nurse Supervisors</li> <li><input checked="" type="checkbox"/> Managers, Nursing Practice &amp; State Nurse Consultants</li> </ul> <p>Distance learning; approximately six to eight additional hours of study. Unit 3 for supervisors is completed prior to attending Unit 4.</p>	<ul style="list-style-type: none"> <li>• eLearning Modules                             <ul style="list-style-type: none"> <li>○ Building Your Community Advisory Board</li> <li>○ Building, Assigning and Managing Caseload</li> </ul> </li> <li>• Facilitated Conversations (in webinar format)                             <ul style="list-style-type: none"> <li>○ Client Enrollment</li> <li>○ Mastery Assessment &amp; Plans for Nurse Supervisors</li> </ul> </li> <li>• Self-Study Professional Development Guides                             <ul style="list-style-type: none"> <li>○ Recruiting and Hiring Nurse Home Visitors</li> <li>○ Documentation: A Guide for New Supervisors</li> </ul> </li> </ul>
ADVANCED REQUIRED EDUCATION	
<p><b>Supervisor Unit 4: NFP Team Leadership</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Nurse Supervisors</li> <li><input checked="" type="checkbox"/> Managers, Nursing Practice &amp; State Nurse Consultants</li> </ul> <p>4-day education about 4-6 months after Unit 2</p>	<p>Expands on topics specific to the NFP nurse supervisor role including NFP model element fidelity, reflective practice, agency assessment and planning, supporting nurses and teams, marketing, and use of data.</p>
<p><b>Supervisor FAN Level I Core Training</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Nurse Supervisors</li> <li><input checked="" type="checkbox"/> Managers, Nursing Practice &amp; State Nurse Consultants</li> </ul> <p>Virtual instructor-led education; approximately fourteen hours.</p>	<p>Virtual two-day education session</p>
<p><b>Supervisor FAN Level II Mentoring</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Nurse Supervisors</li> <li><input checked="" type="checkbox"/> Managers, Nursing Practice &amp; State Nurse Consultants</li> </ul> <p>6 video conference sessions, 90-minutes each</p>	<p>Includes the submission of at least 5 FAN Post-Contact Reflection Tools and attendance and participation in at least 5 FAN Mentoring sessions.</p>
<p><b>Supervisor FAN Level III Follow-Up Training</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Nurse Supervisors</li> <li><input checked="" type="checkbox"/> Managers, Nursing Practice &amp; State Nurse Consultants</li> </ul> <p>Virtual instructor-led education; approximately seven hours.</p>	<p>Virtual one-day education session</p>
<p><b>Advanced Required Education offered by the National Service Office</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Nurse Home Visitors</li> <li><input checked="" type="checkbox"/> Nurse Supervisors</li> <li><input checked="" type="checkbox"/> Managers, Nursing Practice &amp; State Nurse Consultants</li> </ul> <p>Distance learning; approximately 20 to 30 hours of study. Assigned after completing Unit 3 Initial Required Education and completed within one year of completion of Unit 2</p>	<ul style="list-style-type: none"> <li>• Mental Health course</li> <li>• Supporting Children to Thrive course</li> </ul>

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<p><b>Other Advanced Required Education offered by third parties</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Nurse Home Visitors</li> <li><input checked="" type="checkbox"/> Nurse Supervisors</li> <li><input checked="" type="checkbox"/> Managers, Nursing Practice &amp; State Nurse Consultants</li> </ul> <p>Education provided by third parties for a fee, which is arranged and paid for directly with the provider by the NFP network partner</p>	<ul style="list-style-type: none"> <li>• <a href="#">PIPE E-Training (How to Read Your Baby)</a> Comprehensive course for nurse home visitors and Review course for nurse supervisors</li> <li>• DANCE Fundamentals (Dyadic Assessment of Natural Caregiver-Child Experiences), offered by the <a href="#">Prevention Research Center (PRC) at the University of Colorado</a>. DANCE is completed after completing Keys to Caregiving, about nine months after hire.</li> <li>• Keys to Caregiving Self-Study Course no longer required as of August 2021 – replaced by NFP Infant States &amp; Cues course in LearningHub.</li> </ul>
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NFP encourages all active NFP nurse home visitors and nurse supervisors to attend and participate in any of the initial education sessions appropriate for their role, both instructor-led and distance learning, as a review at any time during their tenure with the NFP program.

<b>BUILDING MASTERY</b>	
<p><b>Building Mastery Education</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Nurse Home Visitors</li> <li><input checked="" type="checkbox"/> Nurse Supervisors</li> <li><input checked="" type="checkbox"/> Managers, Nursing Practice &amp; State Nurse Consultants</li> </ul> <p>Distance “just-in time” optional learning available any time after completion of Unit 2</p>	<ul style="list-style-type: none"> <li>• Supporting Clients with Opioid Use Disorder</li> <li>• Supporting Clients who use Marijuana</li> <li>• Supporting Clients who use Methamphetamine</li> <li>• Intimate Partner Violence course (Parts 1, 2, 3)</li> <li>• Team Meeting Education Modules (in ResourceHub)</li> <li>• NFP Nursing Practice Videos (in ResourceHub)</li> </ul>

## Nurse-Family Partnership Education Descriptions

Nurse supervisors complete all the education for nurse home visitors and have additional education offerings specific to the NFP nurse supervisor role.

### INITIAL REQUIRED EDUCATION

- **Unit 1: Introduction to Nurse-Family Partnership** consists of 20 plus hours of independent study through distance learning. Unit 1 consists of 8 modules for all NFP nurses introducing the NFP program model, concepts, and approaches, followed by a knowledge assessment. Content is focused on understanding and delivering the Nurse-Family Partnership model with fidelity. It includes information on program theories, NFP nursing assessment and care, therapeutic relationships, building culturally conscious connections with families, reflective practice, caregiving, and supporting change. Nursing Continuing Professional Development (NCPD) contact hours for NFP Initial Education (Units 1 and 2) for nurse supervisors and nurse home visitors are available.

**Additional:** UNIT 1 for nurse supervisors includes additional eLearning modules focused on Network Partner Setup and Orienting to Nurse-Family Partnership.

- **Unit 2: Nurse-Family Partnership Nursing Practice** includes multiple days of instructor-led education for all NFP nurses. Content focuses on review and application of Unit 1 content for enhanced knowledge and skill development. Themes of providing culturally conscious care, engaging and enrolling clients, reflective practice, and nursing assessment and care are included. NFP nurses are required to complete Unit 2 before enrolling families to participate in NFP. Nursing Continuing Professional Development (NCPD) contact hours for NFP Initial Education (Units 1 and 2) for nurse supervisors and nurse home visitors are available.

**Additional:** As part of Unit 2, nurse supervisors participate in additional supervisor-specific sessions focused on the supervisor role, reflective supervision, and support of NFP teams.

- **Unit 3: Deepening NFP Nursing Practice** is multi-platform education that includes facilitated conversations, downloadable professional development guides, and eLearning modules of 15 to 20 hours for all nurses. It includes eLearning modules focused on the Clinical Intimate Partner Violence Assessment, infant states and cues, early emotional development, Motivational Interviewing, and NFP Mastery Assessment and Plan (MAPs) to deepen skill in NFP model implementation.

**Additional:** Nurse supervisor Unit 3 includes content on client and nurse recruitment and engagement, use of data reports, documentation, and facilitating community connections. This includes distance learning education with a webinar available for nurse supervisors.

### ADVANCED REQUIRED EDUCATION

- **Unit 4: Nurse-Family Partnership Team Leadership for Nurse Supervisors** consists of multiple days of education completed about 3 to 4 months after completion of Unit 2. It includes content about the supervisor role, network partner assessment and planning, use of data, marketing, reflective practice, team leadership, case conferences, compassion fatigue, the NFP model elements, and model fidelity. Nursing Continuing Professional Development (NCPD) contact hours for Unit 4 completion for nurse supervisors are available.
- **FAN Training for Nurse Supervisors**
  - **Level I Core Training** is a two-day training focused on the FAN theory of change, core processes, ARC, attunement, and additional supervisor content for supporting nurse home visitors. Nursing Continuing Professional Development (NCPD) contact hours for Level I FAN Training completion for nurse supervisors are available.

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- **Level II Mentoring** includes nurse supervisors completing six FAN reflection tools over 6 months and process these in monthly mentoring sessions (approximately 90-minutes each) with the FAN mentor in small groups.
- **Level III Follow-Up Training** is a one-day training consolidating FAN learning and to develop strategies to sustain the FAN approach in practice seven months after Level I Core Training.
- **NSO Provided Advanced Required Education:** Beyond Unit 3 and Unit 4, other required education occurs within 12 to 18 months of hire with NFP. The **Mental Health** course consists of five eLearning modules and is due within one year after hire.
- **Third-Party Provided Advanced Required Education:** Arranged separately from the National Service Office (NSO), all NFP nurses complete the **PIPE E-Training** Comprehensive course for nurse home visitors (PIPE Review course for nurse supervisors) and Dyadic Assessment of Naturalistic Caregiver-Child Experiences (**DANCE**) education (~24 hours, Prevention Research Center @ the University of Colorado). Information about various elements of these programs is included on the NFP Community website. Note that materials and education for both PIPE and DANCE are provided directly by these approved third-party vendors and not by the National Service Office.

### BUILDING MASTERY

- Education available in Building Mastery is optional and can be completed at any time. This includes a five-module course on **Supporting Clients with Opioid Use Disorder**, five-module course on **Supporting Clients using Marijuana**, four-module course on **Supporting Clients using Methamphetamine**, and the **Intimate Partner Violence (IPV)** course consists of 15 modules organized in three parts (IPV is a blend of workbook guided education and eLearning modules).
- **Team Meeting Education Modules** are also included in ResourceHub. There are over 25 modules available on a variety of topics that support NFP implementation.
- There are several **NFP Nursing Practice Videos** in ResourceHub offering nurse-client interaction exemplifying techniques taught in NFP Education. The videos cover motivational interviewing, reflection in practice, therapeutic relationships, and nursing practice using client centered principles to stimulate NFP team discussion using a reflective practice approach, critical thinking, evidence-based caring, and nursing process.