

The Neurosequential Model of Therapeutics®

NMT Training Certification for Institutions and Organizations (Site Certification)

Phase I and Phase II/TTT Programs

September 2023

Site Certification: Overview

The Neurosequential Model® is a neurodevelopmentally informed, biologically respectful perspective on human development and functioning. The Neurosequential Model of Therapeutics® (NMT) uses this perspective in the clinical problem-solving process. The NMT is not a specific therapeutic technique or intervention; it is way to organize developmental history and current functioning to inform the clinical decision-making and treatment planning process. This approach integrates core principles from neurodevelopment, developmental psychology, traumatology, sociology and a range of other disciplines to create a comprehensive understanding of the child, family and their broader community. The Neurosequential Network (NMN) has developed a set of training materials, supervised training experiences and Clinical Practice Tools to help clinicians develop the capacity to use the NMT with the children, youth and adults they serve. An NMT certification process has been created to provide a basic level of exposure to the core concepts and key elements for implementing the NMT.

NMT certification is a training process. It is meant to certify exposure to, and participation in, training activities. It is not certification of clinical competence or skill. The NMT is not promoting or excluding any specific clinical assessment or therapeutic techniques (for an overview, see a variety of articles posted at Neurosequential.com). For participating individuals, this training will be a clinical enhancement, capacity building project. It provides exposure to the core concepts underlying the NMT and to the clinical application of this approach with children and families. Completion of Phase I and Phase II/Train-the-Trainer certification confers no special affiliation with the NMN, nor does it comprise endorsement by the NMN for independent application of principles or practices presented during this introduction to the NMT process.

Each phase of certification indicates that an organization's participants have completed a certain level of training and exposure to the NMT in its various applications. The outline of this NMT Training Certification process follows.

Individuals who complete Phase I certification may elect to move on to Phase II/Train-the-Trainer (TTT) or directly to the Maintenance Phase without completing the Phase II/TTT process. An outline of this NMT certification process follows.

Note: The primary target of the Site Training Certification process will be the identified staff and clinicians selected by the Site. These clinicians must meet criteria listed below. It is important to know, however, that a central component of the Site Certification process is building internal capacity relate to the core content and concepts underlying The Neurosequential Model®. The leaders of this internal process will be identified NMT-trained clinicians. The internal capacity building activities led by identified NMT-trained clinicians will be crucial to the organization's successful implementation of the NMT. We strongly encourage the organization to include other staff and personnel in as many of the training activities as possible to build capacity.

Requirements for the NMT Site Certification Process

Organizations are considered for Site Training Certification if seven or more employees or affiliated professionals are seeking Certification. The NMN will work with sites to determine whether Individual or Site Training Certification is most appropriate. While the full Site Certification process includes two phases of training, an organization may choose to enter Maintenance after Phase I. No internal training is possible in this case.

Sites meeting the requirements for enrollment in NMT Training Certification should contact Emily Perry, Director of Education and Training, for more information on the enrollment process: ETP@neurosequential.com.



Phase I: NMT Certification

Phase I provides an in-depth introduction to the NMT and the key principles that underlie the clinical application of the model. The primary focus of Phase I is to build comfort with, and experience in, organizing clinical information in a neurodevelopmentally-informed way; a primary objective of Certification is to develop competence with the web-based NMT Clinical Practice Tools (NMT Metrics). Participants will also be provided multiple opportunities to see multidisciplinary clinical problem solving using the NMT in the many case-based staffings that are part of the learning process.

A combination of live and self-directed learning opportunities are included in Phase I Certification. These elements are outlined below.

Requirements for Site-selected NMT Trainees

The NMT Training Certification process is designed for clinical professionals with various backgrounds. In order to be eligible to participate in the NMT Individual Training Certification process, individuals must first meet certain requirements. The requirements for participants include:

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- 1) At least a master's degree in social sciences or equivalent (e.g., psychology, education, social work, nursing, OT/PT, etc.)
 - 2) A current license (e.g., LPC, LMFT, LMSW, etc.) or similar designation (if outside of US)
 - 3) Current practice working with children, youth, adults or families
 - 4) Participation in at least 1 NMT Case-based Training Series (10 sessions). For those who have not completed an NMT Case-based Series but want to enroll in the Certification Program, a Pre-Requisite Series will be added to their training package at no additional cost.

Each organization will identify qualified individuals who will then complete the Certification curriculum and participate in NMT training activities as described below.

A. Curricular Elements of NMT Certification-Phase I

1. Multimedia Content

- 1) View NMN Multimedia content (video content, recorded presentations, NMN YouTube Channel Seven Slide Series sessions, etc.) according to training syllabus.

2. Readings

- 1) Complete package of required readings according to training syllabus. **PARTICIPANTS MUST OBTAIN THEIR OWN COPIES OF *The Boy Who Was Raised as a Dog and What Happened to You?***

3. NMT Core Certification Series Recordings

- 1) View 10 Case-based training sessions according to syllabus. 90-minutes each.

4. Case-based Seminars: Recordings of NMT Mentor-led Case-based Training Series

- 1) View 10 sessions of 2021 Series Case Discussions. 90-minutes each.

5. NMT Online Clinical Practice Tools (also known as the NMT Metrics)

- 1) View 2 recording Metric tool training sessions.
- 2) Access to NMT Online Clinical Practice Tools to allow the participants to become familiar with the NMT metrics. Unlimited tokens per participant are included in Phase I training. Participants MUST complete 2 "Typical" reports, 1 Fidelity report, and 7 client reports for a total minimum of 10 metric reports in Phase I.
- 3) Participants must call in live or view recordings of the monthly Metric Scoring Calls/NMT Implementation Calls.

4) Participants must complete all Fidelity Exercises: On an annual basis, all NMT-certified and NMT-certification training clinicians will be required to score one case using the NMT Online Clinical Practice Tools. Each participant will be provided a case abstract, and a one-hour online session will be devoted to question/answer about the case. Participants must then submit scores by a set date.

- All clinicians using the tool will be required to participate.
- Tokens to complete Fidelity reports are provided in the Phase I included tokens. Following the submission deadline,
 - NMN staff will distribute a scored report and self-scoring instructions.
 - NMN will provide feedback via a 30-minute recorded discussion of common scoring areas where errors occurred.

6. Study Group Meetings

1) Participants will be assigned to a Certification Study Group and must participate in two monthly, 1-hour conference calls focused on discussion of the training content. An NMT Mentor and participants in the NMT TTT Program (Phase II) will facilitate the study group meetings.

7. NMT Community Meetings and Elective Interest Groups

1) Participants will participate in a live monthly NMT Community meeting or view recording. They may choose but are not required to participate in other monthly NMT Interest Group calls. NMN will provide more information about various interest group meetings to enrolled participants.

B. Documentation of Certification Requirements

Each Site will designate a "Site Coordinator" who will help facilitate the Site Certification Process and be the primary contact person for the NMN. Each individual participant will be responsible for documenting compliance with each of the above-mentioned requirements and submitting signed checklists at the end of each training phase to his/her Site Coordinator, who will in turn provide copies to the NMN. The NMN will work with participants to ensure that all requirements are met prior to moving on to subsequent phases.

All participants must sign and adhere to the NMN's client confidentiality and Attribution Policy guidelines.

C. NMT Online Clinical Practice Tools (NMT Metrics)

Participants in Phase I NMT Certification will be trained to use the online NMT Clinical Practice Tools. During training participants have access to the online Clinical Practice Tools. Access will continue as long as they remain enrolled in any phase of training or are enrolled in the Maintenance Phase.

D. Cost for Phase I NMT Training Certification

| Site Training Certification | Cost per person |
|-----------------------------|--------------------|
| 7-9 Participants | \$4,000/per person |
| 10+ Participants | \$3,500/per person |

* Phase I is a 12 - month program. The NMN will provide up to 6 months of extension at no cost after the initial training period. A \$2500 continuation fee may apply if additional time is required to complete Phase I.



Phase II/ Train-the-Trainer: NMT Certification

Phase II of the NMT Certification process is a Train-The-Trainer (TTT) program. This phase involves a series of specialized and advanced training activities focused on exposure to advanced NMT-related content, the challenges of translating and teaching these concepts, and the application of the NMT metrics in clinical settings. Upon completion of Phase II/TTT, the clinician (NMT Trainer) has mastered the core content and principles underlying the NMT and has much more experience utilizing the NMT Metrics in clinical practice. The NMT Trainer will be able to more effectively teach these concepts to others.

A primary objective of the NMT TTT process is to build capacity in both the organization and the broader community by developing a cadre of NMT Trainers who can provide ongoing teaching and consultation to colleagues, schools, families and organizations regarding the core concepts and principles of the NMT. Further, with the development of an approved Sustainability Plan, NMT-Certified Trainers are permitted to train on NMT core concepts as well as facilitate NMT Phase I Training Certification of clinicians within their own organization.

A combination of live and self-directed learning opportunities are included in Phase II/TTT Certification. These elements are outlined below.

A. Curricular Elements of Phase II/TTT Certification

1. Multimedia Content

- 1) View Multimedia content (via a video streaming account, recorded presentations, YouTube Channel Seven Slide Series sessions, etc.) according to training syllabus.

2. Readings

- 1) Complete package of required readings according to training syllabus.

3. TTT Series Recordings

- 1) View Introductory TTT Session plus 11 NMT Trainer Series Webinars (90 minutes each).
- 2) TTT PowerPoint Slides are included.
- 3) View Intro to Developmental Trauma Series Sessions (12 sessions)

4. Case-based Seminars: NMT Case-based Training Series

- 1) View 10 recordings: Participants will receive recordings of a complete NMT Advanced Case-based Training Series.

5. NMT Online Clinical Practice Tools (also known as the NMT Metrics)

- 1) Access to NMT Online Clinical Practice Tools to allow the participants to further develop their expertise with the NMT metrics. Unlimited tokens per participant are included during training. Participants must complete a minimum of 10 metric reports in Phase II.
- 2) Participants must call in LIVE or view recording of the monthly Metric Scoring and Implementation Calls.
- 3) Participants must complete all Fidelity Exercises: On an annual basis, all NMT-certified and NMT-certification training clinicians will be required to score one case using the NMT Online Clinical Practice Tools. Each participant will be provided a case abstract, and a one-hour online session will be devoted to question/answer about the case. Participants then must complete reports by a set date.
 - All clinicians using the tool will be required to participate.
 - Tokens to complete Fidelity reports are provided in the Phase II included tokens. Following the submission deadline,
 - NMN staff will distribute a scored report and self-scoring instructions.
 - NMN will provide feedback via a 30-minute recorded discussion of common scoring areas where errors occurred.

6. Study Group Meetings

- 1) Participants will be assigned to a Certification Phase II/Train-the-Trainer Study Group and must participate in a monthly conference call focused on discussion of the training content as well as facilitation of Phase I training study group meetings (see below).

7. Certification Group Facilitation

- 1) Participants must facilitate two monthly, 1-hour meeting with a group of Phase I participants and lead discussions related to the Phase I Training content.

**NMN will provide a structured monthly syllabus and discussion guides for Trainers to use in their monthly meetings with their Phase I Training groups. NMN will also ask Trainers to provide feedback on the monthly and quarterly meetings that they facilitate.*

7. NMT Community Meetings and Elective Interest Groups

1) Participants will participate in a live monthly NMT Community meeting or view recording. They may choose but are not required to participate in other monthly NMT Interest Group calls. NMN will provide more information about various interest group meetings to enrolled participants.

B. Documentation of Certification Requirements

As in Phase I, each Site will designate a "Site Coordinator" who will help facilitate the Site Certification Process and be the primary contact person for the NMN. Each individual participant will be responsible for documenting compliance with each of the above-mentioned requirements and submitting signed checklists at the end of each training phase to his/her Site Coordinator, who will in turn provide copies to the NMN. The NMN will work with participants to ensure that all requirements are met prior to moving on to subsequent phases.

All participants must sign and adhere to the NMN's client confidentiality and Attribution Policy guidelines.

C. NMT Online Clinical Practice Tools (NMT Metrics)

Participants in NMT Individual Certification will be trained to use the online NMT Clinical Practice Tools. Once trained, participants will have access to the online Clinical Practice Tools for use with their clients as long as they remain enrolled in any phase of training or are enrolled in the Maintenance Phase.

D. Cost for Phase II NMT Training Certification

| Site Training Certification | Cost per person |
|------------------------------------|------------------------|
| 7-9 Participants | \$6,000/per person |
| 10+ Participants | \$5,500/per person |

* Phase I is a 12 month program. The NMN will provide up to 6 months of extension at no cost after the initial training period. A \$2500 continuation fee may apply if additional time is required to complete Phase II.

NMT Site Maintenance

Sites may elect to enter the Maintenance Phase after Phase I or Phase II training. If a Site has completed Phase II and has one or more NMT Trainers, then the Site may begin internal training and certify qualified clinicians to become users of the NMT Metric Tool. The cost of internally training new clinicians is \$500/person. This is a significant cost savings to the Site and is intended to promote and facilitate internal capacity and sustainability around the NMT model with minimal additional economic investment. Sites will be required to submit a Sustainability Plan and have it approved prior to beginning internal training.

Participation in the Maintenance Program is required for continued access to the NMT Online Clinical Practice Tools (aka NMT Metrics). The Maintenance Program ensures that participants are provided ongoing access to any enhancements in the NMT Clinical Practice Tools and related improvements in the NMT process and training materials. The goal of the Maintenance Phase is to provide the NMN with some opportunity to help assure fidelity to the NMT and provide participants with exposure to ongoing innovations.

A. NMT Certification Maintenance requirements:

Training Certification Maintenance requirements:

1. Participation in the NMT Metrics Fidelity Process: On an annual basis, clinicians will be required to will be required to score 1 case using the NMT Online Clinical Practice Tools. Each participant will be provided a case abstract, and a one-hour online session will be devoted to question/answer about the case. Participants then must submit reports by a set date.

- All clinicians using the tool will be required to participate.
- NMN provides tokens for Fidelity reports for participants in Maintenance.

Following the submission deadline,

- NMN staff will identify obvious errors in scoring and distribute scored reports.
- NMN will provide feedback via a 30-minute recorded discussion of common scoring areas where errors occurred.

2. Completion of NMT Metrics: In the course of ongoing internal clinical work, use of the NMT Web-based Clinical Practice tools is required. Clinicians who are Phase I Certified must complete a minimum of 5 metric reports (or “typical” subjects) including the Fidelity case each year. Clinicians who are Phase II/TTT Certified must complete a minimum of 10 metric reports (or “typical” subjects) including the Fidelity case each year. This should be a minimal level of annual engagement with the metric tool.

3. Completion of NMT Maintenance Package: An annual Maintenance “package” of continuing education elements will be provided annually and all elements must be completed over the course of the NMT Trained Providers annual Maintenance program

enrollment. The annual Maintenance package may include any of the following in a given year: new readings, new video content, case-based sessions.

For Site Trainers (i.e., core clinical team that completed the Train-the-Trainer process):

4. If participants make any modifications to existing NMT training materials for internal (or other) purposes, copies of edited content must be provided to the NMN for review and approval prior to distribution.
5. Site Trainers will submit a brief outline of the Site's sustainability plan for the NMT.
6. Once a Site's sustainability plan has been approved by the NMN, Sites may internally train new staff at a cost of \$500/new metric tool user.
7. If relevant, participants must provide a list of training sites/activities where NMT and related content was presented to help build internal and community capacity.

B. Cost for Site Maintenance Enrollment/Annual Renewal

| Total # of Participants | Cost |
|--------------------------|---------|
| 10 or fewer Participants | \$2,500 |
| 11+ Participants | \$3,000 |

The cost of Metric Tokens is not included in the Site Maintenance Fee and must be purchased separately. Cost vary depending upon the size of package:

| <u>PACK OF:</u> | <u>COST (cost per report)</u> |
|------------------------|--------------------------------------|
| 10 reports | \$350 (\$35) |
| 25 reports | \$750 (\$30) |
| 50 reports | \$1,250 (\$25) |
| 100 reports | \$2,000 (\$20) |
| 200 reports | \$3,000 (\$15) |