**MDH FHV Breastfeeding Driver Diagram**

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<tr>
<th>SMART Aim</th>
<th>Primary Drivers</th>
<th>Secondary Drivers</th>
<th>Changes</th>
<th>Change Tools</th>
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| Increase by 10% or more the percent of infants receiving any amount of human milk at 6 months of age by February 29, 2020. | PD1. Competent and skilled workforce to support breastfeeding | Training | • 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 | Online Training  
IAFSP - Institute for the Advancement of Family Support Professionals  
• Breastfeeding 1: Helping Mothers Choose BF  
• Breastfeeding 2: Helping Mothers Initiate BF  
• Breastfeeding 3: Helping Mothers Continue BF  
• Three-Step Counseling Strategy |  
In-Person  
2 Day Trainings  
• WIC Grow & Glow  
• IABLE - Institute for the Advancement of Breastfeeding & Lactation Education  
40+ hour Trainings/Certifications  
• Indigenous Breastfeeding Counselor  
• Certified Lactation Counselor  
• Certified Lactation Educator  
• International Board Certified Lactation Consultant  
Reflective supervision  
• 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 |  
Supervisor Discussion/Observation Worksheet for Supporting Breastfeeding  
Breastfeeding Competency Assessment |  
PD2. Active family involvement in infant feeding practices | Assessment and affirmation | • 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 | Breastfeeding Self-Efficacy Scale  
Conversation Starters for Critical Time Points |  
Education | • Evidence-informed and up-to-date educational materials aligned at critical breastfeeding time points in the breastfeeding process | Prenatal Toolkit - MN BF Coalition  
Guide to Breastfeeding for American Indian Families |
| Planning          | 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  
|                  | Co-developed infant feeding goals and plans that are family driven and community supported  
|                  | Transition plans during critical time points  
|                  | Infant Feeding Toolkit and Plan  
|                  | Return to Work/School Plan  
|                  | “We’re Prepared” Checklist  
| Ongoing support  | 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  
|                  | Visit client in hospital within 48 hrs after delivery  
|                  | Institute for the Advancement of Family Support Professionals  
|                  | Engaging Fathers in their Children’s Lives  
|                  | Fathers, Breastfeeding, and Bonding  
|                  | Lactation Support Group  
|                  | Peer Counseling  
|                  | Phone App (LatchME, Baby Daybook, Baby Tracker)  
| Cultural competency | 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  
|                  | Institute for the Advancement of Family Support Professionals  
|                  | Cultural Humility Part One: Supporting Immigrant Families  
|                  | Cultural Humility Part Two: Supporting Dual Language Learners  
|                  | Guide to Breastfeeding for American Indian Families  
|                  | Implicit Bias Training - Kirwan Institute  
| Planning          | Lactation Education Resources (handouts)  
|                  | Breastfeeding Women - MDH (handouts)  
|                  | Breastfeeding Support - USDA (website)  
|                  | BF Education Activities for Incentive (worksheet)  
|                  | Phone App (Coffice, LatchME)  
|                  | Videos – see BF Resources list  
| Ongoing support  | Infant Feeding Toolkit and Plan  
|                  | Return to Work/School Plan  
|                  | “We’re Prepared” Checklist  
| Cultural competency | Institute for the Advancement of Family Support Professionals  
|                  | Cultural Humility Part One: Supporting Immigrant Families  
|                  | Cultural Humility Part Two: Supporting Dual Language Learners  
|                  | Guide to Breastfeeding for American Indian Families  
|                  | Implicit Bias Training - Kirwan Institute |
### PD3.
**Strong community linkages to breastfeeding support systems**

**Relationships**
- 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

**Workflow**
- 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)

**Sustainability**
- 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

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### PD4.
**Reliable and effective policies and practices that support families in breastfeeding decision-making.**

**Written documentation**
- 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

**Data tracking system**
- 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

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**References**
- 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

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**Support Systems**
- Joint Visit Client Questionnaire
- Decision Tree
- Process Map
- Memorandum of Understanding
- Decision Tree
- Process Map

**Support Materials**
- New Hire Orientation
- Training at Regular Intervals
- Continuing Education Policies
- Procedures
- Protocols
- Practice Guidelines
- Competency Assessment

**Support Technologies**
- Electronic Health Record
- Data Dashboards
- Inclusion on Meeting Agendas
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<th>PD5. Successful integration of parent leaders in continuous quality improvement (CQI) efforts</th>
<th>Diverse representation</th>
<th>Robust infrastructure</th>
<th>Mutual trust and respect between parents and home visitors</th>
<th>Co-produced home visiting services</th>
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<td>• Conduct a survey or focus group to learn from the different populations served by the organization.</td>
<td>• Sets goals for parent leadership on its CQI team and in its organization.</td>
<td>• Educates organizational stakeholders on the benefits of parent leadership in CQI.</td>
<td>• Routinely asks families about their satisfaction with home visiting services and for their suggestions for improvement (for use in CQI meetings).</td>
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<td>• 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.</td>
<td>• Create policies and procedures for financially supporting CQI parent leaders.</td>
<td>• Assesses the readiness of the team and organization to involve and partner with families.</td>
<td>• Routinely asks families about their satisfaction with home visiting services and for their suggestions for improvement (for use in CQI meetings).</td>
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<td>• Create a parent network to involve more parents of different backgrounds.</td>
<td>• Ensures an adequate budget to support parent leadership.</td>
<td>• Actively builds the empathy skills of and mutual respect between all CQI team members.</td>
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