

# Guidance for 2016-17 NSP Work Plan

## Goal 2: Breastfeeding

**Goal 2: BREASTFEEDING- Local Agency staff members are provided training to become proficient in the intervention *Using Loving Support to Grow and Glow in WIC*.**

**FFY 2016 (YEAR 1)**

**Year 1 focuses on two areas:**

- 1) Changing your new staff breastfeeding training curriculum to reflect the *Grow and Glow* training learning objectives.**
- 2) Evaluating your staff's knowledge of the breastfeeding topics within the *Grow and Glow* training curriculum.**

**Objective 2.1: By 9/30/16, the LA will incorporate the *Grow and Glow* Training curriculum into their new Local Agency's staff training manual.**

Use the [Breastfeeding Training Matrix](#) to see which modules each employee position is required to complete. There may be some positions that previously did not receive breastfeeding training that now will need to be trained.

If you do not use USDA's ***Loving Support to Grow and Glow in WIC (Grow & Glow)*** for your current new employee breastfeeding training, you may do one of two things:

1. Switch to *Grow & Glow* for your new employee breastfeeding training OR
2. Using the spreadsheet ***Grow and Glow Module Content Overviews***, review your current new employee breastfeeding training to see if it covers the "learning objectives" and "take home points" taught in the *Grow & Glow* training
  - If you come across an objective that is not covered, add that information to your current training.
  - If your training covers more than *Grow & Glow*, that's fine! *Grow & Glow* is the minimum standard.

**Objective 2.2: By 9/30/16, at least 80% of all staff will have knowledge to provide breastfeeding education and support to WIC families, within the scope of the *Grow and Glow* Training curriculum.**

We recognize that all staff members have completed breastfeeding training and many staff members have already completed the *Grow & Glow* training specifically. To assess current staff knowledge of breastfeeding, within the scope of the *Grow and Glow* training content, we have created post-tests for each of the ten training modules.

Use the post-tests provided by CDPH WIC to assess current staff knowledge of the learning objectives of each training module.

- If the staff member is not deemed proficient in an area (<80% post-test score), the Breastfeeding Coordinator can do one of the following:
  - Have the staff member repeat that module
  - Provide the module to the whole staff as part of a staff meeting/training refresher (if many staff do not pass a particular post-test)
  - Review the [Grow and Glow module overviews](#) with the individual staff member.

\*Staff members are exempt from this process if they have completed *Grow and Glow* in the last year.

**FFY 2017 (YEAR 2)**

**Year 2 focuses on evaluating your staff's ability to provide breastfeeding counseling using their knowledge of the *Grow and Glow* curriculum.**

**2.3: By 9/30/17, at least 80% of staff will have the ability to counsel/educate participants about breastfeeding, within the scope of the *Grow and Glow* curriculum.**

Staff members' ability to counsel participants about breastfeeding will be monitored through observation of *Grow and Glow* training competencies using a CDPH WIC-developed observation form. You will incorporate these observations into your regular CQI process during year 2 of the NSP.