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Nurse-Family Partnership® (NFP) International

Guidance document: Clinical leadership and Nurse Family Partnership (NFP) I March 2019

Introduction:

The NFP intervention is delivered by nurses and the Nursing Process is at the core of the model. This means that clinical leadership is an essential function within the NFP implementation teamⁱ and new societies are expected to appoint a nurse to a senior leadership role from the beginning.

This guidance sets out the primary expected functions of this role. This will need to be adapted to each country's stage of replication as well as their recruitment and employment processes. When starting with a small pilot the clinical leadership post may be combined with other responsibilities, such as local site support and development, communications, stakeholder engagement or quality assurance.

Role overview:

The clinical leader is responsible for the quality of clinical implementation of NFP through each phase of international replication and for providing strategic clinical leadership for NFP.

Responsibilities:

- To lead on program adaptations to align NFP with their society's professional nursing practice, health and social care systems, health promotion guidelines and language and culture, whilst maintaining program fidelity and integrity
- To lead and advise on the recruitment process for NFP supervisors within sites, particularly in the early stages of implementation
- To provide expert clinical advice to NFP nurses and supervisors, implementing agencies and the national implementation team
- To develop and deliver high quality NFP nurse and supervisor education programs in line with international guidanceⁱⁱ so that NFP nurses and supervisors reach the level of competence needed to deliver NFP with fidelity to the principles and model elements
- To ensure a system is in place for on-going clinical consultation and coaching for supervisors and NFP nurses on practice issues as they relate to the NFP model.
- To ensure that NFP reflects best practice within each country in relation to child protection/safeguarding, child and maternal health clinical practice, professional standards and other governance issues

- To implement and oversee the NFP model of reflective supervision for NFP nurses
- To align and embed NFP nursing practice and education within national systems of accreditation and education, service provision and professional regulation
- To ensure clinical quality assurance and guide clinical improvement measures
- To actively engage in international collaboration on NFP nursing issues, including participation in the International Clinical Advisory Group
- To provide input to research and NFP information system development and use
- To contribute to and lead the implementation of program innovations, in collaboration with UCD NFP International Team
- To prepare for a sustainable nurse education program as the program grows

Skills, knowledge and experience required:

When appointing to the post of clinical leader we suggest looking for someone with the characteristics listed below. The NFP International team will assist countries to find the best person for NFP drawing on experience of clinical leadership of NFP in different contexts.

Education and experience:

- Registered nurse or midwife
- Master's level education
- Professional expertise in child and maternal public health, including home visiting
- A track record of leading educational programmes
- A respected strategic leader who has worked at national or provincial level
- Implementation of evidence based programs
- Evaluation and monitoring quality
- Multi-disciplinary team work
- Collaboration with stakeholders
- Leading a complex change program

Knowledge:

- Theories and clinical methods of the NFP programme
- Child and maternal health and development
- Nursing theory and practice
- Educational theory and practice
- Motivational Interviewing
- Evidence based methods of health promotion and prevention in pregnancy and early life
- Health and social services and policies relevant to maternal and child health
- An appreciation of the theories of change
- Research processes and methods
- Quality improvement methods
- Reflective practice and reflective supervision

Skills:

- Leadership and change management
- Advanced communication skills
- Curriculum development, designing and delivering learning programmes (this may be the role of the Clinical Lead or another person designated by her/him to fulfil this role)

- Ability to develop and manage constructive relationships with a wide range of stakeholders
- Strategic thinking, analysis and decision making
- Critical analysis and problem solving
- Programme and project management

Attributes

- Clinical credibility and authority within the profession of nursing and key stakeholders
- Models the values and methods of NFP
- Commitment to improving the life chances of disadvantaged children and parents
- Commitment to strengthening the evidence of maternal and child health programmes and services
- Proactive, solution focused and strength based approach
- Positive approach, motivates and takes pride in the success of others
- Curious and open to learning
- Has the courage to generate and implement new ideas
- Able to create and pursue a vision, to imagine a better future and empower others to succeed
- Able to build collaborative relationships with NFP nurses, supervisors, managers and leads, public health specialists as well as policy, research and clinical specialist colleagues
- Demonstrates accountability, focusing on delivery, sets clear goals and outcomes and overcomes obstacles

Orientation programme for the NFP clinical leader

The content of the induction program will depend on the experience and expertise your clinical leader brings with them and your joint assessment of their needs. If they are new to NFP we suggest that they are provided with the following:

- Mentoring by the International Consultant, University Colorado Denver (UCD) based on an assessment of learning needs
- The opportunity to complete the core education program for an NFP nurse and supervisor
- Time with an NFP team in another society to observe home visits, one to one supervision, case consultation, and team meetings and gain an understanding of the organisational context needed for NFP
- Time with another national implementation team (if possible)
- Time to become familiar with NFP research, guidelines and materials and information system expectations
- Contact and connection with with young families who are/could have been potential programme users

ⁱ For further information see UCD guidance document ‘National requirements for implementing NFP’ at <http://nfpinternational.ucdenver.edu/resources>

ⁱⁱ See also the guidance document ‘International NFP nurse education’ at <http://nfpinternational.ucdenver.edu/resources>