

Nutrition Education Specialist III

Minimum requirements: Bachelor in Nutrition graduate **or** DTR certified professional. – Recommended for FY10; Mandatory for FY13

<i>Revised 1.5.10</i>					
Competency	Knowledge and Skills	Performance Expected	Target Date	Comments	Date Completed
1. Principles of life-cycle nutrition: Understands normal nutrition issues for pregnancy, lactation, the postpartum period, infancy, and early childhood.	<p>In addition to knowledge and skills of the CS. Knowledge of:</p> <p>Nutrition requirements and dietary recommendations for women, infants, and children served by WIC.</p> <p>Federal nutrition policy guidance and its implications for women, infants and children served by WIC.</p> <p>Relevant evidence-based recommendations published by the American Academy of Pediatrics, the American Dietetic Association, American College of Obstetrics and Gynecology, and the International Lactation Consultant Association.</p>	<p>In addition to performance expected of CS:</p> <p>Analyzes health and nutrition histories based on lifecycle stage. Evaluates the impact of the parent/feeding dynamics on nutritional status, growth, and development.</p> <p>Interprets and compares dietary practices of WIC participants to federal policy guidance.</p> <p>Differentiates between safe and inappropriate food and nutrition practices.</p> <p>Selects food package tailored to participant's nutritional and preference needs.</p> <p>Selects appropriate nutrition education materials</p> <p>Analyzes and compares dietary practices to evidence-based recommendations.</p> <p>Assesses potential barriers to breastfeeding.</p>			

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	<p>The basic physiology of lactation and evidence-based techniques for lactation management.</p>	<p>Recognizes health and lifestyle contraindications to breastfeeding.</p> <p>Applies knowledge of physiology in the assessment of breastfeeding problems.</p> <p>Successfully completes the Certified Breastfeeding Course(CBC) and/or Certified Lactation Course (CLC).</p> <p>After passing the CBC/CLC courses, completes breastfeeding assessments at critical points in the early postpartum period.</p> <p>Analyzes breastfeeding problems using evidence-based information as the standard. Evaluates the impact of early formula supplementation and mother/infant separation on milk supply and the mother’s breastfeeding intention.</p> <p>Promotes breastfeeding and refers participants to Certified Lactation Consultants as needed.</p>			

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		Attends the state-wide nutrition education workshop, regional training, departmental in-services, and other trainings as required.			
2. Nutrition assessment process: Understands the WIC nutrition assessment process, including risk assignment and documentation.	<p>Knowledge of:</p> <p>How to conduct an effective assessment using the AIM system and VENA skills.</p> <p>WIC medical and nutrition risk criteria.</p> <p>Importance of documenting nutrition assessment results.</p> <p>.</p>	<p>Complete in AIM: health history and nutrition questionnaire screens utilizing probing questions.</p> <p>Evaluates need for documentation of diagnosis vs. self-report of medical conditions according to policies.</p> <p>Applies risk definitions correctly and uses appropriate cut-off values when assigning nutrition risks.</p> <p>Communicates risk to participant using PCE skills.</p> <p>Documents accurately in AIM.</p> <p>Assess participant progress from previous visit.</p>			

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3. Anthropometric and hematological data collection techniques: Understands the importance of using appropriate measurement techniques to collect anthropometric and hematological data.	<p>Knowledge of:</p> <p>Relevance of anthropometric data to health and nutrition status.</p> <p>Relationship of hematological parameters to health and nutrition status</p>	<p>Interprets growth data and prenatal weight gains correctly.</p> <p>Evaluates anthropometric and blood work results for nutritional risk.</p> <p>Follow local agency protocol for values that qualify as a medical emergency.</p>			
4. Nutrition Education: Provide Participant Centered nutrition education and medium risk nutrition counseling.	<p>Knowledge of:</p> <p>PCE skills including motivational interviewing and emotion based counseling.</p> <p>Nutrition Care Standards. (Care Plans)</p> <p>WIC approved education materials such as Touching Hearts, Touching Minds and Breastfeeding book.</p> <p>Other available services in the community.</p>	<p>Provides participant centered nutrition education based on participant interest and risk to achieve behavior change.</p> <p>Provides evidence –based nutrition education based on participant interest and risk.</p> <p>Use handouts when appropriate.</p>			

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		<p>Provides medium risk nutrition counseling</p> <p>Provides formula authorization for medium-risk clients</p> <p>Documents nutrition education given in care plan appropriately.</p> <p>Documents referrals provided.</p> <p>Determines which other community programs the participant may be eligible for and/or may benefit from and makes appropriate referrals and documentation.</p>			
5. Behavior Change: Help guide participant to identify behavior change goals.	<p>Knowledge of:</p> <p>Behavioral change theories such as stages of change.</p>	<p>Assesses participants' readiness for change.</p> <p>Works with participants to determine next steps.</p> <p>Conducts PCE group sessions and discussions.</p> <p>Documents participants' goals in AIM.</p>			
6. Food Package Assignment: Tailor	<p>Knowledge of:</p>	<p>Assigns, issues and documents</p>			

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food package to meet participant health, situational and cultural needs.	WIC Food Packages available in AIM. WIC formula and food package issuance policies and procedures.	appropriate food package in AIM. Able to customize a food package in AIM. Follows procedure for new food package request.			
7. Communication: Knows how to develop rapport and foster open communication with participants and caretakers.	Knowledge of’ The principles of effective communication to collect nutrition assessment information.	Provides PCE based on participant’s identified nutritional risk and the participant’s priority, emphasizing positive health outcomes. Answers more complex questions and resolves more complex complaints from applicants. Acts as mentor to Certification Specialist and other staff.			
8. Multicultural awareness: Understands how socio-cultural issues affect nutrition and health practices and nutrition-related health	Knowledge of: Cultural groups in the target population, including their families and communities, values and beliefs, characteristics, and resources.	Respects different belief systems about issues such as blood work, immunizations, dietary supplements, alternative medicine, and traditional healers. Evaluates cultural practices for			

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problems.	<p>Cultural eating patterns and family traditions such as core foods, traditional celebrations, and fasting.</p> <p>Differences in communication styles between groups and how these differences may impact the assessment process.</p>	<p>their potential to harm the participant’s health or nutritional status.</p> <p>When appropriate, includes core foods and recognizes their nutrient contributions in an assessment of eating patterns.</p> <p>Evaluates food selection and preparation within a cultural context.</p> <p>Selects food package tailored to participant’s cultural needs.</p> <p>Uses culturally appropriate communication styles to collect nutrition assessment information.</p> <p>Uses interpretation and/or translation services appropriately to collect nutrition assessment information from participants with limited English proficiency.</p> <p>Uses culturally appropriate strategies to assess breastfeeding practices and beliefs</p>			

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9. Critical thinking: Knows how to synthesize and analyze data to draw appropriate conclusions.	<p>Knowledge of:</p> <p>Principles of critical thinking.</p>	<p>Collects all assessment information before drawing risk or counseling conclusions and deciding upon the best course of action.</p> <p>Asks additional probing questions to clarify information or gather more details.</p> <p>Recognizes factors that contribute to the identified nutrition problem(s) and refers appropriately.</p> <p>Considers the applicant’s point of view about nutrition and health priorities, needs, and concerns.</p> <p>Prioritizes nutrition problems to be addressed.</p> <p>Understands when to refer participant to the nutritionist/RD"</p>			