

## **Section V: Supervisor Recommendation Peer and Candidate Review**

The portfolio must include support from one peer and your supervisor as demonstration of developmental care integration into your standard practices in the NICU. Below is a table which is used to describe and evaluate abilities in delivery of Developmental Care. Each Practice Standard is worth a maximum of one point. **Candidates must receive a score of 35 out of each possible total (43 for Supervisor Review, and 44 for Peer Review) for a combined total of 70 points** required to accomplish this portion of the portfolio. Points are awarded as follows:

- all the time = 1 point
- some of the time = .75 or  $\frac{3}{4}$  of a point
- seldom = .5 or a  $\frac{1}{2}$  point

**SUPERVISOR REVIEW**

Supervisor Name: \_\_\_\_\_

Position Title: \_\_\_\_\_

Candidate Name: \_\_\_\_\_

Position Title: \_\_\_\_\_

In signing and completing this evaluation form, the supervisor is attesting to the fact that the candidate has demonstrated these attributes in caregiving practices on a regular basis.

**IMPORTANT:** If you have not observed the activity, please select “seldom” and provide a comment explaining your choice. If you mark any practice standard indicator as “seldom”, a comment is **REQUIRED**. Any comments provided will help the portfolio reviewers to better understand the rating given.

**Practice Standards for Individualized, Family-centered Developmental Care**

**Standard 1:** A flexible and individualized approach is taken toward all hands-on caregiving interactions, with continual responsiveness to each infant’s competencies, vulnerabilities, and thresholds. Three copies of this section are required for final documentation: peer, supervisor, and candidate. **The candidate’s documentation is not scored by the reviewers. It is included as a comparison for both the candidate and the reviewer.**

Practice standard indicator	Supervisor	Comments
1.1 If an infant has an individualized developmental care plan, the candidate reads it carefully and uses it as a guide for timing and structuring patient care.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
1.2 The candidate is mentally and emotionally engaged with each infant in his/her care, continually guided by the behavior of the infant.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
1.3 The candidate stays attuned to every infant between care periods, so that the candidate responds promptly if an infant needs attention or added support to stay relaxed and restful even if the candidate is not the infant’s assigned care giver. The candidate is ready to begin care when the infant is showing a natural change of state, recognizing that state changes are often very subtle.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	

<p>1.4 The candidate is flexible in timing their care to support and protect a quiet sleep state</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.5 The candidate carries out care that can be flexibly timed together with procedures for which timing is less flexible, being careful to avoid overwhelming the infant.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.6 The candidate makes ongoing judgments about the necessity of interventions for each infant and makes collaborative decisions to delay or eliminate interventions that may create unnecessary stress.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.7 If necessary to wake a sleeping infant the candidate approaches the infant gently with a soft touch of whisper, and spends the necessary moments to help an infant move smoothly and comfortably to a higher state before doing any assessment of procedure.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.8 The candidate avoids doing any procedures, assessments or care giving tasks with an infant in a prone position where the candidate is unlikely to be able to use self-comforting abilities.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.9 The candidate thinks through his/her care giving and collects everything needed before approaching the infant so that he/she does not leave the infant on his own or supported once their hands-on care has begun.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	

<p>1.10 The candidate ensures every feeding experience is a positive, pleasant and nurturing time regardless of the size or age of the infant or the route or volume of the feed.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.11 The candidate is aware of the infant's fragile digestive systems during hands on care before feedings and work to carefully avoid fluctuations in perfusion that may influence how the gut accommodates and digests feeds.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.12 If an infant has difficulty remaining stable and organized in spite of the candidate's careful handling, the candidate slows down or stops, helping the infant recover completely, and reconsiders his/her approach before continuing.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.13 The candidate responds to and supports the infant's efforts to spend time quietly awake in relaxed engagement with his caregivers, recognizing the development of quiet alertness as the necessary foundation for each infant's formation of social relationships.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.14 The candidate stays with the infant and supports a smooth transition back to restful sleep before stepping away from the bedside.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.15 The candidate provides appropriate pain management when noxious procedures are necessary.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	

1.16 The candidate integrates a pain assessment tool into his/her practice.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
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**Standard 2: Family-centered care is supported from birth.**

		Comments
2.1 The candidate's manner toward families and their supports is warm, respectful and welcoming.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
2.2 The candidate's manner toward families is consistent with my words.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
2.3 The candidate maintains flexibility to welcome and support families consistently at all times of the day.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
2.4 The candidate accommodates the presence of families in the nursery during rounds or shift change by sharing information in a tone of voice that preserves confidentiality.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
2.5 The candidate models careful, nurturing and supportive care giving for families.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
2.5 The candidate forms relationships with families, showing genuine interest in their experience and respects their central role in the life of their infant.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	

<p>2.7 The candidate includes families in caring for their infant in a meaningful way from the time of birth and documents his/her care giving activities so that other care givers can support them in a consistent way.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.9 The candidate supports families in understanding and supporting their infant's behavioral and developmental goals from the earliest possible time and nurtures their confidence in supporting their infant's goals.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.10 The candidate supports families in supporting their infants during potentially stressful procedures.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.11 The candidate reserves family activities for families (bathing)</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.12 The candidate helps families understand how their infant's behavior communicates how their infant is handling their interaction and helps them use these behavioral cues as their guide for pacing, positioning and interacting with their infant.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.15 The candidate ensures that families see all infants consistently treated with the support and respect they would want for their own infant when they are not around.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	

**Standard 3: All caregivers practice collaboratively.**

**Comments**

<p>3.1 The candidate stays at the bedside to support infants in their care through stressful procedures.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>3.2 If the candidate needs to perform a procedure or examination on an infant who is in the care of another person (nurse or parent), the candidate respectfully discusses the need with that person and agrees on a time that is in the mutual interest of all.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>3.4 The candidate shows flexibility whenever possible by gently completing his/her own care giving or assessments while the infant is available for another procedure rather than disturbing the infant again later.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>3.5 The candidate seeks another person to support an infant in his/her care during a potentially stressful experience, including bathing and weighing.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>3.6 The candidate is willingly available to his/her colleagues to provide support for infants in their care during potentially stressful procedures.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>3.7 The candidate consistently shares information about infant’s behavioral competencies, vulnerabilities and thresholds when communicating with colleagues during rounds or shift change.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	

3.8 The candidate respects and supports the roles of other individuals and disciplines in the lives of infants in their care.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
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**Standard 4: A developmentally appropriate environment is provided for every infant and family.**

		Comments
4.1 The candidate adequately supports all infants with consistently calm, relaxing environment with muted sound and lighting between and during care giving interactions.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
4.2 The candidate considers all the sources of light, sound, movement, smell and taste confronting an infant during care and eliminates all inappropriate or unnecessary sources of stimulation.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
4.3 The candidate is mindful of their own voice and other sounds they produce in the nursery.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
4.4 The candidate silences alarms as soon as possible and avoids unnecessary alarms	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
4.5 If the candidate needs to use an over-the-bed light for hands on care, they carefully shield the infant's eyes but not blind fold so they can respond and support the infant is he or she attempts to gaze at them.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	

<p>4.6 The candidate provides infants with the bedding and other physical supports they need to maintain optimal tone and position and to remain either in a quiet, restful sleep or a relaxed, comfortable wakefulness.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>4.7 The candidate is continually mindful of structuring an infant’s visual field to support alert wakefulness as appropriate (without overwhelming), transition to sleep, or quiet, restful sleep.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>4.8 The candidate provides as much space and comfort as possible for family care giving, keeping charts and equipment nicely organized and avoiding clutter.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>4.9 The candidate encourages families to personalize their infant’s bed space and make the environment more home-like.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	

**PEER REVIEW**

Peer Name: \_\_\_\_\_

Position Title: \_\_\_\_\_

Candidate Name: \_\_\_\_\_

Position Title: \_\_\_\_\_

**IMPORTANT:** If you have not observed the activity, please select “seldom” and provide a comment explaining your choice. If you mark any practice standard indicator as “seldom”, a comment is **REQUIRED**. Any comments provided will help the portfolio reviewers to better understand the rating given.

Practice standard indicator	Peer	Comments
1.1 If an infant has an individualized developmental care plan, the candidate reads it carefully and uses it as a guide for timing and structuring patient care.	__ all the time __ some of the time __ seldom	
1.3 The candidate is mentally and emotionally engaged with each infant in his/her care, continually guided by the behavior of the infant.	__ all the time __ some of the time __ seldom	
1.3 The candidate stays attuned to every infant between care periods, so that the candidate responds promptly if an infant needs attention or added support to stay relaxed and restful even if the candidate is not the infant’s assigned care giver. The candidate is ready to begin care when the infant is showing a natural change of state, recognizing that state changes are often very subtle.	__ all the time __ some of the time __ seldom	
1.4 The candidate is flexible in timing their care to support and protect a quiet sleep state.	__ all the time __ some of the time __ seldom	
1.5 The candidate carries out care that can be flexibly timed together with procedures for which timing is less flexible, being careful to avoid overwhelming the infant.	__ all the time __ some of the time __ seldom	

<p>1.6 The candidate makes ongoing judgments about the necessity of interventions for each infant and makes collaborative decisions to delay or eliminate interventions that may create unnecessary stress.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.7 If necessary to wake a sleeping infant the candidate approaches the infant gently with a soft touch of whisper, and spends the necessary moments to help an infant move smoothly and comfortably to a higher state before doing any assessment of procedure.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.8 The candidate avoids doing any procedures, assessments or care giving tasks with an infant in a prone position where the candidate is unlikely to be able to use self-comforting abilities.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.9 The candidate thinks through his/her care giving and collects everything needed before approaching the infant so that he/she does not leave the infant on his own or supported once their hands-on care has begun.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.10 The candidate ensures every feeding experience is a positive, pleasant and nurturing time regardless of the size or age of the infant or the route or volume of the feed.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.11 The candidate is aware of the infant's fragile digestive systems during hands on care before feedings and work to carefully avoid fluctuations in perfusion that may influence how the gut accommodates and digests feeds.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	

<p>1.12 If an infant has difficulty remaining stable and organized in spite of the candidate's careful handling, the candidate slows down or stops, helping the infant recover completely, and reconsiders his/her approach before continuing.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.13 The candidate responds to and supports the infant's efforts to spend time quietly awake in relaxed engagement with his care givers, recognizing the development of quiet alertness as the necessary foundation for each infant's formation of social relationships.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.14 The candidate stays with the infant and supports a smooth transition back to restful sleep before stepping away from the bedside.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.15 The candidate provides appropriate pain management when noxious procedures are necessary.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.16 The candidate integrates a pain assessment tool into their practice.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	

**Standard 2: Family-centered care is supported from birth.**

**Comments**

<p>2.1 The candidate's manner toward families and their supports is warm, respectful and welcoming.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
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<p>2.2 The candidate's manner toward families is consistent with my words.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.3 The candidate maintains flexibility to welcome and support families consistently at all times of the day.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.4 The candidate accommodates the presence of families in the nursery during rounds or shift change by sharing information in a tone of voice that preserves confidentiality.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.5 The candidate models careful, nurturing and supportive care giving for families.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.6 The candidate forms relationships with families, showing genuine interest in their experience and respects their central role in the life of their infant.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.7 The candidate includes families in caring for their infant in a meaningful way from the time of birth and documents his/her care giving activities so that other care givers can support them in a consistent way.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.8 The candidate can be counted on to support the same family inclusion that other colleagues have provided for families in previous shifts.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	

2.9 The candidate supports families in understanding and supporting their infant’s behavioral and developmental goals from the earliest possible time and nurtures their confidence in supporting their infant’s goals.	__all the time __some of the time __seldom	
2.10 The candidate supports families in supporting their infants during potentially stressful procedures.	__all the time __some of the time __seldom	
2.11 The candidate reserves family activities for families (bathing)	__all the time __some of the time __seldom	
2.12 The candidate helps families understand how their infant’s behavior communicates how their infant is handling their interaction and helps them use these behavioral cues as their guide for pacing, positioning and interacting with their infant.	__all the time __some of the time __seldom	

**Standard 3: All caregivers practice collaboratively.**

**Comments**

3.1 The candidate stays at the bedside to support infants in their care through stressful procedures.	__all the time __some of the time __seldom	
3.2 If the candidate needs to perform a procedure or examination on an infant who is in the care of another person (nurse or parent), the candidate respectfully discusses the need with that person and agrees on a time that is in the mutual interest of all.	__all the time __some of the time __seldom	

<p>3.3 The candidate talks with the other person about how to proceed and what the infant needs before they begin.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>3.4 The candidate shows flexibility whenever possible by gently completing his/her own care giving or assessments while the infant is available for another procedure rather than disturbing the infant again later.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>3.5 The candidate seeks another person to support an infant in his/her care during a potentially stressful experience, including bathing and weighing.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>3.6 The candidate is willingly available to his/her colleagues to provide support for infants in their care during potentially stressful procedures.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>3.7 The candidate consistently shares information about infant's behavioral competencies, vulnerabilities and thresholds when communicating with colleagues during rounds or shift change.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>3.8 The candidate respects and supports the roles of other individuals and disciplines in the lives of infants in their care.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	

**Standard 4: A developmentally appropriate environment is provided for every infant and family.**

		Comments
4.1 The candidate adequately supports all infants with consistently calm, relaxing environment with muted sound and lighting between and during care giving interactions.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
4.2 The candidate considers all the sources of light, sound, movement, smell and taste confronting an infant during care and eliminates all inappropriate or unnecessary sources of stimulation.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
4.3 The candidate is mindful of their own voice and other sounds they produce in the nursery.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
4.4 The candidate silences alarms as soon as possible and avoids unnecessary alarms.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
4.5 If the candidate needs to use an over-the-bed light for hands on care, they carefully shield the infant's eyes but not blind fold so they can respond and support the infant is he or she attempts to gaze at them.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
4.6 The candidate provides infants with the bedding and other physical supports they need to maintain optimal tone and position and to remain either in a quiet, restful sleep or a relaxed, comfortable wakefulness.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	

<p>4.7 The candidate is continually mindful of structuring an infant’s visual field to support alert wakefulness as appropriate (without overwhelming), transition to sleep, or quiet, restful sleep.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>4.8 The candidate provides as much space and comfort as possible for family care giving, keeping charts and equipment nicely organized and avoiding clutter.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>4.9 The candidate encourages families to personalize their infant’s bed space and make the environment more home-like.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	

**Each candidate must also complete a self-assessment.**

**IMPORTANT:** If you have not observed the activity, please select “seldom” and provide a comment explaining your choice. If you mark any practice standard indicator as “seldom”, a comment is **REQUIRED**. Any comments provided will help the portfolio reviewers to better understand the rating given.

**Self-Assessment**

Candidate Name: \_\_\_\_\_

Position Title: \_\_\_\_\_

Practice standard indicator	Candidate	Comments
1.1 If an infant has an individualized developmental care plan, I read it carefully and use it as a guide for timing and structuring my care.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
1.2 I am mentally and emotionally engaged with each infant in my care, continually guided by the behavior of the infant.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
1.3 I stay attuned to every infant between care periods, so that I respond promptly if an infant needs attention or added support to stay relaxed and restful even if I am not the infant’s assigned care giver. I am ready to begin care when the infant is showing a natural change of state, recognizing that state changes are often very subtle.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
1.4 I am flexible in timing my care to support and protect a quiet sleep state.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	

<p>1.5 I carry out care that can be flexibly timed together with procedures for which timing is less flexible, being careful to avoid overwhelming the infant.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.6 I make ongoing judgments about the necessity of interventions for each infant and make collaborative decisions to delay or eliminate interventions that may create unnecessary stress.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.7 If necessary to wake a sleeping infant I approach the infant gently with a soft touch or whisper, and spend the necessary moments to help an infant move smoothly and comfortably to a higher state before doing any assessment of procedure.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.8 I avoid doing any procedures, assessments or care giving tasks with an infant in a prone position where he/she is unlikely to be able to use self-comforting abilities.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.10 I ensure every feeding experience is a positive, pleasant and nurturing time regardless of the size or age of the infant or the route or volume of the feed.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>1.11 I am aware of the infant's fragile digestive systems during hands on care before feedings and work to carefully avoid fluctuations in perfusion that may influence how the gut accommodates and digests feeds.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	

1.12	If an infant has difficulty remaining stable and organized in spite of my careful handling, I slow down or stop, help the infant recover completely, and reconsider my approach before continuing.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
1.13	I respond to and support the infant's efforts to spend time quietly awake in relaxed engagement with his care givers, recognizing the development of quiet alertness as the necessary foundation for each infant's formation of social relationships.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
1.14	I stay with the infant and support a smooth transition back to restful sleep before stepping away from the bedside.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
1.15	I provide appropriate pain management when noxious procedures are necessary.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
1.16	I integrate a pain assessment tool into my practice.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	

**Standard 2: Family-centered care is supported from birth.**

		<b>Comments</b>
2.1	My manner toward families and their supports is warm, respectful and welcoming.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom
2.2	My manner toward families is consistent with my words.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom

<p>2.3 I maintain flexibility to welcome and support families consistently at all times of the day.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.4 I accommodate the presence of families in the nursery during rounds or shift change by sharing information in a tone of voice that preserves confidentiality.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.5 I model careful, nurturing and supportive care giving for families.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.6 I form relationships with families, show genuine interest in their experience and respect their central role in the life of their infant.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.8 I can be counted on to support the same family inclusion that other colleagues have provided for families in previous shifts.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.9 I support families in understanding and supporting their infant's behavioral and developmental goals from the earliest possible time and nurture their confidence in supporting their infant's goals.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.10 I support families in supporting their infants during potentially stressful procedures.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.11 I reserve family activities for families (bathing)</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	

<p>2.12 I help families understand how their infant's behavior communicates how their infant is handling their interaction and help them use these behavioral cues as their guide for pacing, positioning and interacting with their infant.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>2.15 I ensure that families see all infants consistently treated with the support and respect they would want for their own infant when they are not around.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	

**Standard 3: All caregivers practice collaboratively.**

**Comments**

<p>3.1 I stay at the bedside to support infants in my care through stressful procedures.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>3.2 If I need to perform a procedure or examination on an infant who is in the care of another person (nurse or parent), I respectfully discuss the need with that person and agree on a time that is in the mutual interest of all.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>3.3 I talk with the other person about how to proceed and what the infant needs before we begin.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>3.4 I show flexibility whenever possible by gently completing my own care giving or assessments while the infant is available for another procedure rather than disturbing the infant again later.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	

3.5 I seek another person to support an infant in my care during a potentially stressful experience, including bathing and weighing.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
3.6 I am willingly available to my colleagues to provide support for infants in their care during potentially stressful procedures.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
3.7 I consistently share information about infant's behavioral competencies, vulnerabilities and thresholds when communicating with colleagues during rounds or shift change.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
3.8 I respect and support the roles of other individuals and disciplines in the lives of infants in my care.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
3.9 Participation (Preceptor/Mentor) in Developmental Care Orientation of New Staff Indicate level of participation	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
3.10 Serving on the Developmental Care Committee. Indicate level of participation	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	

**Standard 4: A developmentally appropriate environment is provided for every infant and family.**

**Comments**

4.1 I adequately support all infants with consistently calm, relaxing environment with muted sound and lighting between and during care giving interactions.	<input type="checkbox"/> all the time <input type="checkbox"/> some of the time <input type="checkbox"/> seldom	
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<p>4.2 I consider all the sources of light, sound, movement, smell and taste confronting an infant during care and eliminate all inappropriate or unnecessary sources of stimulation.</p>	<p>__all the time __some of the time __seldom</p>	
<p>4.3 I am mindful of my own voice and other sounds I produce in the nursery.</p>	<p>__all the time __some of the time __seldom</p>	
<p>4.4 I silence alarms as soon as possible and avoid unnecessary alarms.</p>	<p>__all the time __some of the time __seldom</p>	
<p>4.5 If I need to use an over-the-bed light for hands on care, I carefully shield the infant's eyes but not blind fold so I can respond and support the infant is he or she attempts to gaze at me.</p>	<p>__all the time __some of the time __seldom</p>	
<p>4.6 I provide infants with the bedding and other physical supports they need to maintain optimal tone and position and to remain either in a quiet, restful sleep or a relaxed, comfortable wakefulness.</p>	<p>__all the time __some of the time __seldom</p>	
<p>4.7 I am continually mindful of structuring an infant's visual field to support alert wakefulness as appropriate (without overwhelming), transition to sleep, or quiet, restful sleep.</p>	<p>__all the time __some of the time __seldom</p>	
<p>4.8 I provide as much space and comfort as possible for family care giving, keep charts and equipment nicely organized and avoid clutter.</p>	<p>__all the time __some of the time __seldom</p>	

<p>4.9 I encourage families to personalize their infant's bed space and make the environment more home-like.</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p><b>Hospital-level Developmental Care Involvement</b></p>		
<p>5.1 I participate (preceptor/mentor) in developmental care orientation of new staff. Indicate level of participation:</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	
<p>5.2 I serve on the Developmental Care Committee. Indicate level of participation:</p>	<p><input type="checkbox"/> all the time  <input type="checkbox"/> some of the time  <input type="checkbox"/> seldom</p>	