

Neonatal Orientation and Education Program (NOEP) - 2026

Module Title	Objectives	Description	Nursing Contact HOURS	NCC Codes
Module 1: Families in Crisis	<ol style="list-style-type: none"> 1. Consider the steps in parent-newborn attachment to promote bonding and family-centered care. 2. Identify caregiver needs to provide trauma-informed care for families in crisis. 3. Support neonatal nurses with best evidence practices for mitigating secondary trauma related to the emotional labor of caring for the critically ill neonate and family 	<p>This module aims to provide a comprehensive understanding of the critical challenges faced by both nurses and parents within the Neonatal Intensive Care Unit (NICU) setting. While many newborns transition smoothly from intrauterine to extrauterine life, a subset may experience complications requiring NICU admission. These complications may include congenital anomalies, critical illness, physiological instability, or life-threatening conditions. Such admissions can be a source of considerable emotional and psychological stress for families, as well as for the healthcare professionals responsible for the neonate's care.</p>	1.25	<p>RNC-OB - Postpartum (Code 4)</p> <p>RNC-LRN - General Management (Code 2)</p> <p>RNC-MNN - Postpartum Assessment, Management and Complications (Code 2)</p> <p>RNC-NIC - Physiology and Pathophysiology (Code 2)</p> <p>NNP-BC - General Management (Code 3)</p>
Module 2: Developmental Care Management of Pain and Stress	<ol style="list-style-type: none"> 1. Discuss the maturation of the senses from the fetal to newborn periods and the impact of the environment. 2. Describe interventions to support neuroprotective, family-centered, trauma-informed developmental care. 3. Compare and contrast pain scoring tools for newborns and describe nonpharmacologic and pharmacologic approaches for managing pain and stress. 	<p>This module explores the impact of sensory stimuli on the developing newborn, with a focus on the Neonatal Intensive Care Unit (NICU) environment. Learners will be introduced to the principles of individualized, family-centered developmental care, along with evidence-based intervention strategies to support caregivers in promoting optimal neurodevelopment. Additionally, the module addresses the experience of pain and stress in newborns, presenting both pharmacologic and nonpharmacologic management approaches. Special considerations for substance-exposed newborns and the provision of palliative care will also be discussed.</p>	2.5	<p>RNC-OB - Newborn (Code 5)</p> <p>RNC-LRN - General Management (Code 2)</p> <p>RNC-MNN - Newborn Assessment, Management and Complications (Code 3)</p> <p>RNC-NIC - General Assessment and Management (Code 1)</p> <p>NNP-BC - Embryology, Physiology, Pathophysiology and Systems Management (Code 2)</p>
Module 3: Transition to Extrauterine Life	<ol style="list-style-type: none"> 1. Recognize preconception, antepartum, and intrapartum conditions that may result in complications for the newborn. 2. Explain the physiology of newborn transition at birth. 3. Describe the care of newborns during the transition to extrauterine life and interventions for those who are experiencing abnormal transition. 	<p>This module provides an overview of the physiological adaptation of the newborn to extrauterine life. It begins with a brief review of conditions that may arise during the preconception, antepartum, intrapartum, and postpartum periods that can negatively impact a newborn's ability to transition successfully. Key physiological changes involved in the transition from fetal to neonatal life will be identified, along with common signs, symptoms, and complications that may occur during this critical period.</p>	2.25	<p>RNC-OB - Newborn (Code 5)</p> <p>RNC-LRN - General Management (Code 2)</p> <p>RNC-MNN - Newborn Assessment, Management and Complications (Code 3)</p> <p>RNC-NIC - General Assessment and Management (Code 1)</p> <p>NNP - General Management (Code 3)</p>
Module 4: Physical Assessment	<ol style="list-style-type: none"> 1. Organize the physical assessment of the newborn using a systematic approach. 2. Distinguish between normal and abnormal physical assessment findings. 3. Anticipate nursing care for neonates with congenital defects. 	<p>This module provides an overview of newborn physical assessment including gestational age assessment, physical maturity evaluation, variations in newborn growth patterns, and assessment of systems. Using a systematic approach, learners will gain the skills to accurately evaluate developmental status and identify deviations from normal. Emphasis is placed on clinical techniques and tools that support comprehensive and individualized newborn care.</p>	3	<p>RNC-OB - Newborn (Code 5)</p> <p>RNC-LRN - General Assessment (Code 1)</p> <p>RNC-MNN - Newborn Assessment, Management and Complications (Code 3)</p> <p>RNC-NIC - General Assessment and Management (Code 1)</p> <p>NNP-BC - General/Physical Assessment (Code 1)</p>
Module 5: The Respiratory System	<ol style="list-style-type: none"> 1. Understand the etiology, pathophysiology, clinical presentation, diagnostic evaluation, and management of respiratory disorders in neonates. 2. Identify indications for respiratory support, differentiate between types of respiratory support, and apply appropriate nursing interventions. 	<p>This module provides a comprehensive overview of the neonatal respiratory system, beginning with the physiology of lung development and principles of respiration, including oxygenation and ventilation. The module also introduces blood gas interpretation and acid-base imbalance. Common respiratory conditions are examined in terms of their etiology, clinical presentation, and management strategies. The module also introduces different modes of respiratory support including mechanical ventilation and outlines nursing interventions for ventilated neonates.</p>	3	<p>RNC-OB - N/A</p> <p>RNC-LRN - Assessment and Management of Pathophysiological Conditions (Code 3)</p> <p>RNC-MNN - Newborn Assessment, Management and Complications (Code 3)</p> <p>RNC-NIC - Physiology and Pathophysiology (Code 2)</p> <p>NNP-BC - Embryology, Physiology, Pathophysiology and Systems Management (Code 2)</p>

Module 6: The Cardiovascular System

1. Discuss common cardiovascular conditions in newborns and identify appropriate interventions.
2. Implement a systematic approach to identifying and diagnosing a newborn with a cardiovascular condition.

This module provides an overview of the newborn cardiovascular system, beginning with fetal cardiac development and neonatal cardiac anatomy and physiology. It includes a review of the cardiac conduction system and common dysrhythmias observed during the newborn period.

Learners will be introduced to congenital heart defects (CHD), including approaches to diagnosis, management strategies, and a systematic method for ruling out cardiac disease in neonates. The module also addresses conditions such as congestive heart failure and shock, which may arise from both cardiac and non-cardiac origins.

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NNP-BC - Embryology, Physiology, Pathophysiology and Systems Management (Code 2)

Module 7: The Gastrointestinal System

1. Identify the functions of the gastrointestinal tract.
2. Describe the etiology, pathophysiology, and clinical presentation of the most common GI disorders in the neonate.
3. Discuss the diagnostic evaluation and management of the most common GI disorders in the neonate.

This module examines the functional development of the gastrointestinal (GI) tract in newborns and presents a systematic approach to GI assessment. Learners will explore common causes of GI dysfunction and gain an understanding of the clinical presentation, diagnostic evaluation, and management of prevalent gastrointestinal disorders in the neonatal population.

RNC-OB - N/A

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NNP-BC - Embryology, Physiology, Pathophysiology and Systems Management (Code 2)

Module 8: Newborn Nutrition

1. Identify interventions to promote nutrition and growth in the compromised neonate.
2. Describe developmentally supportive strategies that promote feeding success in the NICU.
3. Implement strategies to encourage and support breastfeeding in the NICU.

This module focuses on the nutritional needs of neonates requiring tertiary care and reviews the principles and management of fluid and electrolyte balance, feeding practices, progression of enteral feedings, and introduces developmentally supportive strategies that promote oral feeding success in the neonatal population.

The module also provides an overview of evidence-based lactation support in the neonatal intensive care unit (NICU), with a focus on helping parents and newborns achieve their personal breastfeeding goals.

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Module 9: Renal and Endocrine System

1. Understand the development and anatomy of the renal system and discuss the clinical presentation and management of neonates with renal or genitourinary disorders.
2. Identify factors affecting glucose homeostasis in neonates and describe evaluation and therapeutic interventions for glucose imbalance.
3. Identify the structures and glands within the endocrine system and discuss the clinical presentation and management of neonates with congenital thyroid or adrenal disorders.

This module provides an overview of neonatal renal and endocrine disorders. It begins with a review of renal anatomy, physiology, and pathophysiology, followed by the clinical presentation, diagnostic evaluation, and management of common renal and genitourinary conditions. The module also examines dysfunctions of the thyroid and adrenal glands and introduces disorders of sexual development. Emphasis is placed on early recognition, appropriate intervention, and the role of nursing care in supporting optimal outcomes for affected neonates.

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NNP-BC - Embryology, Physiology, Pathophysiology and Systems Management (Code 2)

Module 10: Hematology and Immunology

1. Examine the physiology of the hematologic system and describe the pathophysiology of hematologic disorders in the newborn.
2. Recognize the clinical presentation of bacterial, viral, and fungal infections in the neonate, and discuss supportive interventions.

This module provides an overview of the neonatal hematologic and immunologic systems, with a focus on the clinical presentation and management of common disorders. It begins with a review of blood cell formation and highlights coagulation disorders that may lead to bleeding complications. The module

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	3. Identify an individualized plan of care for the newborn at risk for hyperbilirubinemia.	also examines the neonatal immune system, emphasizing the identification and treatment of infections. Additionally, learners will explore the pathophysiology, clinical implications, and treatment guidelines for hyperbilirubinemia, a common condition in newborns.	2.40	RNC-MNN - Newborn Assessment, Management and Complications (Code 3) RNC-NIC - Physiology and Pathophysiology (Code 2) NNP-BC - Embryology, Physiology, Pathophysiology and Systems Management (Code 2)
Module 11: The Neurologic System	1. Define the key features of a comprehensive neurologic assessment and discuss the clinical presentation and management of common congenital neurologic anomalies and birth injuries. 2. Identify the clinical implications of hypoxic-ischemic encephalopathy, including diagnosis and treatment with neuroprotective cooling.	This module explores the neurological vulnerabilities of neonates. Immaturity of the central nervous system, often compounded by pathophysiology in other organ systems, increases the risk of neurologic injury in this population. Learners will review neonatal brain anatomy and cerebral blood flow, along with techniques for neurologic assessment. The module also covers common neonatal neurologic disorders, including their etiology, clinical presentation, potential complications, and evidence-based care interventions, with a particular focus on hypoxic-ischemic encephalopathy and subsequent treatment with therapeutic hypothermia. Understanding these conditions is essential for minimizing adverse developmental outcomes and supporting optimal neurodevelopment.	1.75	RNC-OB - N/A RNC-LRN - Assessment and Management of Pathophysiological Conditions (Code 3) RNC-MNN - Newborn Assessment, Management and Complications (Code 3) RNC-NIC - Physiology and Pathophysiology (Code 2) NNP-BC - Embryology, Physiology, Pathophysiology and Systems Management (Code 2)
Module 12: Newborn Skin and Skin Care	1. Understand skin development and physiology in term and preterm newborns. 2. Identify skin conditions and recognize factors that increase risk for skin injury. 3. Describe interventions to promote skin integrity and healing.	This module examines the structure and function of newborn skin, emphasizing the differences between the skin of full-term and preterm infants, and that of an adult. Learners will review the primary functions of the skin, become familiar with terminology used to describe skin irregularities, and explore strategies to prevent injury. The module highlights best practices and nursing interventions for preserving skin integrity and maintaining the newborn's first line of defense against infection and environmental stressors.	1.75	RNC-OB - Newborn (Code 5) RNC-LRN - Assessment and Management of Pathophysiological Conditions (Code 3) RNC-MNN - Newborn Assessment, Management and Complications (Code 3) RNC-NIC - General Assessment and Management (Code 1) NNP-BC - Embryology, Physiology, Pathophysiology and Systems Management (Code 2)
Module 13: Neonatal Procedures	1. Describe common neonatal procedures along with the associated risks, precautions, and contraindications for each procedure. 2. Describe the fundamental steps in neonatal X-ray interpretation.	This module provides a comprehensive overview of common neonatal procedures. It begins with the fundamental principles applicable to all procedures, including parental informed consent, pain and stress management, infection control and aseptic technique, and thermoregulation. Each procedure is then examined in detail, with discussion of common indications, required equipment, procedural techniques, and potential complications. The module concludes with an introduction to chest X-ray interpretation in the context of neonatal care.	2.5	RNC-OB - N/A RNC-LRN - General Management (Code 2) RNC-MNN - Newborn Assessment, Management and Complications (Code 3) RNC-NIC - General Assessment and Management (Code 1) NNP-BC - General/Physical Assessment (Code 1)
Module 14: Neonatal Loss	1. Understand the emotional and psychological impact of neonatal loss on the family and identify best practices for bereavement support, including trauma-informed care and communication strategies. 2. Recognize physiological and special considerations in postmortem newborn care.	This module provides an overview of the emotional, psychological, and ethical aspects of neonatal loss. Learners will explore the principles of trauma-informed, family-centered bereavement care, including communication strategies, supportive nursing interventions, and the role of institutional policies and state laws in guiding practice. The module also highlights approaches to memory-making, compassionate presence, and supporting families through decision-making during times of profound grief. Attention is given to the impact of loss on healthcare professionals, emphasizing the importance of resilience and self-care when caring for grieving families.	1.5	RNC-OB - Postpartum (Code 4) LRN - General Management (Code 2) RNC-MNN - Postpartum Assessment, Management and Complications (Code 2) RNC-NIC - Physiology and Pathophysiology (Code 2) NNP-BC - General Management (Code 3)

The codes listed are based on the NCC coding books. Please check to ensure codes are correct before submitting for maintenance.

NCC Certification Legend

<https://www.nccwebsite.org/maintain-your-certification/core-certification-maintenance>

Core Nursing:

Inpatient Antepartum Nursing
Inpatient Obstetric Nursing

Abbreviation
RNC-IAP®
RNC-OB®

Subspecialty:

Care of the Extremely Low Birth Weight Neonate
Electronic Fetal Monitoring

C-ELBW®
C-EFM®

Low Risk Neonatal Intensive Care Nursing
Maternal Newborn Nursing
Neonatal Intensive Care Nursing

RNC-LRN®
RNC-MNN®
RNC-NIC®

Neonatal Neuro-Intensive Care
Neonatal Pediatric Transport
Obstetric and Neonatal Quality and Safety
Obstetric Emergencies

C-NNIC®
C-NPT®
C-ONQS®
C-OBE®

Nurse Practitioner

Neonatal Nurse Practitioner
Women's Health Care Nurse Practitioner

NNP-BC®
WHNP-BC®