

TIP Program Syllabus



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Trauma-Informed Professional (TIP) 2.0 Assessment-Based Certificate Program Syllabus

Grounded in Science, Guided by Soul, and Empowered by Skills

Program Overview

This assessment-based certificate program is designed to empower neonatal clinicians to embody the principles of Trauma-Informed Developmental Care through an integrated exploration of the eight attributes of a Trauma-Informed Professional (TIP). The course emphasizes the science, soul, and skills associated with each attribute, fostering both personal and professional growth. Learners will engage in reflective activities, multidisciplinary collaboration, and practical applications aimed at improving care for infants and families while enhancing interprofessional collaboration through self-discovery and growth.

Core Components

1. **The Science:** Evidence-based knowledge and research on trauma, neurodevelopment, resilience, and care innovations.
 2. **The Soul:** Guided by Caring Science, emphasizing the sacredness of caregiving, reflective practice, and authentic connection.
 3. **The Skills:** Practical applications aligned with the core measures and principles of Trauma-Informed Developmental Care (TIDC) to operationalize care practices.
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Caring Science Integration

Caring Science, as articulated by Dr. Jean Watson, is a cornerstone of the program. It honors the sacred nature of caregiving relationships and integrates deeply into all attributes, providing a "soul thread" throughout the learning process.

- **Caritas Processes®:** These guide the relational and reflective aspects of trauma-informed care, including, but not limited to:
 - Practicing Loving-Kindness and Equanimity.
 - Creating Healing Environments that foster safety and trust.
 - Attending to Basic Human Needs, aligned with TIDC core measures.

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- **Sacredness of Caregiving:** Caring Science frames caregiving as a relational, transformative practice, emphasizing emotional and spiritual healing for patients, families, and clinicians.
- **Healing for the Healer:** Reflective practices in Personal Wholeness and Healing Intention empower clinicians to care for themselves and foster resilience, preventing burnout and promoting compassion satisfaction.

Caring Science principles are directly integrated into the science, soul, and skills of each TIP attribute.

Syllabus Outline

Level 1: Foundations

1. Knowledgeable

- **Science:** Early life adversity, epigenetics, neurodevelopment, and TIDC principles.
- **Soul:** Reflecting on the art and science of neonatal care through Caring Science.
- **Skills:** Using a trauma-informed lens to assess and address trauma cues in the NICU.

2. Healing Intention

- **Science:** Polyvagal theory, stress regulation, and nurturing environments.
- **Soul:** Emphasizing mindfulness, presence, and the sacred intention behind caregiving.
- **Skills:** Creating healing micro-environments and fostering trust.

3. Personal Wholeness

- **Science:** Research on secondary trauma, resilience, and emotional well-being.
- **Soul:** Guided by the Caritas Processes®, reflecting on self-compassion and personal values.

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- **Skills:** Developing personal rituals for resilience and cultivating a supportive culture.

Level 2: Empowerment

4. Courage

- **Science:** Exploring moral distress, advocacy, and ethical care frameworks.
- **Soul:** Cultivating inner strength to address inequities and challenges in care.
- **Skills:** Building psychological safety and navigating difficult conversations.

5. Advocacy

- **Science:** Equity, anti-bias efforts, and cultural/gender affirmation.
- **Soul:** Advocacy as an act of love and compassion for families.
- **Skills:** Empowering families with voice and choice in trauma-informed ways.

6. Role Modeling and Mentoring

- **Science:** The impact of leadership and positive role modeling on team dynamics.
- **Soul:** Mentoring as a sacred act of building connections and leaving a legacy.
- **Skills:** Reflective listening, mentoring, and fostering collaboration.

Level 3: Transformation

7. Scholarship

- **Science:** Translating TIDC research into practice and leading quality improvement initiatives.
- **Soul:** Embracing the "soul of knowing"—honoring evidence and lived experience.

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- **Skills:** Designing and implementing TIDC-focused improvement projects.

8. Leader for Change

- **Science:** Systems-level impacts of TIDC on outcomes and staff retention.
- **Soul:** Aligning leadership actions with Caring Science principles and TIDC frameworks.
- **Skills:** Building trauma-informed care cultures and leading sustainable change.

Small Group Coaching Sessions (Pilot)

- **Format:** Participants meet virtually with an experienced TIP coach and engage in small breakout groups.
- **Schedule:** Coaching sessions occur bi-monthly as 90-minute virtual sessions
- **Focus Areas:**
 - Applying TIDC principles and core measures in practice.
 - Navigating barriers to implementation.
 - Brainstorming solutions for real-world challenges.

Benefits of Small Group Coaching

1. **Personalized Support:** Coaches address specific challenges participants face in their unique settings.
 2. **Peer Collaboration:** Group discussions foster a sense of community, shared learning, and mutual encouragement.
 3. **Accountability:** Regular check-ins help participants stay on track with implementing TIDC principles.
 4. **Skill Building:** Coaching sessions emphasize reflective practice, role-playing, and collaborative problem-solving.
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Integrated Program Features

- **Caring Science throughout:** Providing the soul framework to balance the clinical science and practical skills in TIDC.
- **Core Measures of TIDC:** Interwoven into each module through reflective activities and occasional case studies:
 - Healing Environment
 - Protected Sleep
 - Activities of Daily Living
 - Pain and Stress Prevention
 - Compassionate Collaborative Relationships
- **Principles of TIDC:** Woven into the curriculum as guiding principles:
 - Safety
 - Trust and Transparency
 - Healthy Relationships
 - Empowerment, Voice, and Choice
 - Equity and Anti-Bias Efforts
- **Tactical Elements of TIDC:** Through Caring Essentials' partnership with Developmental Care LLC, learners will gain access to over a dozen evidence-based additional learning modules specific to trauma-informed developmental care practices

Assessment and Certification

- **Completion Requirements:** Passing grade on all quizzes, Consistent contributions to reflective exercises, Submission of Application Project for each module, Participation in office hours discussions and forum engagement
- **Capstone Project:** Demonstrates integration of TIP attributes and Caring Science principles for a TIDC-based quality improvement initiative
- **Certification:** Trauma-Informed Professional (TIP) 2.0 Certificate awarded and TIP-C credential conferred upon successful completion.

Welcome to the Journey of Transformation

Dear TIP 2.0 Participant,

Congratulations on taking this courageous step toward deepening your knowledge, expanding your heart, and enriching your practice. By committing to this program, you're not just investing in your professional growth—you're joining a movement that seeks to reimagine care as a relationship-based, trauma-informed, and compassionate practice.

This syllabus represents more than a roadmap for learning—it's an invitation to rediscover your purpose, your resilience, and your ability to make a profound difference in the lives of the babies, families, and colleagues you touch every day.

What Lies Ahead

Throughout this journey, you'll explore the science, soul, and skills of Trauma-Informed Developmental Care. You'll confront challenges, reflect deeply, and build connections—with the material, with others in the community, and with your own inner self.

Know that this journey is not about perfection—it's about progress, growth, and the small, meaningful steps that collectively transform lives. Remember: every choice you make to embody trauma-informed care creates ripples of healing and hope.

You Are Not Alone

As you dive into each module, remember that you are part of a community—a global network of clinicians, advocates, and changemakers dedicated to this work. Together, we share a vision of care that honors humanity, celebrates resilience, and nurtures wholeness.

Lean into this community. Share your insights, ask your questions, and celebrate your wins, no matter how small they may seem. Your growth inspires others, just as their growth will inspire you.

You Are the Change

This work is not easy, but it is worth it. Every moment you spend learning, reflecting, and growing brings us closer to a future where care is rooted in compassion, equity, and connection.

You are the heart of this change. And while this syllabus marks the start of your TIP 2.0 journey, the impact you will create will extend far beyond this program.

Thank you for showing up—for yourself, for your patients, and for the world. Your presence matters. Your work matters. **You matter.**

With gratitude and hope,
Mary Coughlin



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INFORMED
PROFESSIONAL**

ASSESSMENT-BASED
CERTIFICATE PROGRAM

Discover, Transform, Lead: Empowering You as a Trauma-Informed Professional

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