

# LEARNING PLAN FOR NURSING STAFF



## ***Learning Objectives:***

At the end of the 15 hours of online training, the learner will be able to:

- Explain the Baby-Friendly Hospital Initiative's 10 Steps to Successful Breastfeeding
- Recommend prenatal educational activities to prepare for breastfeeding
- Assist mothers in initiating breastfeeding during their hospital or birth center stay
- Troubleshoot common breastfeeding problems
- Instruct mothers in continued breastfeeding according to the recommendations of the U.S. Surgeon General
- Interact successfully with the Baby-Friendly Hospital Initiative assessment team.

### **Section 1**

#### **THE BIG PICTURE**

- Pre-test
- Introduction - Steps 1,2
- History of BFHI - Steps 1,2
- Benefits of breastfeeding - Step 3
- Biochemistry of breastmilk - Step 3
- Counseling skills - Steps 3,4,5,7,8
- Culture - Steps 4,7,8,9

### **Section 2**

#### **INITIATING BREASTFEEDING**

- Anatomy & physiology - Steps 3,4,5,7
- Initiating breastfeeding - Step 4
- Positioning and latch-on - Steps 4,8
- Bonding - Steps 2,4,5,8,9
- Breastfeeding multiples - Steps 5,6,7,8,9
- Pacifiers - Step 9

### **Section 3**

#### **MANAGING LACTATION**

- Sore nipples - Steps 4,5,7,8
- Flat nipples - Steps 5,6,7,8,9
- Maintaining lactation during separation - Step 5
- Hypoglycemia - Steps 4,5,6,7,8,9
- Excessive weight loss - Steps 4,5,7,8,9
- Supplementing - Step 6
- Formula feeding - Step 9

### **Section 4**

#### **MATERNAL ISSUES**

- Engorgement - Steps 3,4,5,7,8,9
- Nutrition - Steps 3,5
- Previous breast surgery - Steps 3,4,5,7
- Maternal disease - Steps 1,2,3,5
- Medications - Steps 3,5
- Substance abuse - Steps 3,5

### **Section 5**

#### **INFANT ISSUES**

- Late preterm infant - Steps 5,6,7,8,9
- Congenital anomalies - Steps 5,6,7,8
- Jaundice - Steps 5,6,7,8,9
- Marketing of breastmilk substitutes - Step 6
- Outpatient follow up services - Step 10
- Employed mothers - Step 10
- Conclusion
- Post-test

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Objectives	Content
1. Discuss the rationale for professional, government and international policies that promote, protect and support breastfeeding in the United States.	<b>The BFHI – a part of the Global Strategy</b> <ul style="list-style-type: none"><li>• The Global Strategy for Infant and Young Child Feeding and how the Global Strategy fits with other activities</li><li>• The Baby-Friendly Hospital Initiative</li><li>• How this course can assist health facilities in making improvements in evidence based practice, quality care and continuity of care</li></ul>
2. Demonstrate the ability to communicate effectively about breastfeeding.	<b>Communication skills</b> <ul style="list-style-type: none"><li>• Listening and Learning</li><li>• Skills to build confidence and give support</li><li>• Arranging follow-up and support suitable to the mother's situation</li></ul>
3. Describe the anatomy and physiology of lactation and the process of breastfeeding.	<b>How milk gets from the breast to the baby</b> <ul style="list-style-type: none"><li>• Parts of the breast involved in lactation</li><li>• Breastmilk production</li><li>• The baby's role in milk transfer</li><li>• Breast care</li></ul>
4. Identify teaching points appropriate for prenatal classes and in interactions with pregnant women.	<b>Promoting breastfeeding during pregnancy</b> <ul style="list-style-type: none"><li>• Discussing breastfeeding with pregnant women</li><li>• Why breastfeeding is important</li><li>• Antenatal breast and nipple preparation</li><li>• Women who need extra attention</li></ul>
5. Discuss hospital birth policies and procedures that support exclusive breastfeeding.	<b>Birth practices &amp; breastfeeding</b> <ul style="list-style-type: none"><li>• Labor and birth practices to support early breastfeeding</li><li>• The importance of early skin-to-skin contact</li><li>• Helping to initiate breastfeeding</li><li>• Ways to support breastfeeding after a Cesarean birth</li><li>• BFHI practices and women who are not breastfeeding</li></ul>

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6. Demonstrate the ability to identify the hallmarks of milk transfer and optimal breastfeeding.	<b>Helping with a breastfeed</b> <ul style="list-style-type: none"><li>• Positioning for comfortable breastfeeding</li><li>• How to assess a breastfeeding</li><li>• Recognize signs of optimal positioning and attachment</li><li>• Help a mother to learn to position and attach her baby</li><li>• When to assist with breastfeeding</li><li>• The baby who has difficulty attaching to the breast</li></ul>
7. Discuss hospital postpartum management policies and procedures that support exclusive breastfeeding.	<b>Practices that assist breastfeeding</b> <ul style="list-style-type: none"><li>• Rooming-in</li><li>• Skin-to-skin contact</li><li>• Baby-led feeding</li><li>• Dealing with sleepy babies and crying babies</li><li>• Avoiding unnecessary supplements</li><li>• Avoiding bottles and teats</li></ul>
8. Identify teaching points for mothers who have concerns about their milk supply	<b>Milk supply</b> <ul style="list-style-type: none"><li>• Concerns about “not enough milk”</li><li>• Normal growth patterns of babies</li><li>• Improving milk intake and milk production</li></ul>
9. Identify teaching points to include when educating or counseling parents who are using bottles and/or formula.	<b>Supporting the non-breastfeeding mother and baby</b> <ul style="list-style-type: none"><li>• Counseling the formula choice: a pediatric responsibility</li><li>• Teaching/assuring safe formula preparation in the postpartum</li><li>• Safe bottle feeding; issues with over and underfeeding</li></ul>

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Objectives	Content
10. Discuss contraindications to breastfeeding in the United States as well as commonly encountered areas of concern for breastfeeding mothers and their babies.	<b>Infants and Mothers with special needs</b> <ul style="list-style-type: none"><li>• Breastfeeding infants who are preterm, low birth weight or ill</li><li>• Breastfeeding more than one baby</li><li>• Prevention and management of common clinical concerns</li><li>• Medical reasons for food other than breastmilk</li><li>• Nutritional needs of breastfeeding women</li><li>• How breastfeeding helps space pregnancies</li><li>• Breastfeeding management when the mother is ill</li><li>• Medications and breastfeeding</li><li>• Contraindications to breastfeeding</li></ul>
11. Describe management techniques for breast and nipple problems.	<b>Breast and nipple concerns</b> <ul style="list-style-type: none"><li>• Examination of the mother's breasts and nipples</li><li>• Engorgement, blocked ducts and mastitis</li><li>• Sore nipples</li></ul>
12. Identify acceptable medical reasons for supplementation of breast fed babies according to national and international authorities.	<b>If the baby cannot feed at the breast</b> <ul style="list-style-type: none"><li>• Learning to hand express</li><li>• Use of milk from another mother</li><li>• Feeding expressed breastmilk to the baby</li></ul>
13. Describe essential components of support for mothers to continue breastfeeding beyond the early weeks.	<b>On-going support for mothers</b> <ul style="list-style-type: none"><li>• Preparing a mother for discharge</li><li>• Follow-up and support after discharge</li><li>• Protecting breastfeeding for employed women</li><li>• Sustaining continued breastfeeding for 2 years or longer</li></ul>

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Objectives	Content
14. Describe strategies that protect breastfeeding as a public health goal.	<b>Protecting breastfeeding</b> <ul style="list-style-type: none"><li>• The effect of marketing on infant feeding practices</li><li>• The International Code of Marketing of Breastmilk Substitutes</li><li>• How health workers can protect families from marketing</li><li>• Donations in emergency situations</li><li>• The role of breastfeeding in emergencies</li><li>• How to respond to marketing practices</li></ul>
15. Identify barriers and solutions to implementation of the Ten Steps to Successful Breastfeeding that comprise the Baby-Friendly Hospital Initiative.	<b>Making your hospital or birth center Baby-Friendly</b> <ul style="list-style-type: none"><li>• The Ten Steps to Successful Breastfeeding</li><li>• What “Baby-Friendly” Practices mean</li><li>• The process of becoming a “Baby-Friendly” hospital or birth Center</li></ul>

**Based on the Baby-Friendly USA document *Guidelines & Evaluation Criteria for Facilities Seeking Baby-Friendly Designation, Appendix A***

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