



Nebraska Center on
Reflective Practice

**2024-2025
BIENNIAL REPORT**



THE NEXT LAYER

*Deepening
Reflective Practice*



NEBRASKA RESOURCE PROJECT
FOR VULNERABLE YOUNG CHILDREN

In 2024, the Nebraska
Center on Reflective
Practice (NCRP)



broadened its
reflective practice
offerings beyond the
FAN model, deepening
the focus on individual
internal processing.

What is Reflective Practice?

Reflective practice involves examining your thoughts, experiences, and decisions to enhance future actions and sustain meaningful, healthy work.

Our reflective practice models cultivate skills in:



internal
awareness



emotional
regulation



responses
to stress



These skills help you:



better navigate the emotional
demands of your role



drive more effective outcomes

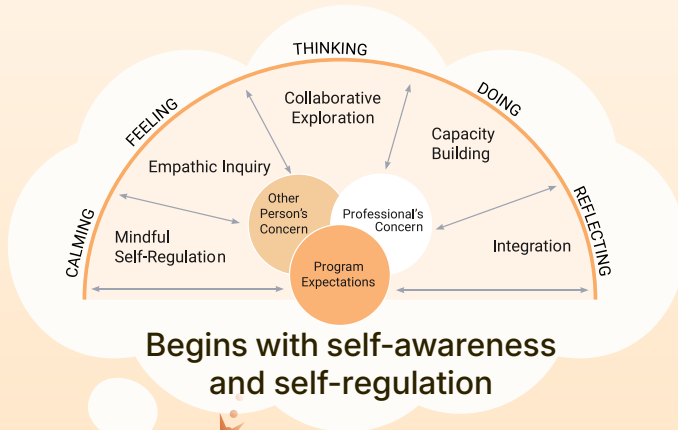


strengthen interactions with others

Reflective Practice Models We Train

The FAN Model

Centers on attunement
to engage effectively with others



Manage your
internal state

Improve your
interactions
with others

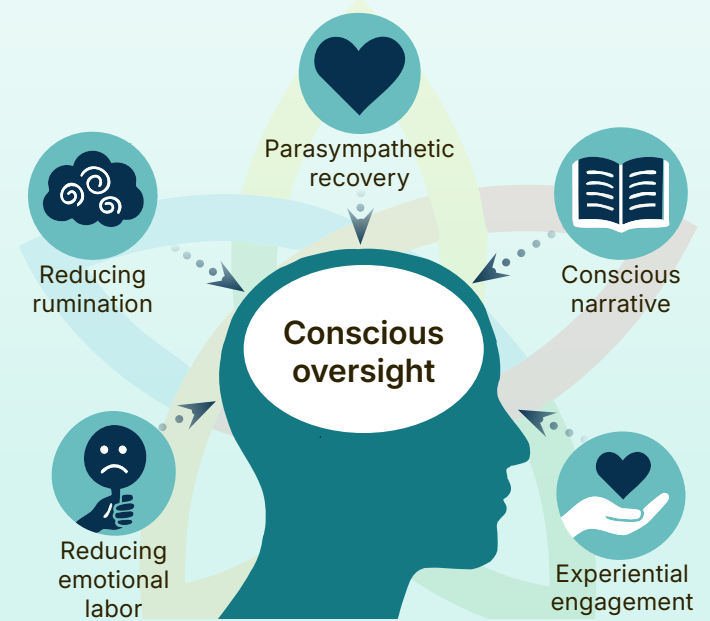
Get better
outcomes

*Helps you foster improved interactions
and stronger relationships*

Developed by the Erikson Institute

The CE-CERT Model

Promotes conscious regulation
of the autonomic nervous
system using 5 skill domains



- ✓ Sustained engagement
- ✓ Effective processing of intense experiences
- ✓ Stress recovery

*Helps you manage work demands while
building a deeply fulfilling career*

Developed by Dr. Brian Miller

Our Training Programs

FAN Training

🕒 8 months

4 pre-training reflective consultation sessions

- *experience FAN from the receiving end*
- *guided by a FAN-trained mentor*

2 days of initial FAN training

6 months of FAN mentoring *practice applying the FAN model*

1 day of advanced FAN training



Did you know?

Graduates of FAN training:



Become members of our FAN Community of Practice
Access to ongoing refresher trainings and our FAN library



Earn a micro-credential digital badge

Introduced in 2025

NEW

CE-CERT Training

🕒 6 months

2 days of CE-CERT foundations training

centered on the 5 skill domains

1 day of supervisor training

- *optional*
- *for supervisors*
- *focuses on coaching CE-CERT skills in staff supervision*

10 consultation calls over 5 months

- *facilitated by a CE-CERT consultant*
- *reflect on and integrate the skill domains*



Did you know?

- Dec 2023 • First CE-CERT training for NCRP, facilitated by Dr. Brian Miller, the model developer
- Nov 2024 • Two NCRP trainers completed train-the-trainer program with Dr. Miller
- Apr 2025 • Another two NCRP trainers completed train-the-trainer program with Dr. Miller
- Sept 2025 • Two more NCRP partners will complete train-the-trainer program

Data & Impact

FAN Training

Major findings from 1,200+ professionals surveyed over the past 7 years.



In relationship
with yourself:



In relationship
with others:



Increase in:

- Self-reflective ability
- Self-compassion
- Emotional insight
- Effective emotional regulation



Increase in:

- Reflective communication
- Perspective taking
- Understanding of others' emotions
- Emotional intelligence



Decrease in:

- Personal distress



Decrease in:

- Burnout

"As a supervisor, FAN has helped me strengthen the relationships between my team members by creating a space where everyone feels seen, heard, and supported. I'm more regulated into my own emotions and can respond with empathy instead of reaction."

 Shauna Roberts
Head Start

"As a manager, I use FAN daily in my conversations with my team. Modeling reflective management allows a space for my team to feel comfortable expressing emotions as they feel them. This has increased trust between my team and me and helped my ability to guide others during tough situations."

 Katie Mulligan
Healthy Families Nebraska

CE-CERT Training

Training participants' reflections on how CE-CERT training has benefited them

"I feel I understand my reactions and know how to better handle my thoughts and feelings."

"I have used the skills learned for both myself and the staff I supervise. It helps me to remember while facing challenging situations to complete the cycle and reflect on my own narrative."

"I feel more self-aware of my conscious narrative and not ruminating on things outside of my control."



How the FAN and CE-CERT Models Intertwine

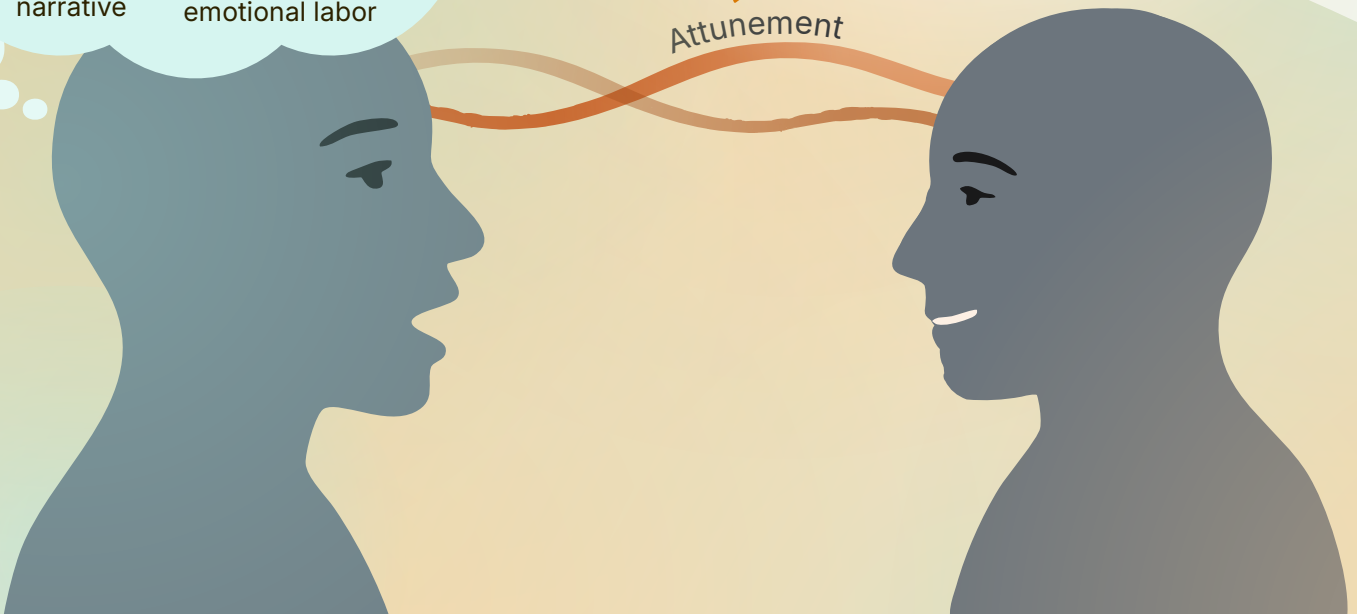
CE-CERT
Model



CE-CERT helps you process stress so you can use the FAN to attune with others and improve interactions.


FAN
Model

Attunement



Reflections from Those Trained in FAN and CE-CERT

"As a trainer in both FAN and CE-CERT, I find the two models deeply interconnected, making it challenging to teach one without referencing the other. Notably, CE-CERT's Conscious Narrative skill domain closely aligns with the self-talk strategy in FAN's Mindful Self-Regulation (MSR) process. Likewise, CE-CERT's Parasympathetic Recovery skill focuses on self-attunement and regular recovery breaks throughout the day, which enhances FAN's emphasis on the need for self-regulation to attune to others. Additionally, the reflective prompts from CE-CERT's supervisor training serve as excellent examples for FAN's beginning ARC question. These are just a few of many examples of the interconnectedness of the models. **Integrating both models has significantly enriched my ability to train and mentor in reflective practice.**"

 Tracey Kock
NCRP

"At Project Harmony, our teams have been utilizing Reflective Practice since 2017. The FAN model has been invaluable for our child advocacy center staff in working with our children and caregivers as well as our staff in dealing with heightened emotions and crisis within interactions with our families and in their own emotions in providing those services. **The integration of CE-CERT and FAN is a powerful tool to think about emotional labor from a different perspective and helping our team to feel competent, calm and caring in order to thrive in their work.**"

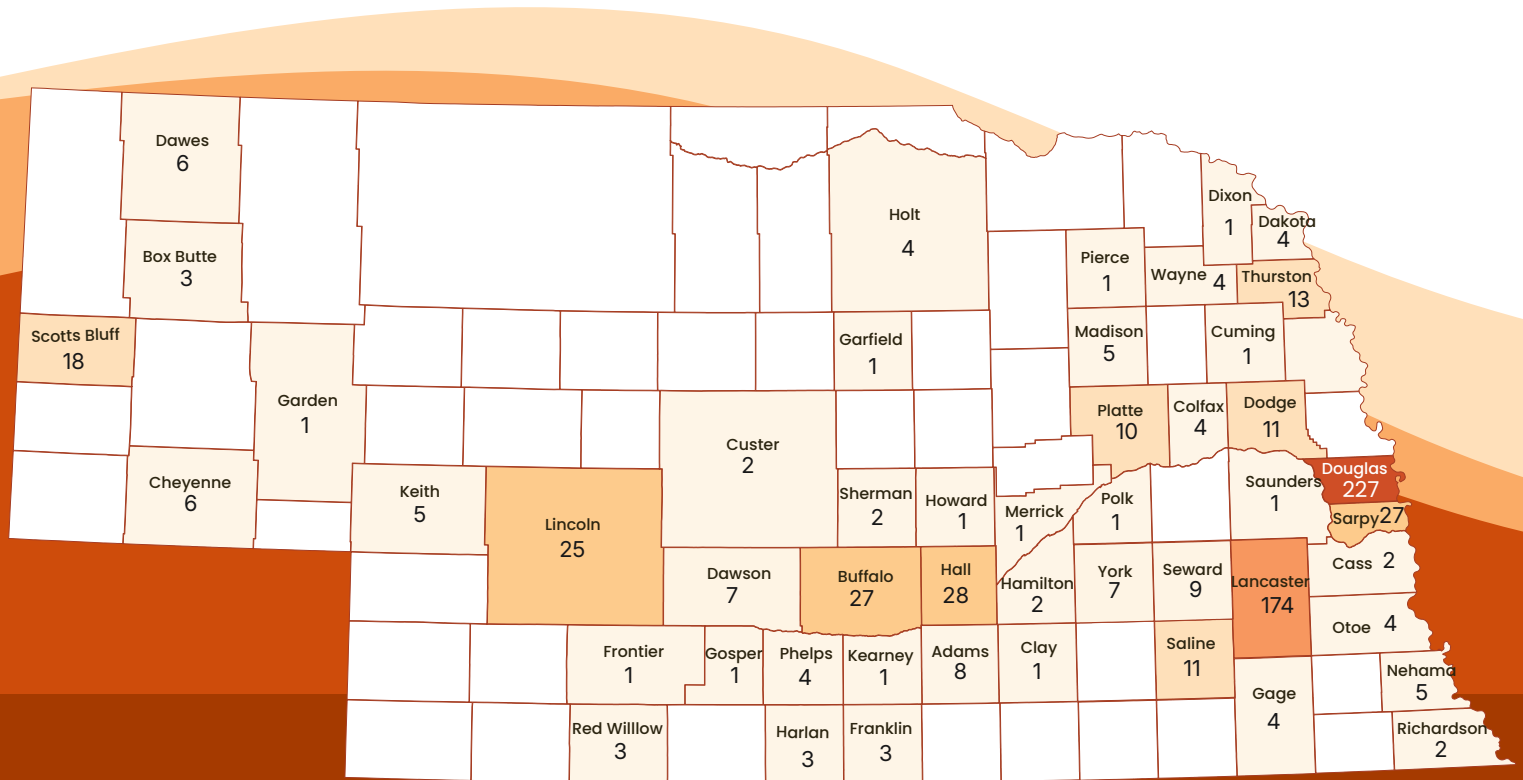
 Colleen Brazil
Project Harmony

"Participating in FAN and CE-CERT trainings over the past year has shaped my professional identity and how I engage with my work roles and environments. FAN reinforces the power of attunement and offers just enough structure to keep conversations balanced and purpose-driven without feeling rigid. CE-CERT pushed me beyond the basic self-care strategies and into a more honest, comprehensive approach to career wellness for myself and those I support. **Together, these models have generated a renewed sense of humanness and sustainability in my work.**"

 Ciera Afrank
Wayne State College
BHECN

Growth of Reflective Practice in Nebraska

FAN Training



692 FAN graduates across Nebraska since 2016

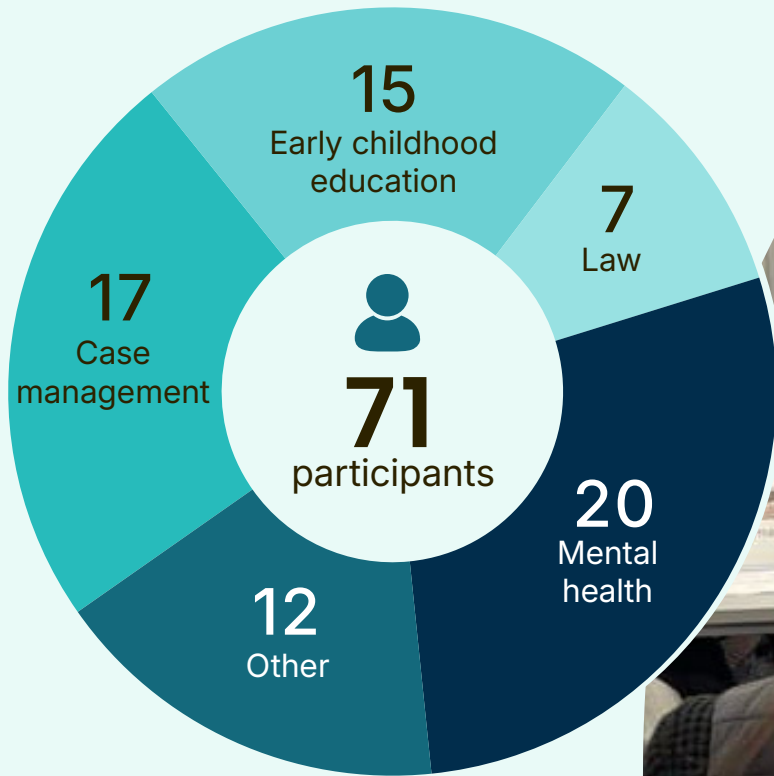


"Since 2016, the partnership between the FAN Program at Erikson Institute and the Nebraska Center for Reflective Practice (NCRP) has evolved into a deeply rooted and sustainable collaboration. What began with key stakeholders receiving FAN Training quickly grew into a shared vision to embed FAN across Nebraska's child welfare and early childhood systems. In response to growing demand and the need for sustainability, Erikson and NCRP launched a Train-the-Trainer initiative resulting in the endorsement of two Lead FAN Trainers, equipping NCRP to independently train and support new trainers. Over nearly a decade, this partnership has demonstrated significant growth, adaptability, and a shared commitment to reflective practice in service of children and families."

 **Tori Graham**
FAN Training Director
Erikson Institute



CE-CERT Training



from 35 organizations
since December 2023



There are currently six more CE-CERT trainings in various stages of the planning process.

Our Partners

	<i>Year Started</i>	FAN Trainer	FAN Mentor	FAN Consultant	CE-CERT Trainer
Carrie Gottschalk	2017	✓	✓	✓	✓
Jamie Bahm	2017	✓	✓	✓	✓
Kari Price	2017	✓	✓	✓	
Kelli Hauptman	2017		✓	✓	
Lynne Cook	2017	✓	✓	✓	
Larry Gendler	2018	✓	✓	✓	
Lori Rodriguez-Fletcher	2018			✓	
Samantha Byrns	2018	✓	✓	✓	✓
Dayna Goff	2019	✓	✓	✓	
David Thompson	2020		✓	✓	
April Kirkendall	2020		✓	✓	
Holly Hatton	2020	✓	✓	✓	
Chad Gressley	2021		✓	✓	
Janine Uchino	2021			✓	
Jennifer Konop	2021			✓	
Lindsey Ondrak	2021	✓	✓	✓	
Mark Hald	2021			✓	
Sarah Adams	2021		✓	✓	
Tracey Kock	2021	✓	✓	✓	✓

	Year Started	FAN Trainer	FAN Mentor	FAN Consultant	CE-CERT Trainer
Aiesha Rahn	2022		✓	✓	
Fabiola Dimas	2022		✓	✓	
Karen Pinkelman	2022		✓	✓	
Steph Renn	2022	✓	✓	✓	
Erin Campbell	2023			✓	
Lynn DeVries	2023			✓	
Sarah Bernhardt	2023			✓	
Linda Villagomez	2024		✓		
Christy Prang	2025				✓
Krista Roebke	2025		✓		
Toni Jensen	2025				✓



"I integrate CE-CERT principles into reflective consultation regularly to help others build reflection and understanding of their own experiences. Slowing down and building insight around these principles can be grounding, and it helps others to shift where they need to, to not just do their work, but to do it well."



Lindsey Ondrak
NCRP



Nebraska Center on **Reflective Practice**

scan to visit our website



nebraskababies.com/ncrp



NEBRASKA
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FOR VULNERABLE
YOUNG CHILDREN



CENTER ON CHILDREN,
FAMILIES, AND THE LAW