Program Summary and Philosophy

CPI’s NCI™ With Advanced Physical Skills 3rd Edition Instructor Certification Program models the course that the Certified Instructor will be teaching back at your organization and provides Instructor Training for participants to gain knowledge and practice related to teaching the course and integrating it within your organization.

The NCI™ With Advanced Physical Skills 3rd Edition course provides staff with an effective framework for preventing, de-escalating, and safely responding to crisis behavior. The program introduces how to apply knowledge of brain and behavior to understand distress behavior and the reasons for distress. Participants will look at analyzing the risk of behavior and identifying strategies to mitigate the risk. They’ll practice strategies to identify escalating behaviors in others as well as use effective approaches to intervene during different crisis levels. Participants will gain a broad range of tools to help them manage their own emotional responses and implicit bias in stressful situations.

There is a focus on staff using the philosophy of Care, Welfare, Safety, and SecuritySM and using trauma-informed and person-centered approaches in their interactions with the people in their care. This expands throughout the continuum of interventions necessary when working toward the reduction or elimination of restraint. The program realistically addresses the serious issue of restrictive intervention through careful assessment of risks and an evaluation of what is the last-resort, reasonable, proportionate, and least restrictive intervention. The principles and techniques taught in CPI’s Safety Interventions (disengagement skills and holding skills) recognize the critical importance of staff confidence and their ability to safely respond to crisis situations. CPI post-crisis strategies assist staff to support individuals and collaborate to identify plans as well as help staff teams recognize opportunities to learn prevention strategies in the aftermath of a crisis.

The blended program is comprised of two parts. Part one is an online course, Nonviolent Crisis Intervention® training, which provides the core program content. Part two has four classroom days that focus on application of Nonviolent Crisis Intervention® content, advanced physical skills, and Instructor Training.

The classroom program has five classroom days that provide the core Nonviolent Crisis Intervention® content, advanced physical skills, and Instructor Training.

Crisis Prevention Institute trains and certifies designated people from your organization. After they have been trained by a CPI Global Professional Instructor and successfully passed all components, including the instructor exam, they are qualified to teach at your organization using the approved CPI training materials.

Program Objectives

- Use the philosophy of Care, Welfare, Safety, and SecuritySM and a person-centered and trauma-informed approach when responding to a person in distress.
- Interpret distress behaviors and address the cause of the behavior to de-escalate the situation.
- Assess risk of behavior using the Decision-Making MatrixSM and identify preventive strategies to mitigate risk.
- Identify and respond appropriately to various levels of crisis behaviors.
- Manage your own emotional responses to distress behavior.
- Use your communication skills to be supportive and strengthen your interventions to de-escalate potential conflict situations.
- Use directive strategies when verbally intervening to de-escalate defensive behaviors.
- Use the Decision-Making MatrixSM in the moment of Risk Behavior to determine Safety Interventions that represent a reasonable, proportionate, least restrictive, and last-resort course of action.
- Use safety intervention strategies to maximize safety and minimize harm in situations where behavior presents an imminent or immediate risk of harm to self or others.
- Apply a process for support and learning at the end of a crisis situation.
- Explain how you will consider the Physical Skills Review Framework and key legal and professional considerations when using non-restrictive disengagements and restrictive interventions.
- Describe and demonstrate proper use of non-restrictive disengagements and restrictive interventions for an individual presenting risk behavior.
- Practice restrictive interventions for higher-risk situations in the workplace.
NCI™ With Advanced Physical Skills Training, 3rd Edition Content Outline

**Facilitation Methods**

The online portion of the course presents the content through narration, video, and interactive activities. The content learned in the online portion of the course will be practiced in the classroom.

The classroom portion of the course includes use of an Electronic Presentation with activities that will aid participants in the implementation of the NCI™ With Advanced Physical Skills 3rd Edition Training. Extensive application, case studies, examples, competency-based testing, and an exam ensure that participants gain knowledge and are able to demonstrate skills introduced in the program. Participants will also complete teach backs of the content.

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**CPI Instructor Certification Program Components - BLENDED DELIVERY**

**Program Hours – Blended delivery**

The 26.5-hour CPI Instructor Certification Program includes:

- **PART 1:** Completion of 2 hours of *Nonviolent Crisis Intervention®* 3rd Edition online training.
- **PART 2:** Participation in 24.5 hours of NCI™ With Advanced Physical Skills 3rd Edition Training classroom activities and Certified Instructor classroom training that includes: Preparing to teach the adult learner, comprehensive Instructor training practicum, managing the Certified Instructor role.

NOTE: A certificate of completion with CPI’s continuing education information will be awarded upon full participation in and completion of program components and successful passing exam score (80%).

**Part 1: Online Course**

*Nonviolent Crisis Intervention®* Training, 3rd Edition

<table>
<thead>
<tr>
<th>TRAINING COMPONENT</th>
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<td><strong>Introduction</strong></td>
<td>State the learning expectations and guidelines for the training. Explore the philosophy of the training.</td>
</tr>
<tr>
<td><strong>Module 1: Understanding Behavior and Its Risk</strong></td>
<td>Interpret the brain’s response to threat as one of the causes of distress behavior. Explain how to identify the level of risk of the behavior and identify preventive strategies to mitigate risk.</td>
</tr>
<tr>
<td><strong>Module 2: The CPI Crisis Development Model®</strong></td>
<td>Identify behavior using the CPI Crisis Development Model®. Identify staff approaches effective in responding at each behavior level to prevent further escalation.</td>
</tr>
<tr>
<td><strong>Module 3: Integrated Experience</strong></td>
<td>Explore underlying causes of behavior; recognize the need to maintain consistent, calm behavior in a crisis; and understand how the behavior of one person impacts the behavior of others.</td>
</tr>
<tr>
<td><strong>Module 4: Supportive Communication Skills</strong></td>
<td>Describe communication strategies to positively impact an individual’s behavior and prevent or de-escalate a crisis. Identify how to prepare for a difficult conversation.</td>
</tr>
<tr>
<td><strong>Module 5: Responding to Defensive Behaviors</strong></td>
<td>Identify stages of defensive behavior using the Verbal Escalation Continuum®. Identify intervention strategies that are most effective at each stage.</td>
</tr>
<tr>
<td><strong>Module 6: Safety Interventions</strong></td>
<td>In the moment of Risk Behavior, explain how to choose Safety Interventions that are a last resort, reasonable, and proportionate. Identify non-restrictive verbal and environmental interventions to keep self, others, and the person safe when crisis escalates to risk behavior.</td>
</tr>
<tr>
<td><strong>Module 7: Post-Crisis</strong></td>
<td>Describe a framework that helps guide staff through the process of establishing Therapeutic Rapport and learning after a crisis. List coping strategies to build your resilience.</td>
</tr>
<tr>
<td><strong>Conclusion and Assessment</strong></td>
<td>Summarize the training. Complete an online quiz and survey prior to classroom training.</td>
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**TOTAL TIME: 2 Hours**
## Part 2: Classroom Days

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<tr>
<td><strong>Introduction</strong></td>
<td>State the learning expectations and guidelines for the training. Connect the philosophy of the training to the participants’ values and relate the training to their experiences in the workplace.</td>
<td>30 minutes</td>
</tr>
<tr>
<td><strong>Module 1: Understanding Behavior and Its Risk</strong></td>
<td>Interpret the brain’s response to threat as one of the causes of distress behavior. Identify the level of risk of the behavior and identify preventive strategies to mitigate risk.</td>
<td>20 minutes</td>
</tr>
<tr>
<td><strong>Module 2: The CPI Crisis Development Model</strong></td>
<td>Identify behavior using the CPI Crisis Development Model. Apply staff approaches effective in responding at each behavior level to prevent further escalation.</td>
<td>20 minutes</td>
</tr>
<tr>
<td><strong>Module 3: Integrated Experience</strong></td>
<td>Explore underlying causes of behavior; recognize the need to maintain consistent, calm behavior in a crisis; and understand how the behavior of one person impacts the behavior of others.</td>
<td>20 minutes</td>
</tr>
<tr>
<td><strong>Module 4: Supportive Communication Skills</strong></td>
<td>Practice communication strategies to positively impact an individual's behavior and prevent or de-escalate a crisis. Identify how to prepare for a difficult conversation.</td>
<td>25 minutes</td>
</tr>
<tr>
<td><strong>Module 5: Responding to Defensive Behaviors</strong></td>
<td>Identify stages of defensive behavior using the Verbal Escalation Continuum. Use the appropriate intervention strategies that are most effective at each stage.</td>
<td>50 minutes</td>
</tr>
<tr>
<td><strong>Module 6: Safety Interventions</strong></td>
<td>In the moment of Risk Behavior, choose Safety Interventions that are a last resort, reasonable, and proportionate. Identify and apply non-restrictive verbal and environmental interventions to keep self, others, and the person safe when crisis escalates to risk behavior.</td>
<td>25 minutes</td>
</tr>
<tr>
<td><strong>Module 7: Post-Crisis</strong></td>
<td>Apply a framework that helps guide staff through the process of establishing Therapeutic Rapport and learning after a crisis. Explore the formal documentation process when a non-restrictive disengagement or a restrictive intervention was used.</td>
<td>30 minutes</td>
</tr>
<tr>
<td><strong>Safety Interventions: Disengagement Skills</strong></td>
<td>Describe and demonstrate use of CPI disengagement principles for risk behavior. Use the Physical Skills Review Framework to convey reasoning for the intervention used as a response to risk presented.</td>
<td>65 minutes</td>
</tr>
<tr>
<td><strong>Safety Interventions: Holding Skills</strong></td>
<td>Describe and demonstrate use of CPI holding principles for risk behavior. Use the Physical Skills Review Framework to convey reasoning for the intervention used as a response to risk presented. Describe how to consider the Risks of Restraints and the Opt-Out Sequence when using the CPI holding principles.</td>
<td>90 minutes</td>
</tr>
<tr>
<td><strong>Conclusion</strong></td>
<td>Reflect on new learning and complete an action plan.</td>
<td>15 minutes</td>
</tr>
</tbody>
</table>

**TOTAL TIME:** 6.5 Hours
## DAY 2  Part 2: Classroom Days

<table>
<thead>
<tr>
<th>TRAINING COMPONENT</th>
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</table>
| Introduction to Instructor Training    | Orients participants to becoming CPI Certified Instructors.  
**Participants will:**  
• Identify the Certified Instructor Professional Association’s (CIPA) mission, terminology, and membership benefits and support.  
• Describe the role of a Certified Instructor.                                                                                                                                  | 30 minutes  |
| Instructional Goals and Facilitation Strategies | Develops awareness and understanding of effective methods for teaching the adult learner.  
**Participants will:**  
• Determine best practice for organizing training materials and maintaining program continuity and consistency.  
• Explain CPI learning modalities (blended and classroom).  
• List principles and tips for training the adult learner.  
• Explain how to use a variety of activity types and facilitation methods.  
• Demonstrate their familiarity with the *Nonviolent Crisis Intervention*® Instructor Guide, Workbook and Electronic Presentation. | 60 minutes  |
| Purpose of Content                     | Participants will review each module of the program, looking at it through the lens of an instructor and focusing on the purpose and objectives of each module.  
**Participants will:**  
• Describe the learning objectives of each module.  
• Explain the structure of the program and how to connect concepts for ease of learning.                                                                                       | 90 minutes  |
| Facilitation Practice/Practicum Assignment | Applies facilitation strategies to assigned content area.  
**Participants will:**  
• Demonstrate relevant facilitation techniques.  
• Practice customizing assigned content to work setting, using instructional guidance.                                                                                       | 180 minutes |

**TOTAL TIME:** 6 Hours
### Day 3: Part 2: Classroom Days

<table>
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</thead>
<tbody>
<tr>
<td><strong>Introduction/ Review</strong></td>
<td>Transition to the review and expansion of disengagement, holding, and advanced physical skills.</td>
<td>30 minutes</td>
</tr>
</tbody>
</table>
| **Safety Interventions Disengagement Skills Review and Expansion** | Review and practice applying disengagement skills.  
*Participants will:*  
- Apply principles of disengagement to a variety of realistic situations.  
- Review Physical Skills Review Framework to convey reasoning for the level of intervention used as a response to risk presented. | 40 minutes |
| **Safety Interventions Holding Skills Review and Expansion** | Review and practice applying holding skills.  
*Participants will:*  
- Apply principles of holding to a variety of realistic situations.  
- Learn how to add staff to assist with holding skills.  
- Review Physical Skills Review Framework, Risk of Restraints, and Opt-Out Sequence™ to convey reasoning for the level of intervention used as a response to risk presented. | 95 minutes |
| **Emergency Floor Holds: Supine** | Learn how to respond effectively when an individual is in risk behavior. Build the confidence of staff in their ability to keep themselves and others safe using Emergency Floor Hold: Supine.  
*Participants will:*  
- Safely manage an individual who is moving from a standing to seated or supine position on the floor.  
- Practice applying the principles of holding for Emergency Floor Hold: Supine.  
- Review Physical Skills Review Framework, Risk of Restraints, and Opt-Out Sequence™ to convey reasoning for the level of intervention used as a response to risk presented. | 60 minutes |
| **Emergency Floor Holds: Supported Prone** | Learn how to respond effectively when an individual is in risk behavior. Build the confidence of staff in their ability to keep themselves and others safe using Emergency Floor Hold: Supported Prone.  
*Participants will:*  
- Safely manage an individual who is moving from a standing to a kneeling or lying position on the floor.  
- Practice applying the principles of holding for Emergency Floor Hold: Supported Prone.  
- Review Physical Skills Review Framework, Risk of Restraints, and Opt-Out Sequence™ to convey reasoning for the level of intervention used as a response to risk presented. | 60 minutes |
| **Children’s Seated Holding** | Learn how to respond effectively when an individual is in risk behavior. Build the confidence of staff in their ability to keep themselves and others safe using seated holding for children.  
*Participants will:*  
- Practice applying the principles of Children’s Seated Holding when an individual is on the floor. | 15 minutes |
| **Scenario Practice Activities** | Practice and rehearse skills learned in the program through scenarios simulating “real-world” situations.  
*Participants will:*  
- Assess the prevailing risk presented by an individual in distress.  
- Apply appropriate intervention skills learned in the program.  
- Use corrective actions in response to warning signs of physical and/or psychological distress occurring during the application of physical interventions.  
- Debrief after physical interventions.  
- Provide peer-to-peer feedback. | 60 minutes |

**TOTAL TIME:** 6 Hours
### Day 4  Part 2: Classroom Days

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</table>
| Program Quality Standards | Identifies benefits of CIPA membership. Explores roles and responsibilities of the Certified Instructor.  
*Participants will:*  
- List the components and requirements of the Certified Instructor Renewal Process.  
- Explain the importance of training as an ongoing process.  
- Demonstrate familiarity with the resources, processes, and procedures for initial and refresher training programs. | 30 minutes |
| Safety Interventions Teaching Practice and Assessment – Disengagement Skills | Assesses proficiency in teaching Safety Interventions – Disengagement Skills.  
*Participants will:*  
- Review key principles.  
- Apply knowledge of key principles when answering questions about disengagement skills.  
- Demonstrate ability to teach disengagement skills using CPI’s Safety Intervention teaching framework.  
- Identify group facilitation techniques that can best engage staff and enhance learning. | 100 minutes |
| Safety Interventions Teaching Practice and Assessment – Holding Skills | Assesses proficiency in teaching concepts and strategies of CPI’s Safety Interventions – Holding Skills.  
*Participants will:*  
- Review key principles.  
- Apply knowledge of key principles when answering questions about holding skills.  
- Demonstrate proficiency teaching holding using CPI’s Safety Intervention teaching framework. | 100 minutes |
| Safety Interventions Teaching Practice and Assessment – Advanced Physical Skills | Assesses proficiency in teaching concepts and strategies of CPI’s Safety Interventions – Advanced Physical Skills.  
*Participants will:*  
- List key principles.  
- Apply knowledge of key principles when answering questions about Advanced Physical Skills.  
- Demonstrate proficiency teaching Advanced Physical Skills using CPI’s Safety Intervention teaching framework. | 130 minutes |

**TOTAL TIME:** 6 Hours

Note: The final exam is online. You will receive a link to complete it.
CPI Instructor Certification Program Components - CLASSROOM DELIVERY

Program Hours – Classroom delivery

The 31-hour CPI Instructor Certification Program includes participation in NCI™ With Advanced Physical Skills 3rd Edition Training classroom activities and Certified Instructor training that includes preparing to teach the adult learner, comprehensive Instructor training practicum, managing the Certified Instructor role.

NOTE: A certificate of completion with CPI’s continuing education information will be awarded upon full participation in and completion of program components and successful passing exam score (80%).

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<td>Introduction</td>
<td>State the learning expectations and guidelines for the training. Connect the philosophy of the training to the participants’ values and relate the training to their experiences in the workplace.</td>
<td>40 minutes</td>
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<tr>
<td>Module 1: Understanding Behavior and Its Risk</td>
<td>Interpret the brain’s response to threat as one of the causes of distress behavior. Identify the level of risk of the behavior and identify preventive strategies to mitigate risk.</td>
<td>70 minutes</td>
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<tr>
<td>Module 2: The CPI Crisis Development Model</td>
<td>Identify behavior using the CPI Crisis Development Model. Apply staff approaches effective in responding at each behavior level to prevent further escalation.</td>
<td>70 minutes</td>
</tr>
<tr>
<td>Module 3: Integrated Experience</td>
<td>Explore underlying causes of behavior; recognize the need to maintain consistent, calm behavior in a crisis; and understand how the behavior of one person impacts the behavior of others.</td>
<td>50 minutes</td>
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<tr>
<td>Module 4: Supportive Communication Skills</td>
<td>Practice communication strategies to positively impact an individual’s behavior and prevent or de-escalate a crisis. Identify how to prepare for a difficult conversation.</td>
<td>70 minutes</td>
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<td>Module 5: Responding to Defensive Behaviors</td>
<td>Identify stages of defensive behavior using the Verbal Escalation Continuum. Use the appropriate intervention strategies that are most effective at each stage.</td>
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TOTAL TIME: 6.5 Hours
## NCI™ With Advanced Physical Skills Training, 3rd Edition

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<td>In the moment of Risk Behavior, choose Safety Interventions that are a last resort, reasonable, and proportionate. Identify and apply non-restrictive verbal and environmental interventions to keep self, others, and the person safe when crisis escalates to risk behavior.</td>
<td>60 minutes</td>
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<td><strong>Module 7: Post-Crisis</strong></td>
<td>Apply a framework that helps guide staff through the process of establishing Therapeutic Rapport and learning after a crisis. Explore the formal documentation process when a non-restrictive disengagement or a restrictive intervention was used.</td>
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<td>Describe and demonstrate use of CPI holding principles for risk behavior. Use the Physical Skills Review Framework to convey reasoning for the intervention used as a response to risk presented. Describe how to consider the Risks of Restraints and the Opt-Out Sequence™ when using the CPI holding principles.</td>
<td>150 minutes</td>
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<tr>
<td>Conclusion</td>
<td>Reflect on new learning and complete an action plan.</td>
<td>30 minutes</td>
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**TOTAL TIME:** 6.5 Hours
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**Participants will:**  
- Identify the Certified Instructor Professional Association’s (CIPA) mission, terminology, and membership benefits and support.  
- Describe the role of a Certified Instructor. | 30 minutes  |
| Instructional Goals and Facilitation Strategies | Develops awareness and understanding of effective methods for teaching the adult learner.  
**Participants will:**  
- Determine best practice for organizing training materials and maintaining program continuity and consistency.  
- Explain CPI learning modalities (blended and classroom).  
- List principles and tips for training the adult learner.  
- Explain how to use a variety of activity types and facilitation methods.  
- Demonstrate their familiarity with the *Nonviolent Crisis Intervention*® Instructor Guide, Workbook and Electronic Presentation. | 60 minutes  |
| Purpose of Content                       | Participants will review each module of the program, looking at it through the lens of an instructor and focusing on the purpose and objectives of each module.  
**Participants will:**  
- Describe the learning objectives of each module.  
- Explain the structure of the program and how to connect concepts for ease of learning. | 90 minutes  |
| Facilitation Practice/ Practicum Assignment | Applies facilitation strategies to assigned content area.  
**Participants will:**  
- Demonstrate relevant facilitation techniques.  
- Practice customizing assigned content to work setting, using instructional guidance. | 180 minutes |

**TOTAL TIME:** 6 Hours
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*Participants will:*  
- Apply principles of holding to a variety of realistic situations.  
- Learn how to add staff to assist with holding skills.  
- Review Physical Skills Review Framework, Risk of Restraints, and Opt-Out SequenceSM to convey reasoning for the level of intervention used as a response to risk presented. | 95 minutes |
| **Emergency Floor Holds: Supine** | Learn how to respond effectively when an individual is in risk behavior. Build the confidence of staff in their ability to keep themselves and others safe using Emergency Floor Hold: Supine.  
*Participants will:*  
- Safely manage an individual who is moving from a standing to seated or supine position on the floor.  
- Practice applying the principles of holding for Emergency Floor Hold: Supine.  
- Review Physical Skills Review Framework, Risk of Restraints, and Opt-Out SequenceSM to convey reasoning for the level of intervention used as a response to risk presented. | 60 minutes |
| **Emergency Floor Holds: Supported Prone** | Learn how to respond effectively when an individual is in risk behavior. Build the confidence of staff in their ability to keep themselves and others safe using Emergency Floor Hold: Supported Prone.  
*Participants will:*  
- Safely manage an individual who is moving from a standing to a kneeling or lying position on the floor.  
- Practice applying the principles of holding for Emergency Floor Hold: Supported Prone.  
- Review Physical Skills Review Framework, Risk of Restraints, and Opt-Out SequenceSM to convey reasoning for the level of intervention used as a response to risk presented. | 60 minutes |
| **Children's Seated Holding** | Learn how to respond effectively when an individual is in risk behavior. Build the confidence of staff in their ability to keep themselves and others safe using seated holding for children.  
*Participants will:*  
- Practice applying the principles of Children's Seated Holding when an individual is on the floor. | 15 minutes |
| **Scenario Practice Activities** | Practice and rehearse skills learned in the program through scenarios simulating “real-world” situations.  
*Participants will:*  
- Assess the prevailing risk presented by an individual in distress.  
- Apply appropriate intervention skills learned in the program.  
- Use corrective actions in response to warning signs of physical and/or psychological distress occurring during the application of physical interventions.  
- Debrief after physical interventions.  
- Provide peer-to-peer feedback. | 60 minutes |

**TOTAL TIME**  
6 Hours
### NCI™ With Advanced Physical Skills Training, 3rd Edition

**Training Component** | **Learning Intent and Objectives** | **Time Needed**
--- | --- | ---
**Program Quality Standards** | Identifies benefits of CIPA membership. Explores roles and responsibilities of the Certified Instructor.  
*Participants will:*  
- List the components and requirements of the Certified Instructor Renewal Process.  
- Explain the importance of training as an ongoing process.  
- Demonstrate familiarity with the resources, processes, and procedures for initial and refresher training programs. | 30 minutes

**Safety Interventions Teaching Practice and Assessment – Disengagement Skills** | Assesses proficiency in teaching Safety Interventions – Disengagement Skills.  
*Participants will:*  
- List key principles.  
- Apply knowledge of key principles when answering questions about disengagement skills.  
- Demonstrate ability to teach disengagement skills using CPI's Safety Intervention teaching framework.  
- Identify group facilitation techniques that can best engage staff and enhance learning. | 100 minutes

**Safety Interventions Teaching Practice and Assessment – Holding Skills** | Assesses proficiency in teaching concepts and strategies of CPI's Safety Interventions – Holding Skills.  
*Participants will:*  
- List key principles.  
- Apply knowledge of key principles when answering questions about holding skills.  
- Demonstrate proficiency teaching holding skills using CPI's Safety Intervention teaching framework. | 100 minutes

**Safety Interventions Teaching Practice and Assessment – Advanced Physical Skills** | Assesses proficiency in teaching concepts and strategies of CPI's Safety Interventions – Advanced Physical Skills.  
*Participants will:*  
- List key principles.  
- Apply knowledge of key principles when answering questions about Advanced Physical Skills.  
- Demonstrate proficiency teaching Advanced Physical Skills using CPI's Safety Intervention teaching framework. | 130 minutes

**Total Time:** 6 Hours

*Note: The final exam is online. You will receive a link to complete it.*
Training Materials:

**Participant Workbook:** Each training participant receives a Participant Workbook to enhance learning, organize the participant's thoughts regarding concepts taught in the program, and serve as a valuable reference tool following the program.

**Instructor Guide:** Those who successfully complete this program receive a comprehensive Instructor Guide to assist them in facilitating thorough and effective staff training that is consistent with program quality standards, policies, and procedures.

**Instructor Kit:** All participants who successfully complete this program receive an Instructor Kit. This kit includes resource materials necessary to teach their first program.

Please note:

- Organizational and participant-specific needs will impact timing. When classroom time is reduced, practice and application will be limited. In these situations, informal follow-up training opportunities will strengthen staff skills and learning while improving performance.

- Policy/procedure and participant-specific needs should determine the program option delivered.

- You are strongly encouraged to maintain a record of each program you’ve facilitated and the names of the participants in those programs.