
The Neurosequential Model of Therapeutics[®]

*NMT Training Certification for Individuals
Phase I, Phase II/TTT & NMT Mentor Programs
2015*

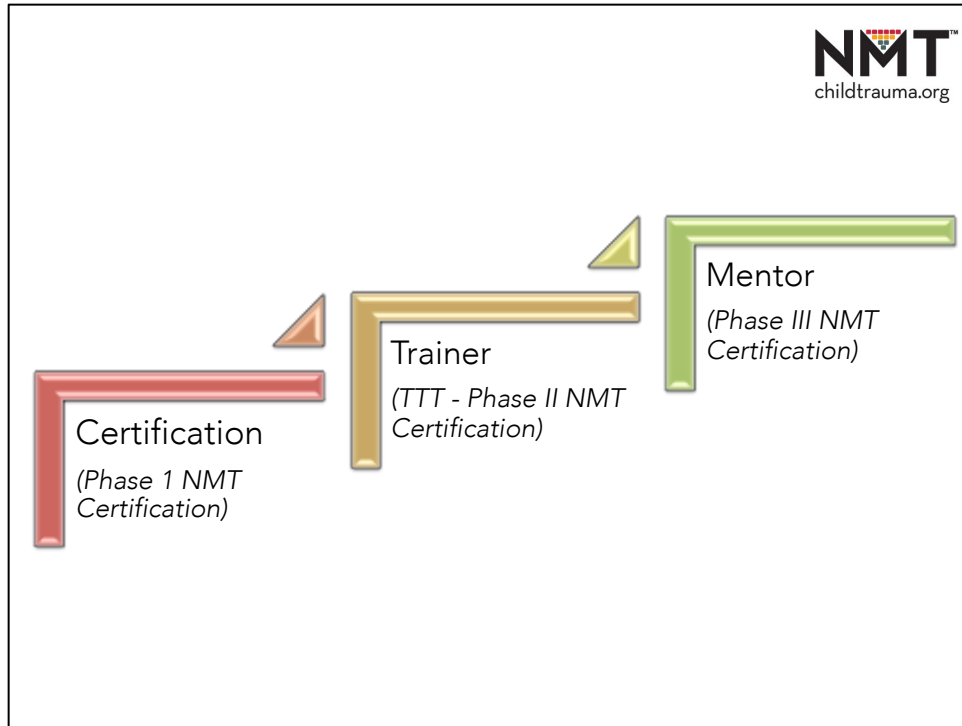
Individual Certification: Overview

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 ChildTrauma Academy 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 of the NMT, see various articles on the CTA website: www.ChildTrauma.org). 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 CTA, nor does it comprise endorsement by the CTA for independent application of principles or practices presented during this introduction to the NMT process.

Each phase of certification indicates that an individual has completed a certain level of training and exposure to the NMT in its various applications.

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.



Requirements for the NMT Training Certification Process

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:

- 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.

Those individuals meeting the requirements for certification must complete their registration online. Our online registration form is posted at

<http://nmt.childtrauma.org/Applicant/Create>



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 involved in Phase I Certification. These elements are outlined below.

A. Curricular Elements of Individual Certification Phase I

1. Multimedia Content

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

2. Readings

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

3. NMT Core Certification Series Recordings

1) View 3 Introductory Sessions plus 11 Core NMT Case-based teaching conferences (90 minutes each).

4. Case-based Seminars: Recordings of the CTA's Friday NMT Case-based Training Series

1) View 10 recordings: Participants will receive recordings of one complete NMT 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 become familiar with the NMT metrics. 12 tokens per participant are included. Participant **MUST** complete 2 "Typical" reports, 1-2 Fidelity reports, and 6-8 client reports for a total minimum of 10 metric reports in Phase I.

2) Participants must call in LIVE or view recording of the monthly Metric Scoring Call.

3) Participants must complete all Fidelity Exercises: On bi-annual basis, all NMT-certified and NMT-certification training clinicians 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 scored 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 I included tokens (12).

Following the submission deadline,

- CTA staff will distribute a scored report and self-scoring instructions.
- CTA 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 monthly, 1-hour conference calls focused on discussion of the training content.

2) Participants must also attend an additional Quarterly, 90-minute case-based staffing calls with their Certification Study Group. Participants will present cases in-turn for discussion and will prepare a mini-abstract and metric report in preparation for their case presentations.

7. Elective NMT Interest Groups

1) Participants may choose but are not required to participate in monthly NMT Interest Group calls. CTA will provide more information about various interest group meetings to enrolled participants.

B. Documentation of Certification Requirements

Each participant in NMT Individual Certification will be responsible for documenting compliance with each of the above-mentioned requirements and submit signed checklists at the end of each training phase. CTA 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 CTA'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.

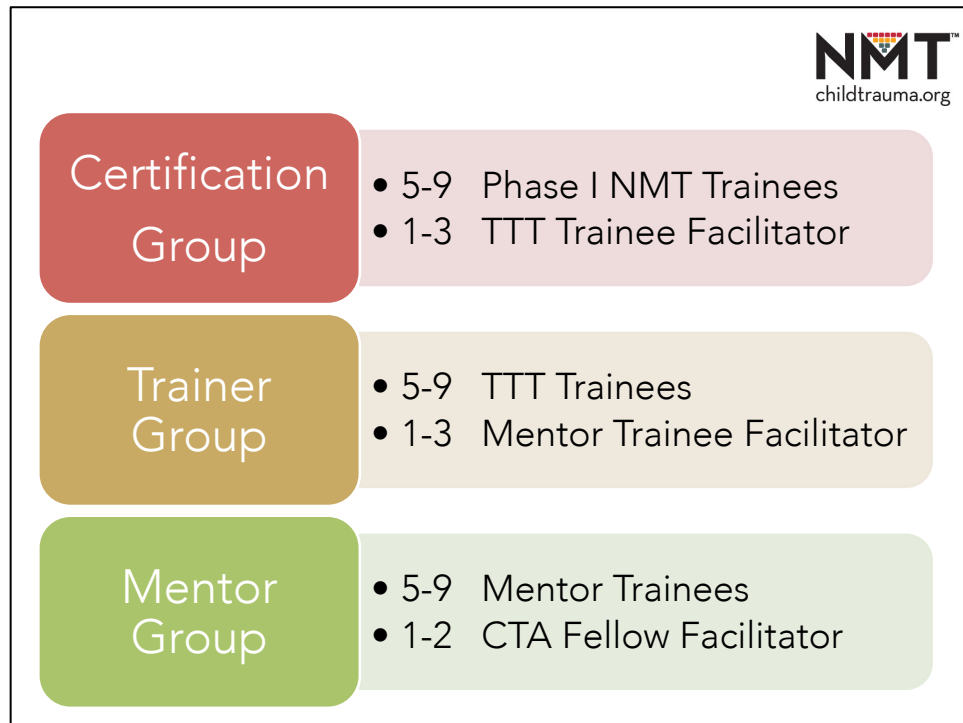
Access will continue as long as they remain enrolled in any phase of training or are enrolled in the Maintenance Phase.

D. Cost for Phase I NMT Training Certification

| Individual Training Certification | Cost per person | # of Multimedia Sets |
|-----------------------------------|--------------------|----------------------|
| 1-3 Participants | \$4,000/per person | 1 |
| 4-6 Participants | \$3,500/per person | 2 |

*Organizations with 7+ clinicians participate in Site Training Certification

** The Organizational Training Certification option (i.e., Site Certification) is required for large private or public systems (e.g., State, County or Provincial Child Protective or Mental Health systems). The CTA will work with sites to determine whether Individual or Site Training Certification is most appropriate for your group.





Phase II: Train-the-Trainer (TTT)

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 focusing on more advanced exposure to 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 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. At this point in the NMT Certification process, NMT Trainers are not allowed to train or certify others to use the NMT Metrics but can illustrate the use of the NMT Metrics and NMT reports in their clinical use. If the Trainer continues to the NMT Mentor process, opportunities to teach and participate in the certification of others may occur within the NMT Boot Camp model.

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

A. Curricular Elements of Phase II/TTT Certification

1. Multimedia Content

- 1) View CTA Multimedia content (DVDs, recorded presentations, CTA 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.

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

- 1) View 10 recordings: Participants will receive recordings of the most recent 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. 12 tokens per participant are included. Participant MUST complete 2 "Typical" reports, 1-2 Fidelity reports, and 6-8 client reports for a total minimum of 10 metric reports in Phase II.

2) Participants must call in LIVE or view recording of the monthly Metric Scoring Call.

3) Participants must complete all Fidelity Exercises: On bi-annual basis, all NMT-certified and NMT-certification training clinicians 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 scored 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 (12).

Following the submission deadline,

- CTA staff will distribute a scored report and self-scoring instructions.
- CTA 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 Trainer Study Group and must participate in monthly, 1-hour conference calls focused on discussion of the training content.

7. Certification Group Facilitation

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

2) In addition, Phase II/TTT Participants must facilitate quarterly, 90-minute case-based staffing calls with their Phase I Certification Study Group. Phase I participants will present cases in-turn for discussion and will prepare a mini-abstract and metric report in preparation for their case presentations.

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

8. Elective NMT Interest Groups

1) Participants may choose but are not required to participate in monthly NMT Interest Group calls. CTA will provide more information about various interest group meetings to enrolled participants.

B. Documentation of Certification Requirements

Each participant in NMT Individual Certification will be responsible for documenting compliance with each of the above-mentioned requirements and submit signed checklists at the end of each training phase. CTA 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 CTA’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

| Individual Training Certification | Cost per person | # of Multimedia Sets |
|--|------------------------|-----------------------------|
| 1-3 Participants | \$4,000/per person | 1 |
| 4—6 Participants | \$3,500/per person | 2 |

* Organizations with 7+ clinicians participate in Site Training Certification

** The Organizational Training Certification option (i.e., Site Certification) is required for large private or public systems (e.g., State, County or Provincial Child Protective or Mental Health systems)

*** Phase II/TTT is a 1-year program. CTA will provide a 3-month extension at no cost.

NMT Maintenance Phase: Individual Practitioners

Upon of NMT Training Certification for Individuals (Phase I), the Maintenance Phase begins. For practitioners electing to participate in the second year of certification (i.e., Phase II/Train²-the-Trainer program), the Maintenance Phase begins after Phase II/TTT. Participation in the maintenance program is required in order to continue to have access to the NMT Online Clinical Practice Tools (also known as the NMT Metrics). The NMT Training Certification Maintenance program ensures that participants are provided ongoing access to any enhancements to the NMT Clinical Practice Tools and related improvements in the NMT process. The goal of the Maintenance Phase is to provide the CTA some opportunity to help assure fidelity to the NMT as well as provide the participants exposure to ongoing innovations.

A. NMT Certification Maintenance requirements:

1. Fidelity Exercises

1) Participants must complete all Fidelity Exercises: On bi-annual basis, all NMT-certified and NMT-certification training clinicians 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 scored reports by a set date.

- All clinicians using the tool will be required to participate.
- Tokens to complete Fidelity reports are included in the 10 tokens provided.

Following the submission deadline,

- CTA staff will distribute a scored report and self-scoring instructions.
- CTA will provide feedback via a 30 minute recorded discussion of common scoring areas where errors occurred.

2. NMT Metrics

1) In the course of ongoing internal clinical work, use of the NMT Web-based Clinical Practice tools for at least 10 clients (or fewer if participant chooses to create “pre” and “post”) including Fidelity cases. 10 metric report tokens are included in the cost of maintenance.

3. NMT Case-based Staffing Series per year

1) Access to 10 new, recorded sessions of an NMT Case-based Training Series will be provided for ongoing capacity building.

*If relevant, participants will provide a list of training sites/activities where NMT and related content has been presented to help build internal and community capacity.

4. CTA Attribution and Client Confidentiality Guidelines

1) All participants must sign and adhere to the CTA's client confidentiality and attribution policy guidelines.

B. Cost

The cost of the IC Maintenance Program is \$200 per year. This fee includes access to one 10-session NMT Case²-based Training Series Recordings and 10 metric tool tokens (Note: the usual cost for the series and a 10-token package would be \$850). Participants may choose a 2-year enrollment option for \$400, which includes 25 metric tokens, OR a 3-year enrollment option for \$600, which includes 40 metric tokens.



The NMT Mentor Program

The ChildTrauma Academy is establishing an advanced qualification in the NMT Certification process. This third level of certification will result in the designation "NMT Mentor." This role has been established for several reasons: 1) to continue to support the professional development of clinicians with an interest in the Neurosequential Model; 2) to provide leadership to those in Phase I and Phase II/TTT (by assisting in *Study Groups*); and 3) to create a cadre of advanced NMT practitioners who can provide leadership and training at regional *NMT Boot Camps*. The NMT Mentor will play a central role in teaching and supporting the professional development of others.

The ChildTrauma Academy feels that it is very important to share emerging learnings with colleagues and other professionals using a variety of means including traditional academic and professional presentations and publications. Therefore, the NMT Mentor Certification process will also expose learners to academic communication skills including writing case reports, reviewing papers, analyzing outcome data, and designing simple outcome studies.

NMT Mentor Selection and Required Qualifications

To qualify for Mentor Status, a clinician must meet the following criteria:

- 1) Complete Phase I and Train-the-Trainer NMT Certification process
- 2) Maintain an Acceptable or High rating on the Fidelity exercises
- 3) Complete a minimum of 50 NMT metrics
- 4) Receive a recommendation to advance to Mentor status (either from CTA staff, CTA Fellow or NMT Liaison based upon performance as a Certification (NMT Phase I) Study Group Leader while in the TTT Phase)**

*** As we phase in the Mentor Role, the CTA will identify appropriate Mentor candidates. Future Mentors will emerge from the Train-the-Trainer component process (Phase II of NMT Certification) that requires that the Trainer candidates facilitate a Phase I Study Group.*

A. NMT Mentor Training and Curriculum

1. Multimedia Content

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

2. Readings

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

3. Case-based Seminars: NMT Advanced Clinical Case-based Training Series

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

3. Trainer Study Group

- 1) Provide leadership and facilitate a monthly conference call or webinar for clinicians participating in Phase II/Train-the-Trainer certification

4. Mentor Study Group

- 1) Attend monthly conference call or webinar with other Mentors in the Mentor certification process

5. Academic & Scholarly Writing

- 1) Prepare a mini-Review on a topic of interest (maximum 15 pages and maximum 15 key annotated references); or complete a Case Report (template structure will be provided)

6. NMT Interest Group of choice

- 1) Lead or participate in an NMT Interest Group

7. Mentor Group Supervision Calls

- 1) Attend a monthly webinar with Dr. Perry and key CTA Fellows & Staff

8. CTA Attribution and Client Confidentiality Guidelines

- 1) All participants must sign and adhere to the CTA's client confidentiality and attribution policy guidelines.

B. NMT Mentor Maintenance Responsibilities

- 1) Completion of 15 NMT metrics a year
- 2) Maintain acceptable or high fidelity on the NMT Fidelity exercises
- 3) Participation in NMT Interest Group
- 4) Supervise, train and certify Phase I Certification trainees (Sites only)

C. NMT Mentor Opportunities

- 1) Ongoing access to latest NMT Advanced Clinical Practice Case-based Series (recordings)
- 2) Participation as Faculty at Regional NMT Boot Camps (compensated activity: see NMT Boot Camp description)
- 3) Co-authorship in review and case-series papers and chapters related to ongoing NMT work (elective)
- 4) Options for ongoing leadership in Trainer and Mentor Study Groups

D. NMT Mentor Certification Costs

1. NMT Mentor Certification Program cost is \$3500

This cost includes:

- a) 10 Metric tokens
- b) NMT Fall Case based series
- c) Advanced Clinical Case based Series
- d) Live training, consultation and supervision
- e) Opportunities for revenue-generating teaching and coaching on NMT and NMT-related concepts at regional NMT Certification Boot Camps (beginning in 2016)

2. Mentor Maintenance cost is \$200/yr. Benefits are the same as NMT Certification Maintenance.