nti

National Adoption Competency
Mental Health Training Initiative ™

pacingpartners.

START

Many Time Options

A Complete Pacing Guide for
Use with NTI Training for
Child Welfare Professionals

CENTER FOR ADOPTION
C.A.S.E.
SUPPORT AND EDUCATION

nurture.
inspire.
empower.

Welcome!

This comprehensive pacing guide is designed with four choices of timing options to support and enhance your journey through the **National Adoption Competency Mental Health Training Initiative (NTI)** **Child Welfare Professionals (CWP)** training program. It provides a structured yet flexible roadmap, offering suggested timelines to choose from (4 months, 6 months, 7 months, and 12 months) to help you navigate the modules effectively.

While these guidelines serve as a helpful reference, we recognize that learning is personal. Each module may take more or less time depending on your learning style, background knowledge, and availability. In the Time Estimation column, 'L1,' 'L2,' 'L3,' etc., represent Lessons 1, 2, 3, and so on within each module.

Feel free to adjust the pacing to best suit your needs. Whether you prefer a steady approach or a more accelerated path, this guide is here to help you stay on track while allowing for flexibility. Additionally, we encourage you to consider completing this training alongside a partner or colleague. Engaging in discussions, sharing insights, and providing mutual support can enrich your learning experience.

Table of Contents:

4-Month/16-Week Schedule

Goal: ~1.5 hours per week over 16 weeks

WEEK	MODULE	TIME ESTIMATION
1	A Case for Adoption Competency	**1.5 hours** • Pre-training survey (10 mins) • Pre-test (15 mins) • L1 (45 mins) • L2 (15 mins)
2	A Case for Adoption Competency (**cont'd**)	**1.5 hours** • L2 (cont'd) (15 mins) • L3 (30 mins) • L4 (30 mins) • Post-test (15 mins)
3	Understanding and Addressing Mental Health Needs of Children Moving Towards or Having Achieved Permanence through Adoption or Guardianship	**1.5 hours** • Pre-test (15 mins) • L1 (30 mins) • L2 (30 mins) • L3 (15 mins)
4	Understanding and Addressing Mental Health Needs of Children Moving Towards or Having Achieved Permanence through Adoption or Guardianship (**cont'd**)	**1.5 hours** • L3 (cont'd) (15 mins) • L4 (30 mins) • L5 (30 mins) • Post-test (15 mins)
5	Enhancing Attachment and Bonding for Children Moving Towards/ Having Achieved Permanence through Adoption and Guardianship	**1.5 hours** • Pre-test (15 mins) • L1 (30 mins) • L2 (30 mins) • L3 (15 mins)
6	Enhancing Attachment and Bonding for Children Moving Towards/ Having Achieved Permanence through Adoption and Guardianship (**cont'd**)	**1.5 hours** • L3 (cont'd) (15 mins) • L4 (30 mins) • L5 (30 mins) • Post-test (15 mins)
7	The Impact of Loss and Grief Experience on Children's Mental Health	**1.5 hours** • Pre-test (15 mins) • L1 (45 mins) • L2 (30 mins)
8	The Impact of Loss and Grief Experience on Children's Mental Health (**cont'd**)	**1.75 hours** • L3 (30 mins) • L4 (30 mins) • L5 (30 mins)

WEEK	MODULE	TIME ESTIMATION
		• Post-test (15 mins)
9	The Impact of Early and Ongoing Trauma of Child and Family Development, Brain Growth and Development, and Mental Health	**1.5 hours** • Pre-test (15 mins) • L1 (30 mins) • L2 (30 mins) • L3 (15 mins)
10	The Impact of Early and Ongoing Trauma of Child and Family Development, Brain Growth and Development, and Mental Health (**cont'd**)	**1.5 hours** • L3 (cont'd) (15 mins) • L4 (30 mins) • L5 (30 mins) • Post-test (15 mins)
11	Positive Identity Formation and the Impact of Adoption and Guardianship	**1.5 hours** • Pre-test (15 mins) • L1 (30 mins) • L2 (30 mins) • L3 (15 mins)
12	Positive Identity Formation and the Impact of Adoption and Guardianship (**cont'd**)	**1.5 hours** • L3 (cont'd) (15 mins) • L4 (30 mins) • L5 (30 mins) • Post-test (15 mins)
13	The Lifelong Journey: Maintaining Children's Stability and Well-being in Adoptive and Guardianship Families	**1.5 hours** • Pre-test (15 mins) • L1 (30 mins) • L2 (30 mins) • L3 (15 mins)
14	The Lifelong Journey: Maintaining Children's Stability and Well-being in Adoptive and Guardianship Families (**cont'd**)	**1.5 hours** • L3 (cont'd) (15 mins) • L4 (30 mins) • L5 (30 mins) • Post-test (15 mins)
15	*Catch Up/ Review*	**30 minutes** • Catch up/ final review of modules (30 mins)
16	*Catch Up/ Review and Post Training Survey*	**30 minutes** • Catch up/ final review of modules (15 mins) • Post-training Survey (15 mins)

6-Month/24-Week Schedule

Goal: ~1 hour per week over 24 weeks

WEEK	MODULE	TIME ESTIMATION
1	A Case for Adoption Competency	**1 hour** • Pre-training survey (10 mins) • Pre-test (15 mins) • L1 (30 mins)
2	A Case for Adoption Competency (**cont'd**)	**1 hour** • L1 (cont'd) (15 mins) • L2 (30 mins) • L3 (15 mins)
3	A Case for Adoption Competency (**cont'd**)	**1 hour** • L3 (cont'd) (15 mins) • L4 (30 mins) • Post-test (15 mins)
4	Understanding and Addressing Mental Health Needs of Children Moving Towards or Having Achieved Permanence through Adoption or Guardianship	**1 hour** • Pre-test (15 mins) • L1 (30 mins) • L2 (15 mins)
5	Understanding and Addressing Mental Health Needs of Children Moving Towards or Having Achieved Permanence through Adoption or Guardianship (**cont'd**)	**1 hour** • L2 (cont'd) (15 mins) • L3 (30 mins) • L4 (15 mins)
6	Understanding and Addressing Mental Health Needs of Children Moving Towards or Having Achieved Permanence through Adoption or Guardianship (**cont'd**)	**1 hour** • L4 (cont'd) (15 mins) • L5 (30 mins) • Post-test (15 mins)
7	Enhancing Attachment and Bonding for Children Moving Towards/ Having Achieved Permanence through Adoption and Guardianship	**1 hour** • Pre-test (15 mins) • L1 (30 mins) • L2 (15 mins)
8	Enhancing Attachment and Bonding for Children Moving Towards/ Having Achieved Permanence through Adoption and Guardianship (**cont'd**)	**1 hour** • L2 (cont'd) (15 mins) • L3 (30 mins) • L4 (15 mins)
9	Enhancing Attachment and Bonding for Children Moving Towards/ Having Achieved Permanence through Adoption and Guardianship (**cont'd**)	**1 hour** • L4 (cont'd) (15 mins) • L5 (30 mins) • Post-test (15 mins)
10	The Impact of Loss and Grief Experience on Children's Mental Health	**1 hour** • Pre-test (15 mins)

WEEK	MODULE	TIME ESTIMATION
		• L1 (45 mins)
11	The Impact of Loss and Grief Experience on Children's Mental Health (**cont'd**)	**1 hour** • L2 (30 mins) • L3 (30 mins)
12	The Impact of Loss and Grief Experience on Children's Mental Health (**cont'd**)	**1.25 hours** • L4 (30 mins) • L5 (30 mins) • Post-test (15 mins)
13	The Impact of Early and Ongoing Trauma of Child and Family Development, Brain Growth and Development, and Mental Health	**1 hour** • Pre-test (15 mins) • L1 (30 mins) • L2 (15 mins)
14	The Impact of Early and Ongoing Trauma of Child and Family Development, Brain Growth and Development, and Mental Health (**cont'd**)	**1 hour** • L2 (cont'd) (15 mins) • L3 (30 mins) • L4 (15 mins)
15	The Impact of Early and Ongoing Trauma of Child and Family Development, Brain Growth and Development, and Mental Health (**cont'd**)	**1 hour** • L4 (cont'd) (15 mins) • L5 (30 mins) • Post-test (15 mins)
16	Positive Identity Formation and the Impact of Adoption and Guardianship	**1 hour** • Pre-test (15 mins) • L1 (30 mins) • L2 (15 mins)
17	Positive Identity Formation and the Impact of Adoption and Guardianship (**cont'd**)	**1 hour** • L2 (cont'd) (15 mins) • L3 (30 mins) • L4 (15 mins)
18	Positive Identity Formation and the Impact of Adoption and Guardianship (**cont'd**)	**1 hour** • L4 (cont'd) (15 mins) • L5 (30 mins) • Post-test (15 mins)
19	The Lifelong Journey: Maintaining Children's Stability and Well-being in Adoptive and Guardianship Families	**1 hour** • Pre-test (15 mins) • L1 (30 mins) • L2 (15 mins)
20	The Lifelong Journey: Maintaining Children's Stability and Well-being in Adoptive and Guardianship Families (**cont'd**)	**1 hour** • L2 (cont'd) (15 mins) • L3 (30 mins) • L4 (15 mins)
21	The Lifelong Journey: Maintaining Children's Stability and Well-being in Adoptive and Guardianship Families (**cont'd**)	**1 hour** • L4 (cont'd) (15 mins)

WEEK	MODULE	TIME ESTIMATION
		• L5 (30 mins) • Post-test (15 mins)
22	*Catch Up/ Review*	**30 minutes** • Catch up/ final review of modules (30 mins)
23	*Catch Up/ Review*	**15 minutes** • Catch up/ final review of modules (15 mins)
24	*Post-Training Survey*	**15 minutes** • Post-training Survey (15 mins)

7-Month / 28 Week Schedule

Goal: ~3 hours/ 1 module per month over 7 months

MONTH	MODULE	TIME ESTIMATION	
1	A Case for Adoption Competency	**3 hours**	
		Week 1	• Pre-training survey (10mins) • Pre-test (15 mins) • L1 (15 mins)
		Week 2	• L1 (cont'd) (30 mins) • L2 (15 mins)
		Week 3	• L2 (cont'd) (15 mins) • L3 (30 mins)
		Week 4	• L4 (30 mins) • Post-test (15 mins)
2	Understanding and Addressing Mental Health Needs of Children Moving Towards or Having Achieved Permanence through Adoption or Guardianship	**3 hours**	
		Week 1	• Pre-test (15 mins) • L1 (30 mins)
		Week 2	• L2 (30 mins) • L3 (15 mins)
		Week 3	• L3 (cont'd) (15 mins) • L4 (30 mins)
		Week 4	• L5 (30 mins) • Post-test (15 mins)
3	Enhancing Attachment and Bonding for Children Moving Towards/ Having Achieved Permanence through Adoption and Guardianship	**3 hours**	
		Week 1	• Pre-test (15 mins) • L1 (30 mins)
		Week 2	• L2 (30 mins) • L3 (15 mins)

MONTH	MODULE	TIME ESTIMATION	
		Week 3	• L3 (cont'd) (15 mins) • L4 (30 mins)
		Week 4	• L5 (30 mins) • Post-test (15 mins)
4	The Impact of Loss and Grief Experience on Children's Mental Health	**3.25 hours**	
		Week 1	• Pre-test (15 mins) • L1 (30 mins)
		Week 2	• L1 (cont'd) (15 mins) • L2 (30 mins)
		Week 3	• L3 (30 mins) • L4 (15 mins)
		Week 4	• L4 (cont'd) (15 mins) • L5 (30 mins) • Post-test (15 mins)
5	The Impact of Early and Ongoing Trauma of Child and Family Development, Brain Growth and Development, and Mental Health	**3 hours**	
		Week 1	• Pre-test (15 mins) • L1 (30 mins)
		Week 2	• L2 (30 mins) • L3 (15 mins)
		Week 3	• L3 (cont'd) (15 mins) • L4 (30 mins)
		Week 4	• L5 (30 mins) • Post-test (15 mins)
6	Positive Identity Formation and the Impact of Adoption and Guardianship	**3 hours**	
		Week 1	• Pre-test (15 mins) • L1 (30 mins)
		Week 2	• L2 (30 mins)

MONTH	MODULE	TIME ESTIMATION		
				• L3 (15 mins)
			Week 3	• L3 (cont'd) (15 mins) • L4 (30 mins)
			Week 4	• L5 (30 mins) • Post-test (15 mins)
7	The Lifelong Journey: Maintaining Children's Stability and Well-being in Adoptive and Guardianship Families	**4 hours**		
			Week 1	• Pre-test (15 mins) • L1 (30 mins)
			Week 2	• L2 (30 mins) • L3 (15 mins)
			Week 3	• L3 (cont'd) (15 mins) • L4 (30 mins)
			Week 4	• L5 (30 mins) • Post-test (15 mins) • Catch up/final review of modules (45 mins) • Post-training survey (15 mins)

12-Month / 48 Week Schedule

Goal: ~1.5 hours - 3 hours per month over 12 months

MONTH	MODULE	TIME ESTIMATION	
1	A Case for Adoption Competency	**3 hours**	
		Week 1	• Pre-training survey (10 mins) • Pre-test (15 mins) • L1 (15 mins)
		Week 2	• L1 (cont'd) (30 mins) • L2 (15 mins)
		Week 3	• L2 (cont'd) (15 mins) • L3 (30 mins)
		Week 4	• L4 (30 mins) • Post-test (15 mins)
2	Understanding and Addressing Mental Health Needs of Children Moving Towards or Having Achieved Permanence through Adoption or Guardianship	**1.5 hours**	
		Week 1	• Pre-test (15 mins) • L1 (15 mins)
		Week 2	• L1 (cont'd) (15 mins) • L2 (15 mins)
		Week 3	• L2 (cont'd) (15 mins)
		Week 4	• L3 (15 mins)
3	Understanding and Addressing Mental Health Needs of Children Moving Towards or Having Achieved Permanence through Adoption or Guardianship (**cont'd**)	**1.5 hours**	
		Week 1	• L3 (cont'd) (15 mins) • L4 (15 mins)
		Week 2	• L4 (cont'd) (15 mins) • L5 (15 mins)
		Week 3	• L5 (cont'd) (15 mins)

MONTH	MODULE	TIME ESTIMATION	
		Week 4	• Post-test (15 mins)
4	Enhancing Attachment and Bonding for Children Moving Towards/ Having Achieved Permanence through Adoption and Guardianship	**1.5 hours**	
		Week 1	• Pre-test (15 mins) • L1 (15 mins)
		Week 2	• L1 (cont'd) (15 mins) • L2 (15 mins)
		Week 3	• L2 (cont'd) (15 mins)
		Week 4	• L3 (15 mins)
5	Enhancing Attachment and Bonding for Children Moving Towards/ Having Achieved Permanence through Adoption and Guardianship (**cont'd**)	**1.5 hours**	
		Week 1	• L3 (cont'd) (15 mins) • L4 (15 mins)
		Week 2	• L4 (cont'd) (15 mins) • L5 (15 mins)
		Week 3	• L5 (cont'd) (15 mins)
		Week 4	• Post-test (15 mins)
6	The Impact of Loss and Grief Experience on Children's Mental Health	**1.5 hours**	
		Week 1	• Pre-test (15 mins) • L1 (15 mins)
		Week 2	• L1 (cont'd) (30 mins)
		Week 3	• L2 (15 mins)
		Week 4	• L2 (cont'd) (15 mins)
7	The Impact of Loss and Grief Experience on Children's Mental Health (**cont'd**)	**1.75 hours**	
		Week 1	• L3 (30 mins)
		Week 2	• L4 (30 mins)

MONTH	MODULE	TIME ESTIMATION	
		Week 3	• L5 (30 mins)
		Week 4	• Post-test (15 mins)
8	The Impact of Early and Ongoing Trauma of Child and Family Development, Brain Growth and Development, and Mental Health	**1.5 hours**	
		Week 1	• Pre-test (15 mins) • L1 (15 mins)
		Week 2	• L1 (cont'd) (15 mins) • L2 (15 mins)
		Week 3	• L2 (cont'd) (15 mins)
		Week 4	• L3 (15 mins)
9	The Impact of Early and Ongoing Trauma of Child and Family Development, Brain Growth and Development, and Mental Health (**cont'd**)	**1.5 hours**	
		Week 1	• L3 (cont'd) (15 mins) • L4 (15 mins)
		Week 2	• L4 (cont'd) (15 mins) • L5 (15 mins)
		Week 3	• L5 (cont'd) (15 mins)
		Week 4	• Post-test (15 mins)
10	Positive Identity Formation and the Impact of Adoption and Guardianship	**1.5 hours**	
		Week 1	• Pre-test (15 mins) • L1 (15 mins)
		Week 2	• L1 (cont'd) (15 mins) • L2 (15 mins)
		Week 3	• L2 (cont'd) (15 mins)
		Week 4	• L3 (15 mins)

MONTH	MODULE	TIME ESTIMATION	
11	Positive Identity Formation and the Impact of Adoption and Guardianship (**cont'd**)	**1.5 hours**	
		Week 1	• L3 (cont'd) (15 mins) • L4 (15 mins)
		Week 2	• L4 (cont'd) (15 mins) • L5 (15 mins)
		Week 3	• L5 (cont'd) (15 mins)
		Week 4	• Post-test (15 mins)
12	The Lifelong Journey: Maintaining Children's Stability and Well-being in Adoptive and Guardianship Families	**3.75 hours**	
		Week 1	• Pre-test (15 mins) • L1 (30 mins)
		Week 2	• L2 (30 mins) • L3 (15 mins)
		Week 3	• L3 (cont'd) (15 mins) • L4 (30 mins)
		Week 4	• L5 (30 mins) • Post-test (15 mins) • Catch up/ final review of modules (30 mins) • Post-training Survey (15 mins)

Notes:

Further Support

For additional information, implementation support, or consultation, please send an e-mail to: nti@adoptionsupport.org

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