



NEBRASKA RESOURCE PROJECT
FOR VULNERABLE YOUNG CHILDREN



Nebraska Center on
Reflective Practice

2022-
20
23
ANNUAL
REPORT

THE
RIPPLE EFFECT
OF ATTUNEMENT/REFLECTION



Overview

Attunement is the foundational concept for the FAN model of reflective practice. The FAN defines attunement as “feeling connected and understood.” Merriam-Webster’s Dictionary defines attune as “to bring into harmony.”

Brain science explains that when people feel heard and understood, they are able to calm the stress response in their body, and activate the prefrontal cortex in their brain which is responsible for logical thinking, problem solving, and perspective. No matter which way you look at it, attunement has a profound impact on the person, interaction, and relationship. Attunement has a ripple effect. When we can attune with people, they are able to carry that attunement into their interactions and relationships with others, creating the ripple effect.

At the Nebraska Center on Reflective Practice, we strive to equip professionals with the knowledge and skills to attune with self and others through our training, consultation and community of practice. Through the years, we have seen the FAN play a critical role in helping to create attunement between individuals, within organizations, and amongst systems.

What is reflective practice?

Reflective practice is a relationship-based practice that assists in mitigating the effects of emotionally intrusive work. Reflective practice helps you examine your current and past actions, emotions, experiences, and responses to become more resilient in the face of work stress and improve your interactions with others.

Reflective practice helps develop your self-awareness and increase your awareness of others, allowing you to better regulate, make more thoughtful decisions and have better interactions with others.



What reflective practice services does the NCRP provide?

The NCRP utilizes the Facilitating Attuned Interactions (FAN) model from the Erikson Institute to provide the following services:

Reflective Practice FAN Training

Learn the FAN model through an 8-month training program



Reflective Consultation


Receive regular reflective practice in a group or individual setting



The NCRP also connects with the community to increase awareness about the reflective practice FAN model.

In 2022-23, NCRP conducted:

6
awareness
webinars

 203 attended

7
overview
trainings

 151 attended

Partnership

The NCRP values its partnerships and recognizes the importance of sharing work across organizations. The NCRP's FAN trainers, mentors and consultants come from a number of organizations and agencies across Nebraska.



FAN Trainers

2022-2023 | 2017-2018



FAN Trainers



FAN Mentors



FAN Consultants

Jamie Bahm

University of Nebraska–Lincoln, Center on Children, Families and the Law, Nebraska Resource Project for Vulnerable Young Children

Samantha Byrns

University of Nebraska–Lincoln, Center on Children, Families and the Law, Nebraska Resource Project for Vulnerable Young Children

Lynne Cook

Nebraska Department of Education

Carrie Gottschalk

University of Nebraska-Lincoln, Nebraska Extension

Holly Hatton

University of Nebraska-Lincoln, Nebraska Extension

Tracey Kock

University of Nebraska–Lincoln, Center on Children, Families and the Law, Nebraska Resource Project for Vulnerable Young Children

Lindsey Ondrak

University of Nebraska–Lincoln, Center on Children, Families and the Law, Nebraska Resource Project for Vulnerable Young Children

Kari Price

University of Nebraska Medical Center, Munroe Meyer Institute

Stephanni Renn

Nebraska Children and Families Foundation

FAN Mentors

Sarah Bernhardt

Licensed Clinician

Fabiola Dimas

Nebraska Children and Families Foundation

Dayna Goff

University of Nebraska–Lincoln, Center on Children, Families and the Law, Nebraska Resource Project for Vulnerable Young Children

Chad Gressley

University of Nebraska–Lincoln, Center on Children, Families and the Law

Kelli Hauptman

University of Nebraska–Lincoln, Center on Children, Families and the Law, Nebraska Resource Project for Vulnerable Young Children

Kelly Jones

University of Nebraska Medical Center, Munroe Meyer Institute

April Kirkendall

Attorney

Sarah Kirkwood

Licensed Clinician

Aiesha Rahn

Nebraska Children and Families Foundation

Paula Ray

Psychologist

Jea Theis

Licensed Clinician

David Thompson

Attorney



Did you know?

NCRP provides professional development training to its FAN mentors and consultants, enabling them to refine and enhance their skills.

7

Trainings for NCRP
FAN mentors and
consultants

Effects of Reflective Practice

What are the effects of reflective practice?

Reflective practice helps develop your self-awareness and increase your awareness of others, which allows you to better meet people where they are at. Reflective practice helps create attunement. The other person will feel heard and understood, and through the parallel process will carry that attunement into their interactions with others.



With reflective practice, you can have a huge positive impact on your family (spouse and children), your colleagues, the families you work with, and the community members you come in contact with.

The NCRP evaluates the effectiveness of FAN training and reflective consultation with the use of online surveys. The surveys assess a participant's reflective ability, burnout, vicarious trauma, empathy, turnover intentions and perceptions of reflective practice at multiple points over one year.

Major Findings

Data has been drawn from online surveys of over 800 training participants and almost 150 reflective consultation participants.

Reflective Practice FAN Training



Significant decreases in personal distress



Significant increases in self emotional appraisal



Significant increases in emotional regulation

Reflective Consultation



Significant increases in self-compassion



Significant increases in mindfulness



Significant decreases in self-judgment

A Case Study

In 2017, Kari Price with the UNMC Munroe-Meyer Institute, started partnering with Educare in Nebraska to integrate the FAN model of reflective practice into supervision and consultation for a workforce where staffing is a struggle and work-related stress is high. It started with providing Reflective Practice FAN Training and Consultation for three Educare school locations – Indian Hill, Kellom, and Winnebago. It has since expanded to include three Omaha Learning Centers at Gateway, Kennedy, and Skinner, largely due to the integration of reflective practice throughout the entire leadership teams in all six schools.

This top-down approach has created a parallel process where leadership can attune with their staff who then can carry that attunement into their relationships with children and families. Since 2017, Kari and NCRP staff have trained 47 people from the six schools.

FAN Trained participant:

Andrea Foster, M.S.
School Director
Educare of Omaha, Inc. at Kellom



Things that start small have the opportunity to grow large and make a positive impact. One kind word or action can create a ripple effect of change in the lives of our staff, children, and families. After coming from a FAN reflective 1:1, I feel rejuvenated to continue the positive work that is vital to the growth of not only our school, but our community.



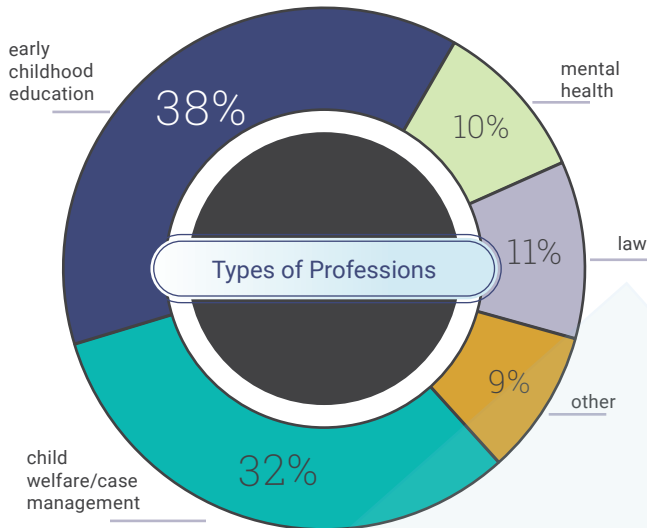
Receiving FAN monthly causes a ripple effect in how I interact with my teachers. When I receive my Reflective session each month, I leave feeling more gratitude and appreciation than ever for the one-on-one time that I am fortunate enough to receive. During these sessions, I become more attuned to my feelings, and it causes my mind to open and think more deeply. ... I always look forward to these monthly meetings as I know I will be leaving them feeling a sense of accomplishment in the work that I do as well as reassurance that I am doing the best I can.

FAN Trained participant:

Trista Matthews
EHS Education Program Manager
Educare Winnebago

FAN Training Program

954 professionals trained all time



2022-2023

2017-2018

43

vs

19

Number of FAN Trainings

63

Number of 2022-2023 FAN Training Days

80

Number of Mentoring Groups

2022-2023

2017-2018

Number of FAN Training Participants

369

vs

133

June 2023

June 2018

Number of FAN Graduates

412

vs

32

Quotes from FAN Trainees



[The FAN model] helps me slow down to allow the other person time to reflect themselves before I jump in to solve any issues.



It helps with difficult conversations or situations that staff have been struggling with.



[The FAN model] helps staff to process their emotions and then take responsibility for using their critical thinking skills.

How has learning the reflective practice FAN model helped you?



[I like] [t]he way that the conversation is able to flow so naturally in a productive and authentic way.



[The FAN model] helps regulate myself and helps regulate others.



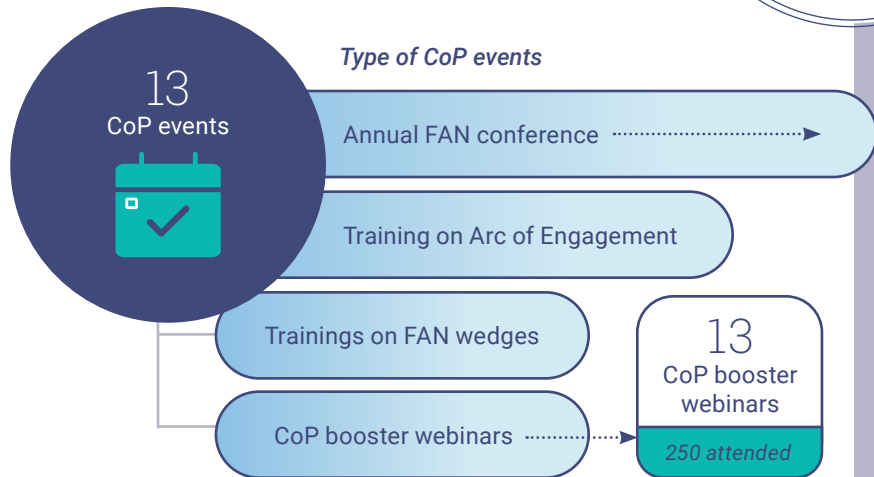
It allows time to listen rather than trying to fix every issue for others.

Ongoing Support After FAN Training

Professionals who graduate from the FAN training program become part of the NCRP Community of Practice (CoP).



There are currently
412
CoP members.



On November 4, 2022, the NCRP, in partnership with Erikson Institute, sponsored its first ever all-day FAN Conference called “Attunement in Real Life.” Over 40 CoP members attended plenaries, breakout sessions and a reflective consultation session.

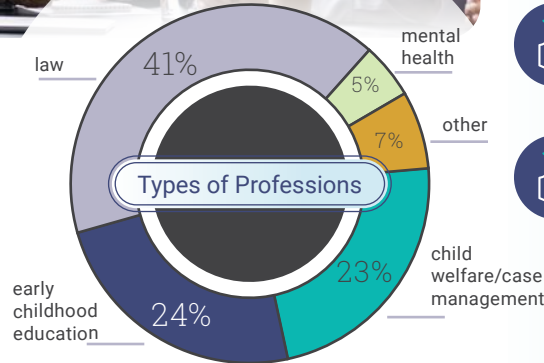
The breakout sessions were:

- The FAN and Families
- The FAN and Trauma
- The FAN and Personal Relationships
- The FAN and Vulnerable Populations
- The FAN and Colleagues
- The FAN and Supervision

Reflective Consultation

Reflective consultation is an opportunity to meet regularly with a FAN-trained consultant and receive reflective practice. It is a protected time for a person to slow down and reflect on past actions, emotions, experiences, and responses to better understand their work. Reflective consultation aims to help a person build reflective capacity and resilience at work.

Over 324 professionals participated in reflective consultation since 2016



Participants felt nurtured and supported by their reflective practice consultants.



Participants reported they formed trusting relationships with their reflective practice consultant.



Participants reported that reflective practice improved their ability to be reflective.



Participants reported that reflective practice has shown them how to integrate emotion and reason into their work.

Quotes from Participants



It has helped me step away from some situations and re-evaluate how I am handling those situations so that I can do better.



I am able to have my thoughts worked through with someone who is outside what is going on in the center.



I have had better control over my actions and emotions when it comes to being mindful in situations.



I realize that others are experiencing the exact same issue as I. Talking about the issues with others seem to lessen their stress on me.

How has participating in reflective consultation helped you?



Reflective practice has given me the ability to reflect and care for myself emotionally in my professional work.



I feel like reflective practice has provided me with "me" time. I am a better parent, provider and person.



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**CENTER ON CHILDREN,
FAMILIES, AND THE LAW**

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