**Supplemental Table 1: Comparisons of Pre/Post and Pre/6-month Follow-up Surveys**

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| **Learning Module** | **Survey Question** | **Pretest Mean (SD)****n=83** | **Posttest Mean (SD)****n=41-60** | **6 month****Follow-up Mean (SD)****n=28-30** | **Pre/Posttest****Mean Difference****[Effect size = d]^** | **Pre/6 month****Follow-up****Mean****Difference****[Effect size = d]^** |
| **Peer-to-Peer Support**  | I know the importance of making peer-to-peer support available to NICU parents.  | 4.8 (1.2) | 5.8 (0.4)\*\*\* | 5.5 (0.6)\*\*\* | 1.0 | 0.7 |
|  | My NICU staff has a good working relationship with our peer support program (if your NICU has one, if not select n/a).  | 1.9 (1.9) | 3.0 (2.3)\* | 4.3 (1.3)\*\*\* | 1.1 | 2.4 |
|  | I make sure that parents get referred to a peer support program, either in our NICU, our community, or on the internet. | 2.8 (1.3) | 3.6 (1.6)\*\* | 3.6 (1.3)\*\* | 0.8 | 0.8 |
|  | **Total** | **3.2(1.1)** | **4.2(1.2)\*\*\*** | **4.5 (0.7)\*\*\*** | **1.0 [.67]** | **1.3 [1.0]** |
| **Palliative and Bereavement Care**  | I am confident in my ability to provide support to parents whose baby is dying.  | 4.0 (1.4) | 4.8 (0.7)\*\*\* | 4.6 (0.9)\*\* | 0.8 | 0.6 |
|  | I can talk with ease to a parent whose baby has just died. | 3.6 (1.4) | 4.6 (1.0)\*\*\* | 4.3 (1.2)\* | 1.0 | 0.7 |
|  | I am confident in actively supporting parents during the final moments with their baby. | 3.8 (1.5) | 4.8 (1.0)\*\*\* | 4.6 (1.0)\*\* | 1.0 | 0.8 |
|  | I know when it is appropriate to offer palliative care to a family. | 3.7 (1.4) | 4.8 (0.8)\*\*\* | 4.6 (1.1)\*\* | 1.1 | 0.9 |
|  | **Total** | **3.8 (1.3)** | **4.7 (0.7)\*\*\*** | **4.5 (1.0)\*\*** | **0.9 [0.9]** | **0.7 [0.58]** |
| **Communication Skills**  | I am a good listener.  | 5.3 (0.9) | 5.6 (0.5)\* | 5.3 (0.5) | 0.3 | 0 |
|  | I am able to effectively communicate "bad news" to families. | 4.0 (1.1) | 4.5 0(.9)\*\* | 4.6 (0.6)\*\* | 0.5 | 0.6 |
|  | I am able to communicate things so that NICU parents will not feel judged when I say them. | 4.7 (0.9) | 5.2 (0.7)\*\*\* | 5. 1(0.7)\*\* | 0.5 | 0.4 |
|  | I know the impact that previous traumas may have on NICU parents' behaviors. | 4.8 (1.1) | 5.3 (0.9)\*\* | 5.1 (0.7) | 0.5 | 0.3 |
|  | I know how to comfort distressed parents even when I am busy taking care of their sick child. | 3.0 (0.7) | 4.8 (1.1)\*\*\* | 4.9 (0.6)\*\*\* | 1.8 | 1.9 |
|  | **Total** | **4.4 (0.8)** | **5.1 (0.6)\*\*\*** | **5.0 (0.5)\*\*\*** | **0.7 [1.0]** | **0.6 [0.8]** |
| **Supporting Staff as They Support Families**  | I am able to deal well with stressful situations at work. | 4.8 (0.9) | 5.1 (0.8)\* | 4.7 (1.0) | 0.3 | -0.1 |
|  | I know how important taking care of myself is as a NICU staff person. | 5.1 (1.0) | 5.4 (0.9)\* | 5.4 (0.7) | 0.3 | 0.3 |
|  | I have specific strategies to lessen burnout among my colleagues in my NICU. | 3.7 (1.3) | 4.8 (1.1)\*\*\* | 4.6 (1.0)\*\*\* | 1.1 | 0.9 |
|  | I can manage uncertainty in situations at work. | 4.5 (1.1) | 5.0 (1.0)\* | 4.8 (0.9) | 0.5 | 0.3 |
|  | I am proactive in attending to my own self-care needs with relationship to work. | 4.4 (1.3) | 5.0 (0.9)\*\* | 4.8 (0.9) | 0.6 | 0.4 |
|  | **Total** | **4.5 (0.9)** | **5.1 (0.8)\*\*\*** | **4.9 (0.7)\*** | **0.6 [0.85]** | **0.4 [0.44]** |
| **Emotional Support of NICU Parents**  | I am sensitive to the range of emotions that NICU parents may feel and that the NICU can be a very traumatic experience for some parents.  | 5.5 (0.8) | 5.7 (0.6) | 5.7 (0.5) | 0.2 | 0.2 |
|  | I know what factors create the increased risks for postpartum depression and posttraumatic stress disorder in NICU parents. | 4.6 (1.1) | 5.3 (0.7)\*\*\* | 5.2 (0.7)\*\* | 0.7 | 0.6 |
|  | I can recognize the signs and symptoms of postpartum depression and posttraumatic stress disorder in NICU parents. | 4.0 (0.9) | 5.1 (0.8)\*\*\* | 4.8 (0.6)\*\*\* | 1.1 | 0.8 |
|  | I have specific examples of how to handle certain situations with NICU parents. | 4.0 (1.1) | 5.3 (0.9)\*\*\* | 5.0 (0.7)\*\*\* | 1.3 | 1.0 |
|  | I have specific strategies of what I can do as a NICU staff person to lower NICU parents' risks for postpartum depression & posttraumatic stress disorder. | 3.7 (1.2) | 5.1 (1.0)\*\*\* | 4.8 (0.8)\*\*\* | 1.4 | 1.1 |
|  | I am unlikely to take NICU parents’ anger as being personally directed at me. | 4.4 (1.2) | 5.2 (1.0)\*\*\* | 4.9 (0.9)\* | 0.8 | 0.5 |
|  | I play an important role in making the NICU experience less traumatic for parents. | 5.3 (.9) | 5.6 (0.7) | 5.7 (0.5)\* | 0.3 | 0.4 |
|  | Providing emotional support of NICU parents is just as important as taking care of their baby. | 5.4 (0.8) | 5.7 (0.6) | 5.5 (0.7) | 0.3 | 0.1 |
|  | I am confident about my ability to do a psychosocial assessment of the parents of babies in my care. | 4.0 (1.2) | 5.0 (1.0)\*\*\* | 4.8 (0.8)\*\*\* | 1.0 | 0.8 |
|  | **Total** | **4.5 (0.7)** | **5.3 (0.6)\*\*\*** | **5.2 (0.8)\*\*\*** | **0.8 [1.23]** | **0.7 [0.93]** |
| **Discharge Planning and Follow-Up**  | I am confident in my ability to prepare parents for their baby’s discharge before the baby is scheduled to go home. | 4.7 (1.0) | 5.3 (0.8)\*\*\* | 5.2 (0.7)\* | 0.6 | 0.5 |
|  | I know the important roles that home visitors can play in providing follow-up support to NICU families. | 4.8 (1.1) | 5.6 (0.7)\*\*\* | 5.2 (0.7)\* | 0.8 | 0.6 |
|  | The skills I teach parents about baby care in the NICU will be useful to them once they get their baby home. | 5.4 (0.9) | 5.7 (0.6)\* | 5.5 (0.6) | 0.3 | 0.1 |
|  | **Total** | **5.0 (0.8)** | **5.5(0.6)\*\*\*** | **5.3 (0.6)\*** | **0.5 [0.71]** | **0.3 [0.4]** |
| **Family-Centered Developmental Care**  | I have the skills necessary to involve parents in the developmental care of their NICU baby. | 4.8 (1.0) | 5.5 (0.6)\*\*\* | 5.3 (0.6)\*\* | 0.7 | 0.5 |
|  | I know what it means to provide “culturally competent care.” | 4.8 (1.0) | 5.5 (0.5)\*\*\* | 5.2 (0.6)\*\* | 0.7 | 0.4 |
|  | The support I give to parents at the bedside will carry over into an improved relationship with their baby. | 5.3 (0.9) | 5.8 (0.4)\*\*\* | 5.4 (0.6) | 0.5 | 0.1 |
|  | It is part of my job to empower parents to become competent in the care of their baby and to become advocates for their baby. | 5.6 (0.7) | 5.8 (0.4)\*\* | 5.6 (0.5) | 0.2 | 0 |
|  | **Total** | **5.1 (0.7)** | **5.7 (0.4)\*\*\*** | **5.4 (0.4)\*\*** | **0.6 [1.09]** | **0.3 [0.46]** |

\**P* <.05 for independent samples t-test with pre-test scores.

\*\**P* <.01 for independent samples t-test with pre-test scores.

\*\*\* *P* <.001 for independent samples t-test with pre-test scores.

^ Interpretation of d scores (effect size): 0.1 = very small effect size; 0.2 = small effect size; 0.5 = medium effect size; 0.8 = large effect size; 1.2 = very large effect size. An average effect size for learning interventions globally is 0.4.43