

MDH FHV Breastfeeding Driver Diagram

SMART Aim	Primary Drivers <i>Critical system elements that are necessary and sufficient to achieve the aim</i>	Secondary Drivers <i>Elements that will result in a change in the associated primary driver</i>	Changes <i>Ideas that will result in improvement</i>	Change Tools <i>Specific examples of what can be used to test/implement changes</i>
<p>Increase by 10% or more the percent of infants receiving any amount of human milk at 6 months of age by February 29, 2020.</p>	<p>PD1. Competent and skilled workforce to support breastfeeding</p>	<p>Training</p>	<ul style="list-style-type: none"> Initial (within 3 months of hire) and ongoing training for home visitors on lactation and infant feeding practices consistent with United States Breastfeeding Committee guidelines Training of home visitors in communication strategies to enhance infant feeding discussions 	<p>Online Training IAFSP - Institute for the Advancement of Family Support Professionals</p> <ul style="list-style-type: none"> Breastfeeding 1: Helping Mothers Choose BF Breastfeeding 2: Helping Mothers Initiate BF Breastfeeding 3: Helping Mothers Continue BF Three-Step Counseling Strategy <p>In-Person 2 Day Trainings</p> <ul style="list-style-type: none"> WIC Grow & Glow IABLE - Institute for the Advancement of Breastfeeding & Lactation Education <p>40+ hour Trainings/Certifications</p> <ul style="list-style-type: none"> Indigenous Breastfeeding Counselor Certified Lactation Counselor Certified Lactation Educator International Board Certified Lactation Consultant
		<p>Reflective supervision</p>	<ul style="list-style-type: none"> Regular reflective supervision with home visitors to address families' infant feeding successes and barriers Ongoing competencies for home visitors to adequately address infant feeding with families 	<p>Supervisor Discussion/Observation Worksheet for Supporting Breastfeeding</p> <p>Breastfeeding Competency Assessment</p>
	<p>PD2. Active family involvement in infant feeding practices</p>	<p>Assessment and affirmation</p>	<ul style="list-style-type: none"> Use of breastfeeding self-efficacy scale (BSES) to measure and support infant feeding competency and to promote confidence of home visitors and families at critical breastfeeding time points in the breastfeeding process 	<p>Breastfeeding Self-Efficacy Scale</p> <p>Conversation Starters for Critical Time Points</p>
		<p>Education</p>	<ul style="list-style-type: none"> Evidence-informed and up-to-date educational materials aligned at critical breastfeeding time points in the breastfeeding process 	<p>Prenatal Toolkit - MN BF Coalition</p> <p>Guide to Breastfeeding for American Indian Families</p>

		<ul style="list-style-type: none"> • Practical tips for family to manage BF at critical time points • Talking points for use in helping families engage in discussion with staff at work and school about infant feeding needs 	<p>Lactation Education Resources (handouts)</p> <p>Breastfeeding Women - MDH (handouts)</p> <p>Breastfeeding Support - USDA (website)</p> <p>BF Education Activities for Incentive (worksheet)</p> <p>Phone App (Coffective, LatchME)</p> <p>Videos – see BF Resources list</p>
	Planning	<ul style="list-style-type: none"> • Co-developed infant feeding goals and plans that are family driven and community supported • Transition plans during critical time points 	<p>Infant Feeding Toolkit and Plan</p> <p>Return to Work/School Plan</p> <p>“We’re Prepared” Checklist</p>
	Ongoing support	<ul style="list-style-type: none"> • Visit soon after delivery to assist with initiation and challenges • Communication techniques for engaging fathers and other family members in conversations about infant feeding • Identification of easily accessible, accurate information, resources, peer, and professional support 	<p>Visit client in hospital within 48 hrs after delivery</p> <p>Institute for the Advancement of Family Support Professionals</p> <ul style="list-style-type: none"> • Engaging Fathers in their Children’s Lives <p>Fathers, Breastfeeding, and Bonding</p> <p>Lactation Support Group</p> <p>Peer Counseling</p> <p>Phone App (LatchME, Baby Daybook, Baby Tracker)</p>
	Cultural competency	<ul style="list-style-type: none"> • Hire staff that represent the population served • Conduct a cultural competence self-assessment • Attend workshops/training in cross-cultural care • Improve communication and language barriers (ie, offer interpreter) • Practice, identify mentors, be a self-learner • Participate in coalitions and community gatherings • Build relationships with community members who have experience 	<p>Institute for the Advancement of Family Support Professionals</p> <ul style="list-style-type: none"> • Cultural Humility Part One: Supporting Immigrant Families • Cultural Humility Part Two: Supporting Dual Language Learners <p>Guide to Breastfeeding for American Indian Families</p> <p>Implicit Bias Training - Kirwan Institute</p>

<p>PD3. Strong community linkages to breastfeeding support systems</p>	<p>Relationships</p>	<ul style="list-style-type: none"> • Identification of community stakeholders who are also serving lactating women • Partnerships for cross-training, information sharing, technical assistance, and an understanding of confidentiality and ongoing communication • Identify provider champion 	<p>MN Breastfeeding Coalition Local Breastfeeding Coalitions MN SHIP Communities WIC Coordinators WIC Peer Counselors Baby Café La Leche League of MN and the Dakotas Hospitals / Clinics Breastfeeding/New Mom Support Group Individual providers/doulas Baby Friendly Health Departments / Worksites / Hospitals</p>
	<p>Workflow</p>	<ul style="list-style-type: none"> • Decision tree for making a referral to breastfeeding supports • Joint visit with breastfeeding specialist prenatally and at first postpartum home visit • Breastfeeding support groups (in-house or community based) 	<p>Joint Visit Client Questionnaire Decision Tree Process Map</p>
	<p>Sustainability</p>	<ul style="list-style-type: none"> • Memorandum of understanding with key community partners for breastfeeding supports • Established breastfeeding teams to meet with families at critical time points • Breastfeeding coalition or community support 	<p>Memorandum of Understanding Decision Tree Process Map</p>
<p>PD4. Reliable and effective policies and practices that support families in breastfeeding decision-making.</p>	<p>Written documentation</p>	<ul style="list-style-type: none"> • Policy for initial and refresher training for home visitors on infant feeding policies and practices • Practice guideline for providing education about infant feeding at critical time points • Protocol for sharing infant feeding plan between home and hospital • Protocol for connecting families with community-based infant feeding 	<p>New Hire Orientation Training at Regular Intervals Continuing Education Policies Procedures Protocols Practice Guidelines Competency Assessment</p>
	<p>Data tracking system</p>	<ul style="list-style-type: none"> • Team meetings to review data regularly • Capture family's intention, initiation, duration, and reasons for discontinuing BF • Track education and discussion of critical BF time points with families • Monitor referral and follow-up for lactation support 	<p>Electronic Health Record Data Dashboards Inclusion on Meeting Agendas</p>

	PD5. Successful integration of parent leaders in continuous quality improvement (CQI) efforts	Diverse representation	<ul style="list-style-type: none"> • Conduct a survey or focus group to learn from the different populations served by the organization. • Create a variety of opportunities for parents to participate in and lead CQI efforts, making every attempt to match available caregiver and leadership roles with parents’ interests, experiences, and skills. • Create a parent network to involve more parents of different backgrounds. 	<p>Survey and Focus Group Basics</p> <p>Parent Recruitment Materials; Strategies to Identify and Recruit Parent Leaders</p> <p>Parent Leader Application</p> <p>Creating a Parent Support Network</p>
		Robust infrastructure	<ul style="list-style-type: none"> • Sets goals for parent leadership on its CQI team and in its organization. • Create policies and procedures for financially supporting CQI parent leaders. • Ensures an adequate budget to support parent leadership. • Trains parent leaders in CQI. • Ensures that parent leaders actively participate in CQI meetings. 	<p>Goal-setting and Action Plan</p> <p>Template Parent Leader Reimbursement Form; Examples of Financial Policies</p> <p>CQI Basics for Parent Leaders; Designing Virtual CQI Training for Parent Leaders</p> <p>Suggested Agenda for First CQI Team Meeting with Parent Leaders; Shared Agreement for How to Work Together as a CQI Team</p>
		Mutual trust and respect between parents and home visitors	<ul style="list-style-type: none"> • Educates organizational stakeholders on the benefits of parent leadership in CQI. • Assesses the readiness of the team and organization to involve and partner with families. • Actively builds the empathy skills of and mutual respect between all CQI team members. 	<p>List of Benefits</p> <p>Readiness Assessment</p> <p>Empathy-building Resources (videos, improvisational games and exercises, “Walk a Mile” cards)</p> <p>Partnership Assessment Tool</p>
		Co-produced home visiting services	<ul style="list-style-type: none"> • Routinely asks families about their satisfaction with home visiting services and for their suggestions for improvement (for use in CQI meetings). 	<p>Parent Satisfaction Survey</p>