

LACTATION MANAGEMENT <i>LEAARC's approved course includes at least 95 hours hours of instruction</i> <i>(at least 90 hours lactation specific content plus five hours of communication skills)</i> DIDACTIC ONLY (graduates must find clinical learning opportunities and a mentor to apply for Pathway 3 option)		BREASTFEEDING COURSE <i>LEAARC's recognized course includes at least 45 hours hours of instruction</i> <i>(at least 40 hours lactation specific content plus five hours of communication skills)</i> DIDACTIC ONLY <i>Note: A gray cell means the competency is not required to be taught in a 45-hour course.</i>	
I.	Communication and Counseling (Must be at least 5 hours)	I.	Communication and Counseling (Must be at least 5 hours)
	a. Describe key components needed to obtain the parental consent to provide care to their infant/child		a. Describe key components needed to obtain the parental consent to provide care to their infant/child.
	b. Describe appropriate communication and counseling skills and techniques (e.g, active listening, trust and rapport building, trauma informed care).		b. Describe appropriate communication and counseling skills and techniques (e.g, active listening, trust and rapport building, trauma informed care).
	c. Discuss diversity and how respect for a person's race, creed, religion, sexual orientation/gender identity/gender expression, age, and national origin can be implemented into practice.		c. Respect a person's race, creed, religion, sexual orientation/gender identity/gender expression, age, and national origin.
	d. Discuss cultural, psychosocial, and nutritional aspects of breastfeeding when communicating with families.		d.
	e. Discuss ways to determine the parents' goals for breastfeeding.		e. Identify parents' goals for breastfeeding .
	f. Identify effective counseling and communication skills when interacting with parents, children, their families and other healthcare providers.		f. Identify effective counseling and communication skills when interacting with parents, children, their families and other healthcare providers.
	g. Discuss ways to provide support and encouragement to enable parents to successfully meet their breastfeeding goals.		g. Discuss ways to provide support and encouragement to enable parents to successfully meet their breastfeeding goals.
	h. Discuss ways to apply the principles of family-centered care while maintaining a collaborative, supportive relationship with breastfeeding families.		h. Identify appropriate teaching aids for adult learners.

	i.	Identify appropriate teaching aids for adult learners.		i.	Describe ways to provide information that is developmentally and culturally appropriate for a variety of learning styles.
	j.	Describe ways to provide information that is developmentally and culturally appropriate for a variety of learning styles.		j.	
	k.	Discuss the importance of providing support and information to parents to make evidence-informed decisions.		k.	Discuss the importance of providing support and information to parents to make evidence-informed decisions.
	l.	Identify ways to use evidence-based information regarding use of:		l.	Identify ways to use evidence-based information regarding use of:
		1. medications (over-the-counter and prescription);			1. medications (over-the-counter and prescription);
		2. complementary therapies;			2. complementary therapies;
		3. tobacco; and,			3. tobacco; and,
		4. street drugs, including their potential impact on milk production and child safety.			4. street drugs, including their potential impact on milk production and child safety.
	m.	Discuss the importance of providing anticipatory guidance to reduce potential risks to breastfeeding parents or their infant/child.		m.	Discuss the importance of providing anticipatory guidance to reduce potential risks to breastfeeding parents or their infant/child.
	n.	Identify ways to counsel and support the family in coping with the death of a child.		n.	
	o.	Using a case study, make appropriate referrals to other healthcare providers and community support resources in a timely manner depending on the urgency of the situation		o.	Using a case study, make appropriate referrals to other healthcare providers and community support resources in a timely manner depending on the urgency of the situation.
	p.	Identify sources of information about community resources and appropriate referrals for breastfeeding assistance.		p.	Identify sources of information about community resources and appropriate referrals and follow-up for breastfeeding assistance.
	q.	Describe the assessment of social support, possible challenges, and identify appropriate referrals.		q.	Assess social support, possible challenges, and identify appropriate referrals.
	r.	Identify factors that signify the need for follow-up services and the importance of continuity of care.		r.	
	s.	Discuss the importance of counseling breastfeeding clients to support donations to milk banks.		s.	

II.		Documentation and Communication	II.		Documentation and Communication
	a.	Discuss the importance of working collaboratively with the healthcare team to provide coordinated services to families.		a.	Discuss the importance of working collaboratively with the healthcare team to provide coordinated services to families.
	b.	Discuss the importance of obtaining parental consent for obtaining and disclosing of information.		b.	Discuss the importance of obtaining parental consent for obtaining and disclosing of information.
	c.	Identify the necessary components of lactation care documentation including assessment and plan of care.		c.	Identify the necessary components of lactation care documentation including assessment and plan of care.
	d.	Discuss how privacy, dignity, and confidentiality of families can be maintained except where the reporting of a danger to a parent or infant/child is specifically required by law.		d.	Respect the privacy, dignity, and confidentiality of families except where the reporting of a danger to a parent or infant/child is specifically required by law.
III.		History Taking and Assessment	III.		History Taking and Assessment
	a.	Describe the components of a lactation history.		a.	Describe the components of a lactation history.
	b.	Identify events during the pregnancy, labor, birth, and postpartum that may adversely affect breastfeeding.		b.	Identify events during the pregnancy, labor, birth, and postpartum that may adversely affect breastfeeding.
	c.	Discuss physical, mental and psychological conditions that may impact lactation and breastfeeding.		c.	List the conditions that may impact lactation and breastfeeding.
	d.	Identify expected changes that breast tissue undergo during lactation.		d.	Identify expected changes that breast tissue undergo during lactation.
	e.	Discuss breast changes that indicate adequate function in lactation.		e.	
	f.	Identify the stages of expected infant growth and development.		f.	Identify the stages of expected infant growth and development.
	g.	Describe the assessment of an infant for normal development and behavior.		g.	
	h.	Describe assessment of breastfeeding dyad and determine strategies to initiate and continue breastfeeding when challenging situations exist/occur.		h.	Assess the breastfeeding dyad and recognize the need for referral to address challenging situations.
	i.	Identify factors that indicate correct latch and attachment.		i.	Identify correct latch and attachment.
	j.	Recognize factors indicating effective milk transfer.		j.	Describe effective milk transfer.
	k.	Recognize factors that indicate adequate milk intake of the infant/child.		k.	Describe adequate milk intake of the infant/child.

	l.	Identify factors that indicate inadequate milk intake.		l.	Identify inadequate milk intake.
	m.	Outline normal neurological responses and reflexes.		m.	
	n.	Describe how to evaluate milk supply.		n.	Describe how to evaluate for adequate milk supply.
	o.	Compare strategies to address milk supply challenges.		o.	
	p.	Outline information regarding increasing or decreasing milk volume.		p.	Identify the need to refer for milk supply issues.
IV.	Prenatal and Perinatal Breastfeeding Support		IV.	Prenatal and Perinatal Breastfeeding Support	
	a.	Outline the components of a prenatal breastfeeding class.		a.	Outline the components of a prenatal breastfeeding class.
	b.	Discuss changes in the breast during puberty and pregnancy.		b.	
	c.	Identify appropriate nutritional needs during breast/chestfeeding.		c.	Educate clients about healthy eating habits.
	d.	Compare and contrast common birth practices that optimize or jeopardize breastfeeding outcomes		d.	Identify common birth practices that optimize or jeopardize breastfeeding outcomes
	e.	Discuss the advantages of frequent skin-to-skin contact with he newborn and caregiver.		e.	Discuss the advantages of frequent skin-to-skin contact with he newborn and caregiver.
	f.	Describe safety practices that should be included during skin-to-skin contact.		r.	Describe safety practices that should be included during skin-to-skin contact.
	g.	Discuss the appropriate continuation of breastfeeding when parents and their infant/child are separated.		g.	
	h.	Identify education to assist the family in identifying newborn feeding cues and behavioral states, including indicating breastfeeding needs; signs of readiness to feed, and expected feeding patterns.		h.	
	i.	Identify comfortable positions for the parents and their infant/child during breastfeeding.		i.	Identify comfortable positions for the parents and their infant/child during breastfeeding.
	j.	Discuss conditions that lead to excessive sleepiness in a baby.		j.	
	k.	Identify appropriate ways to stimulate a sleepy baby to feed.		k.	Identify appropriate ways to stimulate a sleepy baby to feed.
	l.	Describe the potential risks to lactation when using devices.		l.	Educate the family regarding the use of pacifiers/ dummies including the possible risks to lactation.
	j.	Identify strategies to prevent and resolve:		j.	Identify strategies to prevent and resolve:
	1.	sore damaged nipples;		1.	sore damaged nipples;

		2.	engorgement;			2.	engorgement;
		3.	blocked ducts; and,			3.	blocked ducts; and,
		4.	mastitis.			4.	mastitis.
	k.	Identify appropriate education for the family regarding the importance of exclusive breastfeeding to the health of the parent and infant/child and the risk of using human milk substitutes.			k.	Identify appropriate education for the family regarding the importance of exclusive breastfeeding to the health of the parent and infant/child and the risk of using human milk substitutes.	
V.	Extended Breastfeeding Support			V.	Extended Breastfeeding Support		
	a.	Identify the impact of introducing solid foods on a breastfeeding dyad.			a.	Identify the impact of introducing solid foods on a breastfeeding dyad.	
	b.	Identify strategies to maintain milk supply and continue breastfeeding while introducing the baby to first foods.			b.		
	c.	Identify strategies to minimize the risk of Sudden Infant Death Syndrome (SIDS) or Sudden Unexplained Death of an Infant (SUDI).			c.	Identify strategies to minimize the risk of Sudden Infant Death Syndrome (SIDS) or Sudden Unexplained Death of an Infant (SUDI)	
	d.	Discuss family planning methods, including Lactation Amenorrhea Method (LAM), and their impact on lactation.			d.	Discuss family planning methods, including Lactation Amenorrhea Method (LAM), and their impact on lactation.	
	e.	Identify strategies parents can use to mitigate the impact of teething and biting to minimize adverse impacts on breastfeeding			e.	Identify strategies parents can use to mitigate the impact of teething and biting to minimize adverse impacts on breastfeeding.	
	f.	Identify issues related to early weaning (prior to 6 months of age) and appropriate interventions for the family.			f.	Identify issues related to early weaning (prior to 6 months of age) and appropriate teaching for the family.	
	g.	Discuss information regarding weaning (6 months old and beyond) from the breast when appropriate.			g.	Discuss information regarding weaning (6 months old and beyond) from breast when appropriate.	
	h.	Discuss the elements of a plan that provides guidance on toddler breastfeeding.			h.	Discuss instruction and guidance on toddler breastfeeding.	
	i.	Identify approaches to breastfeeding while pregnant and tandem nursing.			i.	Identify approaches to breastfeeding while pregnant and tandem nursing.	
VI.	Problem Solving			VI.	Problem Solving		
	a.	Using a case study, evaluate potential and existing factors impacting a parent's breastfeeding goals.			a.	Using a case study, discuss potential and existing factors impacting a parent's breastfeeding goals.	
	b.	Outline the elements of an individualized breastfeeding plan utilizing resources available.			b.	Describe an individualized breastfeeding plan utilizing resources available.	

	c.	Critique evidence-based resources for the use of devices.		c.	
	d.	Evaluate strategies to determine parents' understanding of all information and education provided.		d.	Describe strategies to identify parents' understanding of all information and education provided.
	e.	Recommend strategies to assist parents in decision-making regarding the use of devices.		e.	Recognize strategies to assist parents in decision-making regarding the use of devices.
	f.	Explain appropriate techniques used to optimize breastfeeding outcomes.		f.	Describe appropriate techniques and devices used to optimize breastfeeding outcomes.
	g.	Identify a method of feeding used to provide supplementation while maintaining the parent's breastfeeding goals.		g.	
VII.	Infant/Child Breastfeeding Challenges		VII.	Infant/Child Breastfeeding Challenges	
	a.	Identify options to assist the breastfeeding dyad that has undergone a traumatic birth.		a.	Identify options for referral to assist the breastfeeding dyad that has undergone a traumatic birth.
	b.			b.	Identify challenges and referral sources specific to breastfeeding multiples.
	c.			c.	Identify the presenting signs for an infant who is hypoglycemic.
	d.			d.	List the immediate actions to be taken when an infant is hypoglycemic.
	e.			e.	Identify the presenting signs for an infant with jaundice.
	f.			f.	List the immediate actions to be taken when an infant presents with jaundice.
	g.	Describe elements of a plan of care for the breastfeeding parent with		g.	
	1.	a preterm or late preterm infant;		1.	
	2.	a newborn who is small for gestational age (SGA);		2.	
	3.	a newborn who is large for gestational age (LGA)		3.	
	4.	multiples;		4.	
	5.	a newborn with hypoglycemia; and,		5.	
	6.	an infant with hyperbilirubinemia.		6.	
	h.	Identify strategies to use when breastfeeding a medically fragile and physically compromised infant/child		h.	
	i.	Discuss the use of the World Health Organization growth charts to assess infant/child growth.		i.	Discuss the use of the World Health Organization growth charts to assess infant/child growth.

	j.	Identify infant/child conditions that may impact breastfeeding (e.g., disorganized or ineffective suck, yeast infection (oral thrush), ankyloglossia, cleft lip/palate, Pierre Robin syndrome, Down syndrome) and develop strategies for the parent about appropriate interventions.		j.	Identify resources for infant/child conditions that may impact breastfeeding, e.g., disorganized or ineffective suck, ankyloglossia, cleft lip/palate, Pierre Robin syndrome, Down syndrome) and discuss how to make appropriate referrals.
	k.	Identify non-specific gastrointestinal symptoms that may be seen in the breastfeeding infant or child, e.g., colic, gastric reflux and food intolerances, and the impact of each on breastfeeding.		k.	Identify non-specific gastrointestinal symptoms that may be seen in the breastfeeding infant or child, e.g., colic, gastric reflux and food intolerances, and the impact of each on breastfeeding.
	l.	Discuss strategies for parents when their infant/child has a chronic medical condition that may impact breastfeeding .		l.	
VIII.	Prenatal Breastfeeding Challenges		VIII.	Prenatal Breastfeeding Challenges	
	a.	Identify medical conditions of the parent that impact breastfeeding.		a.	Identify medical conditions of the parent that impact breastfeeding.
	b.	Identify special needs of adolescent parents who breastfeed.		b.	Identify special needs of adolescent parents who breastfeed.
	c.	Discuss strategies to support parents who identify peripartum mood disorders (e.g., prenatal depression, “baby blues”, postpartum depression, anxiety, psychosis), including how to access community resources.		v.	Discuss strategies to support parents who identify peripartum mood disorders (e.g., prenatal depression, “baby blues”, postpartum depression, anxiety, psychosis), including how to access community resources
	d.	Identify strategies to support parents who are inducing lactation or relactating.		d.	Identify strategies to support parents who plan to induce lactation or relactating.
	e.	Identify strategies to support parents with physical disabilities which may limit their handling of their infant/child.		e.	Identify strategies to support parents with physical disabilities which may limit their handling of their infant/child.
	f.	Describe current recommendations regarding HIV status and infant feeding, and implications for the local geopolitical context.		f.	Describe current recommendations regarding HIV status and infant feeding, and implications for the local geopolitical context.

IX.	Public Health		IX.	Public Health	
	Develop breastfeeding recommendations to be used during emergencies.			Develop breastfeeding recommendations to be used during emergencies.	
	a.	Discuss quality assurance standards to be used during delivery of care.		a.	Discuss quality assurance standards to be used during delivery of care.
	b.	Identify national and global policies that impact breastfeeding, including community outreach programs.		b.	
X.	Research, Legislation and Policy		X.	Research, Legislation and Policy	
	a.	Discuss the purpose of using evidence-based resources when providing information to the healthcare team.		a.	
	b.	Compare the various types of research methods.		b.	
XI.	Professional Responsibilities and Practice		XI.	Professional Responsibilities and Practice	
	a.	Discuss the profession's code of ethics, scope of practice, and clinical competencies.		a.	Discuss the profession's code of ethics, scope of practice, and clinical competencies.
	b.	Identify strategies to advocate for breastfeeding women, infants, children and families in all settings and promote breastfeeding as the infant/child feeding norm.		b.	Identify strategies to advocate for breastfeeding women, infants, children and families in all settings and promote breastfeeding as the infant/child feeding norm.
	c.	Discuss the principles of the WHO Global Strategy for Infant and Young Child Feeding.		c.	List the principles of the WHO Global Strategy for Infant and Young Child Feeding.
	d.	Describe the steps of the Baby Friendly Hospital Initiative.		d.	List the steps of the Baby Friendly Hospital Initiative.
	e.	Describe the process used to report a lactation consultant who practices unethically.		e.	Describe the process used to report a lactation practitioner who practices unethically.
	f.	Describe and analyze practice setting options for lactation consultants.		f.	Describe practice setting options for lactation counselors.
XII.	Leadership and Teaching		XII.	Leadership and Teaching	
	a.	Describe personal leadership skills that reflect self-awareness and vision.		a.	State personal leadership skills that reflect self-awareness and vision.
	b.	Discuss principles of cultural awareness and human differences.		b.	Discuss principles of cultural awareness and human differences.
	c.	Describe the adult learning theory principles used to develop client educational materials designed for both lay and health professional audiences.		c.	Describe the adult learning theory principles used to develop client educational materials designed for both lay and health professional audiences.

