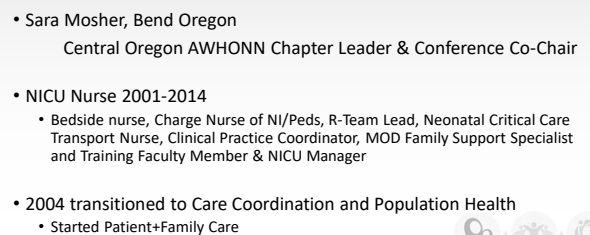


1. My NICU Network educational program received unrestricted financial support from Medela and Prolacta
2. National Perinatal Association, Patient+Family Care and Premie Parent Alliance may receive some financial gain from educational sales
3. Audience participating is required
4. We are going to have some fun!



Nursing School Curriculum

1. Anatomy

2. Physiology

3. Chemistry

4. Pharmacology

5. Biology

6. Chemistry

7. Philosophy

8. Ethics

9. Research

10. Community Health

11. Nursing Theory

12. Statistics

13. Mental Health Nursing

14. Specialty Nursing

15. Leadership & Management

16. Nutrition

17. Alternative Therapies

18. Nursing Lab

19. Clinical Rotations

20. Practicum/Capstone

21. Electives (religion, theology, dance, etc.)


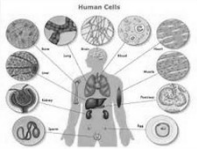


National Perinatal Association

Patient-Family Care

Prenatal Parent Alliance

Education and Support for NICU Caregivers

Study, Study, Study








National Perinatal Association

Patient-Family Care

Prenatal Parent Alliance

Education and Support for NICU Caregivers

More Studying






National Perinatal Association

Patient-Family Care

Prenatal Parent Alliance

Education and Support for NICU Caregivers

Graduation



National Perinatal Association

Patient-Family Care

Prenatal Parent Alliance

Education and Support for NICU Caregivers

3 Volunteers Needed

Let the fun begin!



Volunteers Needed

National Perinatal Association

Patient-Family Care

Prenatal Parent Alliance

Education and Support for NICU Caregivers

New Graduate Nurse

You come to your job with:

All you knowledge from nursing school – Which is a LOT!!!!

Passion and dedication

Excitement

An eagerness to learn more

You also come with:

No prior experience

Naïve

False sense of security

National Perinatal Association




Patient-Family Care

Prenatal Parent Alliance

Education and Support for NICU Caregivers

Begin Working


- Health System & Hospital Culture, Policies and Practices
- Joint Commission, CMS, Regulatory Requirements
- Department Specific Culture, Policies, Procedures and Practices
- PEOPLE
 - Coworkers, Doctors, Administrators, Leaders, Other Department Peers, Pediatricians, Clinic Staff, Parents, etc.






Education and Support for NICU Caregivers

On the Job..... Equipment

- Open Warmers
- Beds
- Monitor
- IV Pumps
- Syringe Pumps
- Ventilators
- Oscillators
- Scales
- CPAP Machines
- ECMO
- Computers







Bio Medical Technician



Education and Support for NICU Caregivers

On the Job..... Stethoscope

- Breath sounds
 - wheezes, crackles, rales, stridor, pneumothorax, etc.
- Heart Sounds
 - S1, S2, S3, S4, gallop, murmur, aortic sclerosis, aortic regurgitation, aortic stenosis, septal defect, ASD, VSD, coarctation of the aorta, PDA, etc.
- Bowl Sounds
 - normal, hyperactive, hypoactive, absent




Audiologist




Education and Support for NICU Caregivers

On the Job..... Airway Management

- Suction
 - When to suction?
 - How often to suction?
 - How deep to suction?
- Maintain Airway
 - ET Tube
 - CPAP
 - Nasal Cannula
- Manage Oxygen







Respiratory Therapist



Education and Support for NICU Caregivers

On the Job..... Radiologic Exams

- What type of film?
- What position?
- What is normal?
- What is abnormal?
- What is artifact?
- How do I interpret?
- How do you explain results to a family?
- How do you treat?



Radiologist




Education and Support for NICU Caregivers

On the Job..... IV access/Lines

- IV lines
- Central lines
- Umbilical Lines
- Lab Draws





Phlebotomist



Education and Support for NICU Caregivers

On the Job..... Medications

- Preparing Medication
- Verifying Medications
- Administering Medications
 - How to give it?
 - Where to give it?
 - How does it interact with others?
 - What side effects are there?
 - How fast/slow do I give it?



Pharmacist

On the Job..... Lactation Specialist/Dietitian

- Lactation guru
- Caloric specifications of breast milk
- Caloric additive options for breast milk
- How to help mom's pump milk
- How to properly store/freeze/thaw/prepare milk
- Formula options
- How to properly mix/prepare/store formula
- How to calculate daily caloric intake
- Bottle options
- NG feeds, OG feeds, Cup Feeds, Finger Feeds, SNS, nipple shields,
- BABY FRIENDLY!



Boobologist

On the Job..... Artistic Skills



- Understand color and texture
 - Skin
 - Abdomen
 - Stool
 - Urine
 - Oral/gastric secretions



Assessment Guru

On the Job..... Operating Room Skills




- Prep patients for surgery
- Accompany patients during surgery
- Recovery patients for surgery



OR Nurse

On the Job..... Education (peers, students & families)

- Unit policies
- Who's who
- NICU terms
- NICU equipment
- Medications
- Gestational norms
- Gestational milestones
- How to care for neonates



Teacher/Educator


Can't forget about personal life..... YOU!




- Spouse/Partner/Relationship
- Children
- Parents
- Committee
- Board Involvement
- Friends
- Pets
- Home
- Bills

- Grocery Shopping
- Daily chores
- Exercise
- Hobbies
- FUN!
- Life Changes:
 - Marriages
 - Divorce
 - Deaths
 - Trauma!!!







How do you manage it all?
And still look graceful in front of families and peers?




Education and Support for NICU Caregivers

How do you manage it all?
When you often feel like this!





Education and Support for NICU Caregivers


What about supporting families in crisis?




Education and Support for NICU Caregivers

What about supporting families in crisis?




Education and Support for NICU Caregivers

What about supporting families in crisis?




Education and Support for NICU Caregivers

It's An Expectation!

- Patients
- Families
- Providers
- Nurses







Education and Support for NICU Caregivers



Best Practice Recommendations

- 2015 Journal of Perinatology
 - Psychosocial program standards for NICU parents
 - M T Hyman & S L Hall
- 6 Practice Recommendations
 - Improving emotional support with mental health professionals in the NICU
 - Involving the family in developmental care
 - Peer-to-peer support programs
 - An integrative palliative and bereavement care approach
 - Psychosocial support in discharge planning and beyond
 - Enhancing support for parents through staff education and support




National Perinatal Association Palliative Family Care Perinatal Parent Alliance

Education and Support for NICU Congress

Communication

- Be direct, clear and empathetic in your communication
- Reassure parents! And backup reassuring statements with actions
- Communicate as a coach, rather than just an “expert”
- Be culturally sensitive
- Acknowledge and honor language preferences
- Have important conversations when it is convenient and supportive for the family
- Parents need plenty of time to absorb and process information
- A discussion should be summarized at its conclusion



National Perinatal Association | Maternal-Fetal Medicine | Perinatal Loss Association

Education and Support for NICU Clinicians

Family Centered Developmental Care

- Family should be welcomed in a culturally appropriate manner as a member of the care team, as SOON as possible
- Medical rounds, if held, should include family
- Facilitate and guide the parents into their role as parents through gentle and consistent encouragement and modeling
- Involve extended family
- Involvement should begin before NICU admission and continue post discharge
- Provide education to parents from OT/PT/SLP in neuroprotective developmental care



Peer-to-Peer Support

- Peer-to-peer helps parents learn to cope and deal with stress more effectively & become more confident in their role as parents
- Various types of peer-to-peer support:
 - In-person
 - Telephone
 - Group meetings
 - Internet groups
- Include grandparents & siblings
- Offer a variety to meet the unique needs of each family
- Create a collaboration between hospital and mentor parents
- Encourage the families you care for to participate in peer-to-peer support opportunities



Discharge planning and follow up support

- Discharge begins at admission!!!
- NICU staff serve as a coach or a mentor during the NICU stay
- Assess, and reassess, family's health literacy
- Provide education and information in various modalities
- Utilize teach back
- Provide discharge planning
- Ensure parents are empowered to care for their baby independently prior to discharge
- Provide individualized anticipatory guidance about psychosocial stresses families may face once their baby is home



Palliative and Bereavement Support

- Provide consistent, reliable care
- Develop a policy that provides both palliative and bereavement care that is culturally sensitive and respectful
- Establish a continuum of support services for families across time and settings
- Respect and respond to the psychosocial needs of families AND staff
- Hold debriefing sessions after the passing of every patient. The discussion can be led by a member of the mental health profession staff, neo, member of the palliative care team or a chaplain.
- Encourage memory making
- Become educated on how to have difficult conversations



Staff Support

- **Vicarious traumatization:** observing the suffering and distress of the families and babies in your care
- **Compassion fatigue:** with increased stress levels and a lack of good self-care, irritability and feelings of guilt and anxiety may appear and one might experience alterations in eating and sleeping patters, or may develop even more serious problems such as substance abuse. They may withdraw physically and psychologically from coworkers and patients.
- **Burnout:** emotional exhaustion, numbness and inability to feel positive emotions, a decrease sense of purpose and a decrease of professional satisfaction. Physical symptoms will occur as well and patient care will suffer.
- **STAFF NEED SUPPORT!!!**





Staff Support

- Support Each Other
 - Mentor less experienced staff
 - Build relationships across generations
 - Engage in team building activities
 - Maintain a positive environment and encourage one another
- Debrief as a team after difficult cases
- Have good self-care practices
- Get plenty of sleep
- Exercise
- Stay hydrated and have good nutritional habits
- Find time for FUN
- Celebrate the talents of others



Happy Nurses = Happy Patients = Happy Hospital




How can you learn more?

Visit www.mynicunetwork.com

Email sara@mynicunetwork.com





National Perinatal Association Patient-Family Care Premise Parent Alliance

Education and Support for NICU Caregivers

www.mynicunetwork.com