

Medium Risk Nutritionist

Competency <i>Revised 8/17/09</i>	Knowledge and Skills <i>In addition to Knowledge and Skills of Certification Specialist (CS) and Nutrition Education Specialist (NES):</i>	Performance Expected <i>In addition to performance expected of Certification Specialist (CS) and Nutrition Education Specialist (NES):</i>	Target Date	Comments	Date Completed
<p>1. Principles of life-cycle nutrition: Understands normal nutrition issues for pregnancy, lactation, the postpartum period, infancy, and early childhood.</p>	<p>Knowledge of: Nutrition requirements, dietary recommendations, and Federal nutrition policy guidance for women, infants, and children served by WIC.</p>	<p>Provides nutrition education to medium-risk participants and tailors food packages appropriately. Medium Risks: 101 - pre--pregnancy underwgt. 103- infants and children underwgt >5%ile - <10 %ile 131- low maternal wgt. gain 141- low birth wgt.infants and children, previously seen by high risk nutritionist, when infants are older than 12 months 142- premature infants and children, previously seen by high risk nutritionist, when infants older than 12 months 201- anemia, when hemoglobin in the “nutritionist” ranges</p>			
<p>2. Nutrition assessment process: Understands the WIC nutrition assessment</p>	<p>In addition to Knowledge and Skills of NES: Knowledge of: Purpose of nutrition assessment in the WIC program and how to collect information.</p>	<p>In addition to Performance Expected on NES: Provides a thorough assessment of medium-risk clients before providing</p>			

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process, including risk assignment and documentation.	WIC nutrition risk criteria.	education/intervention. Monitors medium-risk client progress. Writes nutrition education and nutrition risk protocols with local agency and receives approval from the State.			
3. Anthropometric and hematological data collection techniques: Understands the importance of using appropriate measurement techniques to collect anthropometric & hematological data.	In addition to the Knowledge and Skills of the NES: Knowledge of State Anthropometric and Laboratory manual regarding lab techniques, quality assurance, and record keeping.	Assists supervisor in staff observation.			
4. Nutrition Education: Provide Participant Centered nutrition education.	In addition to the Knowledge and Skills of NES: Advanced knowledge of participant centered education and adult learning principles, including	In addition to Performance Expected of NES: Serves as model for all staff of exemplary participant centered			

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	motivational interviewing, emotion-based counseling, and behavior change theory.	education. Mentors NES and Supervisor staff in PCE techniques and provides constructive feedback and evaluation.			
5. Behavior Change: Help guide client to identify behavior change goals.	In addition to Knowledge and Skills as NES: Knowledge of adult learning principles and behavior change theory.	In addition to Performance Expected of NES: Helps medium-risk clients move toward behavior change and monitors their progress. Assists staff in their own work performance improvement.			
6. Food Package Assignment: Tailor food package to meet client health, situational and cultural needs.	In addition to Knowledge and Skills as NES: Knowledge of: Food package policies, procedures, and availability in AIM to assign appropriate package to participants.	In addition to Performance Expected of NES: Assesses clients' need for and approves special formula food packages. Follows up with physicians on non-contract regular formulas and requests approval from State.			

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	<p>Federal Food Package III and importance of working with health care providers.</p> <p>All WIC-approved formulas and indications, including formulas for special needs clients and medical foods.</p> <p>Policies regarding working with AHCCCS and CRS.</p>	<p>Assists clients in obtaining special formulas.</p> <p>Works with and responds to vendors, medical community, and other external partners regarding food package guidelines.</p> <p>Follows procedure for new food package request.</p> <p>Coordinates with local health care providers to obtain necessary documentation and provide appropriate food and formulas to clients.</p> <p>Approves appropriate formulas and medical foods and follows up with health care provider when needed.</p> <p>Coordinates and refers with AHCCCS and CRS per State protocol.</p>			
7. Communication: Knows how to develop rapport and foster open	In addition to Knowledge and Skills of NES: Knowledge of customer service and conflict	In addition to Performance Expected of NES: Models excellent customer			

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communication with participants, caretakers, staff, and external partners.	management principles. Knowledge of effective verbal and written communication skills.	service. Models exemplary verbal and written communication skills.			
8. Critical thinking: Knows how to synthesize and analyze data to draw appropriate conclusions.	In addition to Knowledge and Skills of NES: Knowledge of appropriate case management and advocacy skills to achieve optimal outcomes.	In addition to Performance Expected of NES: Utilizes community resources and referrals to best serve the client's needs.			
7. Mentoring, Monitoring, and Training	Knowledge of VENA, PCE, nutrition, and adult learning principles. Knowledge of Federal, State, and Local policies and procedures.	Mentors, models, and trains all staff on nutrition-related topics. Works one-on-one with staff to develop PCE skills. Assists supervisor in observation of staff to comply with policies and to prepare for management evaluations. Assists in the hiring process and training of new staff.			

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