

STRENGTHENING WIC NUTRITION ASSESSMENT SKILLS: ESTABLISHING A COMPETENCY-TO-TRAINING FRAMEWORK IN A LEARNING MANAGEMENT SYSTEM

Nutrition Assessment Competency Model

Anthropometric and Hematological Data Collection Techniques

1. Maintains anthropometric equipment according to State agency policy.
2. Completes anthropometric measurements accurately for **women** clients according to State agency policy.
3. Completes anthropometric measurements accurately for **infants** according to State agency policy.
4. Complete anthropometric measurements accurately for **children** according to State agency policy.
5. Uses the appropriate growth chart for **infants** and **children** based on age, gender, and linear measurement.
6. Reads, records, and plots anthropometric measurements accurately for **women, infants, and children** according to State agency policy.
7. Interprets growth patterns appropriately for infants.
8. Interprets growth patterns appropriately for children.
9. Calculates Body Mass Index (BMI) accurately for women and children.
10. Interprets weight gain or loss accurately for all women.
11. Incorporates anthropometric data in assessing health and nutritional status.
12. Maintains hematological equipment appropriately according to State agency policy.
13. Completes hemoglobin and hematocrit assessments according to State agency policy.
14. Evaluates hematological results according to State agency policies for unusual and inconsistent measures.
15. Incorporates hematological data in assessing health and nutritional status.

Communication

1. Interacts with each client in a respectful and sensitive manner.
2. Uses verbal and non-verbal communication techniques to create an environment that engages clients in conversation.
3. Selects appropriate communication techniques based on assessment of client's verbal and nonverbal cues.
4. Uses communication resources to address language barriers and special needs of clients.
5. Demonstrates active listening skills.
6. Uses paraphrasing and/or reflecting skills to confirm understanding of client's statements.
7. Utilizes open- and closed-ended questions to elicit and clarify information.
8. Demonstrates professional discretion when client's concerns indicate the need to deviate from the standard nutrition assessment process.
9. Uses communication techniques to defuse a situation and to work with angry or resistant clients.
10. Adheres to State agency policies concerning client confidentiality.
11. Completes nutrition assessment tasks before providing nutrition counseling.

Critical Thinking

1. Considers the client's ability to obtain, process, and understand basic health information and services needed to make health decisions.
2. Recognizes own personal world view and separates it from the assessment.
3. Recognizes health and dietary factors that contribute to nutrition risk factors.
4. Recognizes inconsistent, inaccurate, or unusual information and referral data.
5. Verifies inconsistent and unusual measurements according to State agency policy.
6. Verifies inconsistent referral data according to State agency policy.
7. Identifies interrelationships between client's current behaviors and nutrition risk factors.
8. Incorporates the client's point of view about nutrition and health priorities, needs and concerns into the nutrition assessment.
9. Incorporates information from current and previous assessments into decisions about health and nutritional status.
10. Evaluates previously obtained nutrition assessment information and documentation of previous intervention strategies to determine the effectiveness of services.
11. Draws conclusions about health and nutritional status supported by perspectives and strengths of client and data, observations, and reasoning.
12. Applies creative problem solving and flexible thinking in partnership with the client to identify solutions for nutrition issues.
13. Prioritizes the client's nutrition risks and concerns to be addressed.
14. Analyzes all information (including: anthropometric, biochemical, clinical, dietary, family and social environment) to determine the course of action.

Multi-Cultural Awareness

1. Recognizes target population based upon race, ethnicity, culture, socioeconomic, education and professional backgrounds, age, religious affiliation, mental and physical abilities, and sexual orientation.
2. Respects the beliefs and health practices of clients when conducting a nutrition assessment.
3. Recognizes how a client's cultural communication style may affect the nutrition assessment.
4. Uses culturally appropriate communication styles to collect nutrition assessment information.
5. Describes the values and belief systems of cultural groups in the target population.
6. Uses a variety of strategies to learn more about a client's cultural eating patterns and traditions.
7. Assesses cultural practices for potential harm to client's health or nutritional status.
8. Evaluates food preparation practices within a cultural context.
9. Uses culturally appropriate strategies to assess pregnant **women's** eating practices and beliefs.
10. Uses culturally appropriate strategies to assess **infant** feeding practices and beliefs.
11. Uses culturally appropriate strategies to assess **child's** feeding/eating practices and beliefs.
12. Identifies culturally appropriate referral resources that may be used by the client.

Nutrition Assessment Process

1. Describes the purpose of nutrition assessment in the WIC program.
2. Uses a systematic approach to complete nutrition assessments.
3. Completes nutrition assessment using a client centered approach.
4. Describes the importance of documenting the nutrition assessment results to provide continuity in WIC services.
5. Obtains relevant assessment information (including: anthropometric, biochemical, clinical, dietary, family and social environment) according to State agency policy.
6. Obtains medical documentation for health assessment information according to State agency policy.
7. Applies WIC nutrition criteria definitions correctly when assigning nutrition risks.
8. Applies current nutrition recommendations, such as *Dietary Guidelines for Americans*, when completing the nutrition assessment.
9. Documents WIC nutrition risk criteria for each client according to State agency policy.
10. Incorporates referral data into the nutrition assessment process.
11. Documents nutrition assessment results in care plans according to State agency policy.
12. Communicates nutrition assessment results to each client/caregiver.
13. Develops a plan for referrals based on analysis of nutrition assessment information.
14. Applies nutrition assessment information when determining food packages.
15. Develops a plan for nutrition education based on analysis of nutrition assessment information.

Principles of Life Cycle Nutrition

1. Applies knowledge about current nutrition requirements for **women** when assessing health and nutritional status.
2. Applies knowledge about current nutrition requirements for **infants** when assessing health and nutritional status.
3. Applies knowledge about current nutrition requirements for **children** when assessing health and nutritional status.
4. Applies knowledge of **infant/child** developmental milestones when assessing feeding.
5. Compares the nutrition practices of **women** to current recommendations when assessing health and nutritional status.
6. Compares the **infant's** nutrition intake/practices (eating patterns) to current recommendations when assessing health and nutritional status.
7. Compares the **child's** nutrition intake/practices (eating patterns) to current recommendations when assessing health and nutritional status.
8. Determines the safety implications of the **women's** dietary practices.
9. Determines the safety implications of parents'/caregivers' feeding practices impacting **infants**.
10. Determines the safety implications of parents'/caregivers' feeding practices impacting **children**.
11. Recognizes the nutrition implications of health history information based on client's lifecycle stage.
12. Collaborates with the prenatal client to identify the most appropriate **infant** feeding plan.
13. Applies knowledge of lactation management techniques.
14. Evaluates the impact of feeding interactions on **infant/child** growth and development.
15. Identifies the mother's and/or **infant** strengths and challenges to successful breastfeeding.
16. Recognizes legitimate contraindications to breastfeeding based on current recommendations.
17. Recognizes the critical nature of early postpartum assessment to successful breastfeeding.
18. Evaluates breastfeeding practices to identify effective support strategies for continued breastfeeding.