



Upholding the highest standards of infant feeding care

Training Program Performance Indicator Checklist Sorted by The Ten Steps to Successful Breastfeeding

The 2018 WHO/UNICEF revised Step 2 states “Ensure that staff have sufficient knowledge, competence and skills to support breastfeeding”. It shifts the emphasis of the step to competency verification. Competency is verified through a series of measurable statements called “performance indicators”. The goal is to ensure that all direct care staff and direct care providers can safely and compassionately deliver evidenced-based education and care while providing facilities the flexibility to target breastfeeding management training to identified areas of need. The vision is for facilities to begin by verifying the current knowledge and skills of staff/providers and offer training to fill in identified gaps. This tool is to be used by training providers to identify the specific performance indicators presented and/or evaluated in a training program.

To complete **TABLE 1 - TRAINING PROGRAM CONTENT AND COMPETENCY VERIFICATION:**

1. Check either “yes” or “no” in the “Covered” column to signify if the performance indicator is presented.
2. Describe where the content for each performance indicator is discussed within the training curriculum. Please include as much detail as possible (e.g., page number, slide number, document title, module title).
3. Check the appropriate box to signify how any or all portions of the performance indicator is verified. Acceptable means of verifying knowledge (K) is by question (Q), such as a multiple-choice test, and/or case study (CS). To verify skills (S) and attitudes (A) observations (O) are required. If competency verification of a performance indicator is not a component of the program, please check “no”.

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It is not expected that a training program cover and/or verify all performance indicators. Furthermore, whether a performance indicator is addressed in a particular program is not necessarily an indication of the quality of the program. Some individuals/facilities may require comprehensive training and competency verification while others may have more targeted needs. It is also possible that some programs may only be able to verify knowledge, even if the performance indicator addresses knowledge, skills, and attitudes. It is essential that a facility know what is included in each program so that they may choose programs that best addresses their needs, and they are fully informed if additional competency verification is required post-attendance in a program. **Note: Performance Indicators #1-64: Specific to the WHO/UNICEF requirements. Performance Indicators #65-70: Specific to the USA BFHI requirements.**

APPENDIX A and B: provided to training providers for informational purposes only.

Appendix A and B are available to training providers at the end of this document and, are intended for informational purposes only. Individual facilities will use these tables to tailor competency verification programs best suited to meet their specific needs and staffing patterns.

Appendix A - PERFORMANCE INDICATORS FOR CRITICAL MANAGEMENT STEPS

Some knowledge and skills are fundamental to the delivery of safe, competent, and compassionate care. This includes knowledge of the International Code of Marketing of Breastmilk Substitutes, the facility's infant feeding policy and monitoring practices. Most essential to working effectively with patients are good communication skills. Therefore, the performance indicators associated with Steps 1A, 1B, 1C and 2 must be verified for each individual direct care provider and direct care staff member.

Appendix B – PERFORMANCE INDICATORS FOR CLINICAL PRACTICE STEPS

Some performance indicators are required to be verified for specific staff within specific units and are indicated by a check mark on Appendix B-CLINICAL PRACTICE STEPS.

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Training Program Name The Institute for the Advancement of Breastfeeding and Lactation Education Date November 21, 2025

Name/Title of Person Completing this form Lena Edelstein MD, NABBLM-C, IBCLC

TABLE 1 - TRAINING PROGRAM CONTENT AND COMPETENCY VERIFICATION

Step	Performance Indicator	Covered	Where Content Is Located	K/S/A	How Verified (Check all that apply) Question (Q), Case Study (CS), Observation (O) or No – if not verified
1A. Comply fully with the International Code of Marketing of Breast-milk Substitutes and relevant World Health Assembly resolutions.	*1. List at least 3 products that are covered by the Code.	☐ Yes ☐ No	Step 1 Slide 12	K	☐ Q ☐ CS ☐ No
	*2. Describe at least 3 ways a direct care provider protects breastfeeding in practice	☐ Yes ☐ No	Step 1 Slide 11	K	☐ Q ☐ CS ☐ No
	*3. Describe at least 1 way a direct care provider should respond if offered information provided by manufacturers and/or distributors of products within the scope of the Code.	☐ Yes ☐ No	Step 1 Slide 14	K	☐ Q ☐ CS ☐ No
	*4. Describe at least 1 type of financial or material inducement that might be offered to a direct care provider by a manufacturer and/or distributor of products within the scope of the Code.	☐ Yes ☐ No	Step 1 Slide 13	K	☐ Q ☐ CS ☐ No

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	*5. Describe at least 1 harm of a direct care provider accepting financial or material inducements.	☐ Yes ☐ No	Phrased as promotes to families and undermines confidence	K	☐ Q ☐ CS ☐ No
	*6. Explain at least 2 ways that the facility ensures that there is no promotion of infant formula, feeding bottles, or teats in any part of facilities providing maternity and newborn services, or by any of the direct care providers.	☐ Yes ☐ No	Step 1 - Slide 14, 15	K	☐ Q ☐ CS ☐ No
1B. Have a written infant feeding policy that is routinely communicated to staff and parents.	*7. Describe at least 2 elements that are in the facility's infant feeding policy.	☐ Yes ☐ No	Step 1 Slide 15	K	☐ Q ☐ CS ☐ No
	*8. Explain at least 3 ways that the infant feeding policy affects a direct care provider's work at this facility.	☐ Yes ☐ No	Discussed it as something universally accessible and visible to all	K	☐ Q ☐ CS ☐ No
1C. Establish ongoing monitoring and data-	*9. Explain at least 2 reasons why monitoring of hospital practices is important to ensure quality of care.	☐ Yes ☐ No	Step 1 Slide 17	K	☐ Q ☐ CS ☐ No

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management systems.	*10. Explain at least 2 ways practices are monitored in this facility.	☐ Yes ☐ No	Yes - examples on how to No - It is not facility	K	☐ Q ☐ CS ☐ No
2. Ensure that staff have sufficient knowledge, competence and skills to support breastfeeding.	*11. Demonstrate at least 3 aspects of listening and learning skills when talking with a mother.	☐ Yes ☐ No	specific Step 2 Slide 20 & 21	K S A	☐ Q ☐ CS ☐ O ☐ No
	*12. Demonstrate at least 3 ways to adapt communication style and content when talking with a mother.	☐ Yes ☐ No	Step 2 Slide 20 & 21	K S A	☐ Q ☐ CS ☐ O ☐ No
	*13. Demonstrate at least 2 ways to encourage a mother to share her views, taking time to understand and consider these views.	☐ Yes ☐ No	Step 2 Slide 20	K S A	☐ Q ☐ CS ☐ O ☐ No
	*14. Demonstrate at least 3 aspects of building confidence and giving support when talking with a mother.	☐ Yes ☐ No	Step 2 Slide 22	K S A	☐ Q ☐ CS ☐ O ☐ No
3. Discuss the importance and management of breastfeeding with pregnant women and their families.	*15. Engage in a conversation with a pregnant woman on 3 aspects of the importance of breastfeeding.	☐ Yes ☐ No	Step 3 25 & 26	K S A	☐ Q ☐ CS ☐ O ☐ No

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	*16. Assess at least 3 aspects of a pregnant woman’s knowledge about breastfeeding in order to fill the gaps and correct inaccuracies.	☐ Yes ☐ No	Step 2 Slide 20, Step 3 Slide 29	K S A	☐ Q ☐ CS ☐ O ☐ No
	*17. Engage in a conversation with a pregnant woman about at least 4 care practices a mother/infant dyad will experience at the birthing facility that will support breastfeeding.	☐ Yes ☐ No	Step 3 - Slide 32	K S A	☐ Q ☐ CS ☐ O ☐ No
	*29. Engage in a conversation with a mother regarding at least 3 reasons why effective exclusive breastfeeding is important.	☐ Yes ☐ No	Step 3 - slide 25, 26 Step 5 - slide 81 Step 8 - slide 120, 121	K S A	☐ Q ☐ CS ☐ O ☐ No
4. Facilitate immediate and uninterrupted skin-to-skin contact and support mothers to initiate breastfeeding as soon as possible after birth.	*18. Explain at least 3 reasons why immediate and uninterrupted skin-to-skin is important for the mother.	☐ Yes ☐ No	Step 4 Slide 50	K	☐ Q ☐ CS ☐ No
	*19. Explain at least 3 reasons why immediate and uninterrupted skin-to-skin is important for the infant.	☐ Yes ☐ No	Step 4 Slide 50	K	☐ Q ☐ CS ☐ No

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	20. Demonstrate at least 3 points of how to routinely implement immediate, uninterrupted, and safe skin-to-skin between mother and infant, regardless of method of birth.	☐ Yes ☐ No	Step 4 Slide 51, 52, 53	K S A	☐ Q ☐ CS ☐ O ☐ No
	*21. Demonstrate at least 3 safety aspects to assess when mother and baby are skin-to-skin during the first 2 hours postpartum, regardless of method of birth.	☐ Yes ☐ No	Step 4 Slide 54	K S A	☐ Q ☐ CS ☐ O ☐ No
	*22. List at least 3 reasons why skin-to-skin should NOT be interrupted.	☐ Yes ☐ No	Step 4 slide 55	K	☐ Q ☐ CS ☐ No
	*23. Explain at least 2 reasons when skin-to-skin could be interrupted for medically justifiable reasons.	☐ Yes ☐ No	Step 4 Slide 56	K	☐ Q ☐ CS ☐ No
	24. “WHERE APPLICABLE” Explain how to maintain skin-to-skin during transfer of mother and infant to another room or other recovery area.	☐ Yes ☐ No		K	☐ Q ☐ CS ☐ No

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	*25. Engage in a conversation with a mother including at least 3 reasons why suckling at the breast in the first hour is important, when the baby is ready.	☐ Yes ☐ No	Step 4 Slide 59	K S A	☐ Q ☐ CS ☐ O ☐ No
	26. Demonstrate at least 3 aspects of safe care of the newborn in the first 2 hours post-birth.	☐ Yes ☐ No	Step 4 Slide 60	K S A	☐ Q ☐ CS ☐ O ☐ No
	27. Describe to a mother at least 3 pre-feeding behaviours babies show before actively sucking at the breast.	☐ Yes ☐ No	Step 4 Slide 58	K S A	☐ Q ☐ CS ☐ O ☐ No
5. Support mothers to initiate and maintain breastfeeding and manage common difficulties.	28. Describe at least 6 essential issues that every breastfeeding mother should know or demonstrate.	☐ Yes ☐ No	Step 5 - Slide 64, 65, 66, 73, 76, 77, 90	K	☐ Q ☐ CS ☐ No
	*30. Engage in a conversation with a mother regarding 2 elements related to infant feeding patterns in the first 36 hours of life.	☐ Yes ☐ No	Anatomy & physiology Slide 46, 47, Step 6 slide 102	K S A	☐ Q ☐ CS ☐ O ☐ No
	*31. Describe to a mother at least 4 signs of adequate transfer of milk in the first few days.	☐ Yes ☐ No	Step 4 Slide 64	K S A	☐ Q ☐ CS ☐ O ☐ No

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	32. Evaluate a full breastfeeding session observing at least 5 points.	☐ Yes ☐ No	Step 4- Slide 66, 67,68,69,70, 71,72,73	K S A	☐ Q ☐ CS ☐ O ☐ No
	*33. Demonstrate at least 3 aspects of how to help a mother achieve a comfortable and safe position for breastfeeding within the first 6 hours after birth and later as needed during the hospital stay.	☐ Yes ☐ No	Step 4 - slide 66, 67, 68, 69,70,71,72	K S A	☐ Q ☐ CS ☐ O ☐ No
	*34. Demonstrate how to help a mother achieve an effective and comfortable latch, noting at least 5 points.	☐ Yes ☐ No	Step 4 - Slide 66, 67, 68, 69, 70, 71, 72	K S A	☐ Q ☐ CS ☐ O ☐ No
	40. Demonstrate to a mother how to hand express breast milk, noting 8 points.	☐ Yes ☐ No	Yes talked about slide 90, no 8 points	K S A	☐ Q ☐ CS ☐ O ☐ No
	43. Help a mother achieve a comfortable and safe position for breastfeeding with her preterm, late preterm, or weak infant at the breast, noting at least 4 points.	☐ Yes ☐ No	Not specifically with 4 points	K S A	☐ Q ☐ CS ☐ O ☐ No

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	*44. Engage in a conversation with a mother of a preterm, late preterm, or low-birth-weight infant not sucking effectively at the breast, including at least 5 points.	☐ Yes ☐ No	Step 6 slide 100, 101, 102	K S A	☐ Q ☐ CS ☐ O ☐ No
	57. Engage in a conversation with a mother regarding at least 4 different ways to facilitate breastfeeding in order to prevent or resolve most common conditions of the lactating breasts (sore nipples, engorgement, mother who thinks she doesn't have enough milk, infants who have difficulty sucking).	☐ Yes ☐ No	Step 5 Slide 64, 75, 76, 77, 78, 79, 80, Step 10 slide 133	K S A	☐ Q ☐ CS ☐ O ☐ No
	*65. Describe at least 2 maternal and 2 infant risk factors associated with delayed lactogenesis II.	☐ Yes ☐ No	Step 10 - Slide 142	K	☐ Q ☐ CS ☐ No
6. Do not provide breastfed newborns any food or fluids other than breast milk, unless medically indicated.	*29. Engage in a conversation with a mother regarding at least 3 reasons why effective exclusive breastfeeding is important.	☐ Yes ☐ No	Step 3 - Slide 25, 26 Step 5 Slide 81 Step 8 Slide 120, 121	K S A	☐ Q ☐ CS ☐ O ☐ No

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	41. Explain at least 3 aspects of appropriate storage of breast milk.	☐ Yes ☐ No		K	☐ Q ☐ CS ☐ No
	42. Explain at least 3 aspects of handling of expressed breast milk.	☐ Yes ☐ No		K	☐ Q ☐ CS ☐ No
	*47. List at least 2 potential contraindications to breastfeeding for a baby and 2 for a mother.	☐ Yes ☐ No	Step 6 Slide 86, 88	K	☐ Q ☐ CS ☐ No
	*48. Describe at least 4 medical indications for supplementing breastfed newborns: 2 maternal indications and 2 newborn indications, when breastfeeding is not improved following skilled assessment and management.	☐ Yes ☐ No	Step 6 Slide 91	K	☐ Q ☐ CS ☐ No
	*49. Describe at least 3 risks of giving a breastfed newborn any food or fluids other than breast milk, in the absence of medical indication.	☐ Yes ☐ No	Step 5 - Slide 81, 82 Step 8 Slide 120, 121 Could do more on risk to infant	K	☐ Q ☐ CS ☐ No

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	*66. Describe at least 1 professional medical reference or resource for identifying medications that are safe for use during lactation.	☐ Yes ☐ No	Step 6 Slide 87	K	☐ Q ☐ CS ☐ No
	*50. For those few health situations where infants cannot, or should not, be fed at the breast, describe, in order of preference, the alternatives to use.	☐ Yes ☐ No	Step 6 Slide 89, 99	K	☐ Q ☐ CS ☐ No
	*51. Engage in a conversation with a mother who intends to feed her baby formula, noting at least 3 actions to take.	☐ Yes ☐ No	Step 2 Slide 20, 21	K S A	☐ Q ☐ CS ☐ O ☐ No
	52. Demonstrate at least 3 important items of safe preparation of infant formula to a mother who needs that information.	☐ Yes ☐ No		K S A	☐ Q ☐ CS ☐ O ☐ No
	*67. Identify 3 high-risk infant populations that may warrant extra precautions to protect against severe infections associated with powdered infant formula.	☐ Yes ☐ No		K	☐ Q ☐ CS ☐ No

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7. Enable mothers and their infants to remain together and to practice rooming-in 24 hours a day.	*35. Engage in a conversation with a mother regarding 2 aspects related to the importance of rooming-in 24h/day.	☐ Yes ☐ No	Step 6 Slide 105, 106	K S A	☐ Q ☐ CS ☐ O ☐ No
	68. Describe 2 aspects involved in creating a safe environment for rooming-in during the hospital stay.	☐ Yes ☐ No	Step 7 Slide 106	K	☐ Q ☐ CS ☐ No
	*69. Demonstrate at least 3 safety aspects to assess when mother and baby are skin-to-skin during the postpartum hospitalization, regardless of method of birth.	☐ Yes ☐ No	Step 7 Slide 107 61	K S A	☐ Q ☐ CS ☐ O ☐ No
	*36. Explain 2 situations: 1 for the mother and 1 for the infant, when it is acceptable to separate mother and baby while in hospital.	☐ Yes ☐ No	Step 4 Slide 56, 108, 109	K	☐ Q ☐ CS ☐ No
	45. Engage in a conversation with a mother separated from her preterm or sick infant regarding at least 2 reasons to be with her infant in the intensive care unit.	☐ Yes ☐ No	Step 7 Slide 109	K S A	☐ Q ☐ CS ☐ O ☐ No

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8. Support mothers to recognize and respond to their infants' cues for feeding.	*37. Describe at least 2 early feeding cues and 1 late feeding cue.	☐ Yes ☐ No	Step 8 Slide 118	K	☐ Q ☐ CS ☐ No
	38. Describe at least 4 reasons why responsive feeding is important.	☐ Yes ☐ No	Step 8 Slide 119, 120 121	K	☐ Q ☐ CS ☐ No
	39. Describe at least 2 aspects of responsive feeding (also called on-demand or baby-led feeding) independent of feeding method.	☐ Yes ☐ No	Step 8 Slide 119	K	☐ Q ☐ CS ☐ No
	46. Engage in a conversation with a mother of a preterm, late preterm or vulnerable infant (including multiple births) regarding the importance of observing at least 2 subtle signs and behavioural state shifts to determine when it is appropriate to breastfeed.	☐ Yes ☐ No		K S A	☐ Q ☐ CS ☐ O ☐ No
	*58. Describe at least 4 elements to assess when a mother says that her infant is crying frequently.	☐ Yes ☐ No		K	☐ Q ☐ CS ☐ No

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9. Counsel mothers on the use and risks of feeding bottles, artificial nipples, and pacifiers.	53. Demonstrate to a mother how to safely cup-feed her infant when needed, showing at least 4 points.	☐ Yes ☐ No	Step 9 Slide 126	K S A	☐ Q ☐ CS ☐ O ☐ No
	54. Describe to a mother at least 4 steps to feed an infant a supplement in a safe manner.	☐ Yes ☐ No	Step 9 Slide 126	K S A	☐ Q ☐ CS ☐ O ☐ No
	*55. Describe at least 2 alternative feeding methods other than feeding bottles.	☐ Yes ☐ No	Step 9 Slide 126	K	☐ Q ☐ CS ☐ No
	56. Engage in a conversation with a mother who requests feeding bottles, teats, pacifiers, and soothers without medical indication, including at least 3 points.	☐ Yes ☐ No	Step 9 Slide 125, 126,127, 128	K S A	☐ Q ☐ CS ☐ O ☐ No
	*59. Describe at least 4 elements of anticipatory guidance to give to a mother on calming or soothing techniques before or as alternatives to pacifiers.	☐ Yes ☐ No	Step 4 Slide 50, Step 9 Slide 128	K	☐ Q ☐ CS ☐ No

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Step	Performance Indicator	Covered	Where Content Is Located	K/S/A	How Verified (Check all that apply) Question (Q), Case Study (CS), Observation (O) or No – if not verified
	*70. Describe when the acceptable time is for introducing a pacifier with a breastfeeding infant, with regards to SUID/SIDS reduction strategies.	☐ Yes ☐ No		K	☐ Q ☐ CS ☐ No
10. Coordinate discharge so that parents and their infants have timely access to ongoing support and care.	57. Engage in a conversation with a mother regarding at least 4 different ways to facilitate breastfeeding in order to prevent or resolve most common conditions of the lactating breasts (sore nipples, engorgement, mother who thinks she doesn't have enough milk, infants who have difficulty sucking).	☐ Yes ☐ No	Step 5 Slide 64, 75, 76, 77, 78, 79, 80 Step 10 Slide 133	K S A	☐ Q ☐ CS ☐ O ☐ No
	60. Describe at least 2 locally available sources for timely infant feeding information and problem management.	☐ Yes ☐ No	Step 10 Slide 139	K	☐ Q ☐ CS ☐ No
	61. Describe at least 2 ways the healthcare facility engages with community-based programmes to coordinate breastfeeding messages and offer continuity of care.	☐ Yes ☐ No	Step 10 slide 139	K	☐ Q ☐ CS ☐ No

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Step	Performance Indicator	Covered	Where Content Is Located	K/S/A	How Verified (Check all that apply) Question (Q), Case Study (CS), Observation (O) or No – if not verified
	*62. Develop individualized discharge feeding plans with a mother that includes at least 6 points.	☐ Yes ☐ No	Step 10 Slide 138	K S A	☐ Q ☐ CS ☐ O ☐ No
	*63. Describe to a mother at least 4 warning signs of infant undernourishment or dehydration for a mother to contact a health care professional after discharge.	☐ Yes ☐ No	Step 10 slide 143	K S A	☐ Q ☐ CS ☐ O ☐ No
	*64. Describe at least 3 warning maternal signs for a mother to contact a health care professional after discharge.	☐ Yes ☐ No	Step 10 Slide 144	K	☐ Q ☐ CS ☐ No

Participation in the 4-D Pathway and use of the Baby-Friendly USA tools does not guarantee that facilities will receive the Baby-Friendly designation. Facilities are responsible for implementing all of the changes and quality improvement activities necessary to ensure that they have successfully incorporated all of the *Guidelines and Evaluation Criteria* into their daily practice. The Baby-Friendly designation is granted after an on-site assessment by the Baby-Friendly assessment team and a review by the External Review Board (ERB) determines that the *Guidelines and Evaluation Criteria* were successfully implemented.

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APPENDIX A - PERFORMANCE INDICATORS FOR CRITICAL MANAGEMENT STEPS

CRITICAL MANAGEMENT STEPS			
ALL DIRECT CARE STAFF AND DIRECT CARE PROVIDERS			
PERFORMANCE INDICATORS	KSA	Direct Care Providers	Direct Care Staff
Note: - Performance Indicators #1-64: Specific to the WHO/UNICEF requirements - Performance Indicators #65-70: Specific to the USA BFHI requirements			
Step 1A			
1. List at least 3 products that are covered by the Code.	K	✓ K	✓ K
2. Describe at least 3 ways a direct care provider/staff protects breastfeeding in practice	K	✓ K	✓ K
3. Describe at least 1 way a direct care provider/staff should respond if offered information provided by manufacturers and/or distributors of products within the scope of the Code.	K	✓ K	✓ K
4. Describe at least 1 type of financial or material inducement that might be offered to a direct care provider/staff by a manufacturer and/or distributor of products within the scope of the Code.	K	✓ K	✓ K
5. Describe at least 1 harm of a direct care provider/staff accepting financial or material inducements.	K	✓ K	✓ K
6. Explain at least 2 ways that the facility ensures that there is no promotion of infant formula, feeding bottles, or artificial nipples in any part of facilities providing maternity and newborn services, or by any of the direct care providers/staff.	K	✓ K	✓ K
Step 1B			
7. Describe at least 2 elements that are in the facility's infant feeding policy.	K	✓ K	✓ K
8. Explain at least 3 ways that the infant feeding policy affects a direct care provider's/staff's work at this facility.	K	✓ K	✓ K
Step 1C			
9. Explain at least 2 reasons why monitoring of hospital practices is important to ensure quality of care.	K	✓ K	✓ K
10. Explain at least 2 ways practices are monitored in this facility.	K	✓ K	✓ K
Step 2			
11. Demonstrate at least 3 aspects of listening and learning skills when talking with a mother.	KSA	✓ K ☐ SA	✓ KSA
12. Demonstrate at least 3 ways to adapt communication style and content when talking with a mother.	KSA	✓ K ☐ SA	✓ KSA

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13. Demonstrate at least 2 ways to encourage a mother to share her views, taking time to understand and consider these views.	KSA	✓ K ☐ SA	✓ KSA
14. Describe at least 3 aspects of building confidence and giving support when talking with a mother.	KSA	✓ K ☐ SA	✓ KSA

APPENDIX B - PERFORMANCE INDICATORS FOR CLINICAL PRACTICE STEPS

CLINICAL PRACTICE STEPS							
PERFORMANCE INDICATORS Note: - Performance Indicators #1-64: Specific to the WHO/UNICEF requirements - Performance Indicators #65-70: Specific to the USA BFHI requirements	KSA	Affiliated Prenatal Services		Labor and Delivery Unit		Postpartum and Newborn Units	
Step 3							
Performance Indicators	KSA	Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff
15. Engage in a conversation with a pregnant woman on 3 aspects of the importance of breastfeeding.	KSA	✓ K ☐ SA	✓ KSA	✓ K ☐ SA	✓ KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A
16. Assess at least 3 aspects of a pregnant woman’s knowledge about breastfeeding in order to fill the gaps and correct inaccuracies.	KSA	✓ K ☐ SA	✓ KSA	✓ K ☐ SA	✓ KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A
17. Engage in a conversation with a pregnant woman about at least 4 care practices a mother/infant dyad will experience at the birthing facility that will support breastfeeding.	KSA	✓ K ☐ SA	✓ KSA	✓ K ☐ SA	✓ KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A
29. Engage in a conversation with a mother regarding at least 3 reasons why effective exclusive breastfeeding is important.	KSA	✓ K ☐ SA	✓ KSA	✓ K ☐ SA	✓ KSA	✓ K ☐ SA	✓ KSA
Step 4							
Performance Indicators	KSA	Affiliated Prenatal		Labor & Delivery		Postpartum/Newborn	
		Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff

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18. Explain at least 3 reasons why immediate and uninterrupted skin-to-skin is important for the mother.	K	✓ K	✓ K	✓ K	✓ K	☐ K ☐ N/A	☐ K ☐ N/A
19. Explain at least 3 reasons why immediate and uninterrupted skin-to-skin is important for the infant.	K	✓ K	✓ K	✓ K	✓ K	☐ K ☐ N/A	☐ K ☐ N/A
20. Demonstrate at least 3 points of how to routinely implement immediate, uninterrupted, and safe skin-to-skin between mother and infant, regardless of method of birth.	KSA	☐ K ☐ SA ☐ N/A	✓ K ☐ SA	☐ K ☐ SA ☐ N/A	✓ KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A
21. Demonstrate at least 3 safety aspects to assess when mother and baby are skin-to-skin during the first 2 hours postpartum, regardless of method of birth.	KSA	✓ K ☐ SA	☐ K ☐ SA ☐ N/A	✓ K ☐ SA	✓ KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A
22. List at least 3 reasons why skin-to-skin should NOT be interrupted.	K	✓ K	✓ K	✓ K	✓ K	☐ K ☐ N/A	☐ K ☐ N/A
23. Explain at least 2 reasons when skin-to-skin could be interrupted for medically justifiable reasons.	K	✓ K	✓ K	✓ K	✓ K	☐ K ☐ N/A	☐ K ☐ N/A
24. *WHERE APPLICABLE* Explain how to maintain skin-to-skin during transfer of mother and infant to another room or other recovery area.	K	☐ K ☐ N/A	☐ K ☐ N/A	☐ K ☐ N/A	☐ K ☐ N/A	☐ K ☐ N/A	☐ K ☐ N/A
25. Engage in a conversation with a mother including at least 3 reasons why suckling at the breast in the first hour is important, when the baby is ready.	KSA	✓ K ☐ SA	✓ KSA	✓ K ☐ SA	✓ KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A
26. Demonstrate at least 3 aspects of safe care of the newborn in the first 2 hours post-birth.	KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	✓ KSA	☐ K ☐ SA ☐ N/A	✓ KSA
27. Describe to a mother at least 3 pre-feeding behaviors babies show before actively sucking at the breast.	KSA	☐ K ☐ SA ☐ N/A	✓ K ☐ SA	☐ K ☐ SA ☐ N/A	✓ KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A
Step 5							
Performance Indicators	KSA	Affiliated Prenatal		Labor & Delivery		Postpartum/Newborn	
		Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff

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28. Describe at least 6 essential issues that every breastfeeding mother should know or demonstrate.	K	☐ K ☐ N/A	☒ K	☐ K ☐ N/A	☒ K	☐ K ☐ N/A	☒ K
30. Engage in a conversation with a mother regarding 2 elements related to infant feeding patterns in the first 36 hours of life.	KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☒ K ☐ SA	☒ KSA	☒ K ☐ SA	☒ KSA
31. Describe to a mother at least 4 signs of adequate transfer of milk in the first few days.	KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☒ K ☐ SA	☒ KSA	☒ K ☐ SA	☒ KSA
32. Evaluate a full breastfeeding session observing at least 5 points.	KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☒ KSA	☐ K ☐ SA ☐ N/A	☒ KSA
33. Demonstrate at least 3 aspects of how to help a mother achieve a comfortable and safe position for breastfeeding within the first 6 hours after birth and later as needed during the hospital stay.	KSA	☒ KSA	☒ KSA	☒ KSA	☒ KSA	☒ KSA	☒ KSA
34. Demonstrate how to help a mother achieve an effective and comfortable latch, noting at least 5 points.	KSA	☒ KSA	☒ KSA	☒ KSA	☒ KSA	☒ KSA	☒ KSA
40. Demonstrate to a mother how to hand express breast milk, noting 8 points.	KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☒ KSA	☐ K ☐ SA ☐ N/A	☒ KSA
43. Help a mother achieve a comfortable and safe position for breastfeeding with her preterm, late preterm, or weak infant at the breast, noting at least 4 points.	KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☒ KSA	☐ K ☐ SA ☐ N/A	☒ KSA
44. Engage in a conversation with a mother of a preterm, late preterm, or low-birth-weight infant not sucking effectively at the breast, including at least 5 points.	KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☒ K ☐ SA	☒ KSA	☒ K ☐ SA	☒ KSA
57. Engage in a conversation with a mother regarding at least 4 different ways to facilitate breastfeeding in order to prevent or resolve most common conditions of the lactating breasts (sore nipples, engorgement, mother who thinks she doesn't have enough milk, infants who have difficulty sucking).	KSA	☐ K ☐ SA ☐ N/A	☒ KSA	☐ K ☐ SA ☐ N/A	☒ KSA	☐ K ☐ SA ☐ N/A	☒ KSA

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65. Describe at least 2 maternal and 2 infant risk factors associated with delayed lactogenesis II.	K	✓ K	✓ K	✓ K	✓ K	✓ K	✓ K
Step 6							
Performance Indicators	KSA	Affiliated Prenatal		Labor & Delivery		Postpartum/Newborn	
		Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff
29. Engage in a conversation with a mother regarding at least 3 reasons why effective exclusive breastfeeding is important.	KSA	✓ K ☐ SA	✓ KSA	✓ K ☐ SA	✓ KSA	✓ K ☐ SA	✓ KSA
41. Explain at least 3 aspects of appropriate storage of breast milk.	K	☐ K ☐ N/A	☐ K ☐ N/A	☐ K ☐ N/A	✓ K	☐ K ☐ N/A	✓ K
42. Explain at least 3 aspects of handling of expressed breast milk.	K	☐ K ☐ N/A	☐ K ☐ N/A	☐ K ☐ N/A	✓ K	☐ K ☐ N/A	✓ K
47. List at least 2 potential contraindications to breastfeeding for a baby and 2 for a mother.	K	✓ K	✓ K	✓ K	✓ K	✓ K	✓ K
48. Describe at least 4 medical indications for supplementing breastfed newborns: 2 maternal indications and 2 newborn indications, when breastfeeding is not improved following skilled assessment and management.	K	✓ K	✓ K	✓ K	✓ K	✓ K	✓ K
49. Describe at least 3 risks of giving a breastfed newborn any food or fluids other than breast milk, in the absence of medical indication.	K	✓ K	✓ K	✓ K	✓ K	✓ K	✓ K
66. Describe at least 1 professional medical reference or resource for identifying medications that are safe for use during lactation.	K	✓ K	✓ K	✓ K	✓ K	✓ K	✓ K
50. For those few health situations where infants cannot, or should not, be fed at the breast, describe, in order of preference, the alternatives to use.	K	✓ K	✓ K	✓ K	✓ K	✓ K	✓ K
51. Engage in a conversation with a mother who intends to feed her baby formula, noting at least 3 actions to take.	KSA	✓ K ☐ SA	✓ KSA	✓ K ☐ SA	✓ KSA	✓ K ☐ SA	✓ KSA
52. Demonstrate at least 3 important items of safe preparation of infant formula to a mother who needs that information.	KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	✓ KSA	☐ K ☐ SA ☐ N/A	✓ KSA
67. Identify 3 high-risk infant populations that may warrant extra precautions to	K	✓ K	✓ K	✓ K	✓ K	✓ K	✓ K

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protect against severe infections associated with powdered infant formula.							
Step 7							
Performance Indicators	KSA	Affiliated Prenatal		Labor & Delivery		Postpartum/Newborn	
		Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff
35. Engage in a conversation with a mother regarding 2 aspects related to the importance of rooming-in 24h/day.	KSA	✓ K ☐ SA	✓ KSA	✓ K ☐ SA	✓ KSA	✓ K ☐ SA	✓ KSA
68. Describe 2 aspects involved in creating a safe environment for rooming-in.	K	☐ K ☐ N/A	✓ K	☐ K ☐ N/A	☐ K ☐ N/A	☐ K ☐ N/A	✓ K
69. Demonstrate at least 3 safety aspects to assess when mother and baby are skin-to-skin during the postpartum hospitalization, regardless of method of birth.	KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	✓ K ☐ SA	✓ KSA
36. Explain 2 situations: 1 for the mother and 1 for the infant, when it is acceptable to separate mother and baby while in hospital.	K	☐ K ☐ N/A	☐ K ☐ N/A	✓ K	✓ K	✓ K	✓ K
45. Engage in a conversation with a mother separated from her preterm or sick infant regarding at least 2 reasons to be with her infant in the intensive care unit.	KSA	☐ K ☐ SA ☐ N/A	✓ KSA	☐ K ☐ SA ☐ N/A	✓ KSA	☐ K ☐ SA ☐ N/A	✓ KSA
Step 8							
Performance Indicators	KSA	Affiliated Prenatal		Labor & Delivery		Postpartum/Newborn	
		Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff
37. Describe at least 2 early feeding cues and 1 late feeding cue.	K	✓ K	✓ K	✓ K	✓ K	✓ K	✓ K
38. Describe at least 4 reasons why responsive feeding (also called on-demand or baby-led feeding) is important.	K	☐ K ☐ N/A	✓ K	☐ K ☐ N/A	✓ K	☐ K ☐ N/A	✓ K
39. Describe at least 2 aspects of responsive feeding (also called on-demand or baby-led feeding) independent of feeding method.	K	☐ K ☐ N/A	✓ K	☐ K ☐ N/A	✓ K	☐ K ☐ N/A	✓ K
46. Engage in a conversation with a mother of a preterm, late preterm or	KSA	☐ K	☐ K	☐ K	✓ KSA	☐ K	✓ KSA

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vulnerable infant (including multiple births) regarding the importance of observing at least 2 subtle signs and behavioral state shifts to determine when it is appropriate to breastfeed.		☐ SA ☐ N/A	☐ SA ☐ N/A	☐ SA ☐ N/A		☐ SA ☐ N/A	
58. Describe at least 4 elements to assess when a mother says that her infant is crying frequently.	K	☐ K ☐ N/A	☐ K ☐ N/A	✓ K	✓ K	✓ K	✓ K
Step 9							
Performance Indicators	KSA	Affiliated Prenatal		Labor & Delivery		Postpartum/Newborn	
		Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff
53. Demonstrate to a mother how to safely cup-feed her infant when needed, showing at least 4 points	KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	✓ KSA	☐ K ☐ SA ☐ N/A	✓ KSA
54. Describe to a mother at least 4 steps to feed an infant a supplement in a safe manner.	KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	✓ KSA	☐ K ☐ SA ☐ N/A	✓ KSA
55. Describe at least 2 alternative feeding methods other than feeding bottles.	K	☐ K ☐ N/A	☐ K ☐ N/A	✓ K	✓ K	✓ K	✓ K
56. Engage in a conversation with a mother who requests feeding bottles, artificial nipples, and pacifiers without medical indication, including at least 3 points.	KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	✓ KSA	☐ K ☐ SA ☐ N/A	✓ KSA
59. Describe at least 4 elements of anticipatory guidance to give to a mother on calming or soothing techniques before or as alternatives to pacifiers.	K	☐ K ☐ N/A	☐ K ☐ N/A	✓ K	✓ K	✓ K	✓ K
70. Describe when the appropriate time is for introducing a pacifier with a breastfeeding infant, with regards to SUID/SIDS reduction strategies.	K	✓ K	✓ K	✓ K	✓ K	✓ K	✓ K
Step 10							
Performance Indicators	KSA	Affiliated Prenatal		Labor & Delivery		Postpartum/Newborn	
		Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff	Direct Care Providers	Direct Care Staff
60. Describe at least 2 locally available sources for timely infant feeding	K	☐ K	✓ K	☐ K	☐ K	☐ K	✓ K

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information and problem management.		☐ N/A		☐ N/A	☐ N/A	☐ N/A	
61. Describe at least 2 ways the healthcare facility engages with community-based programs to coordinate breastfeeding messages and offer continuity of care.	K	☐ K ☐ N/A	☐ K ☐ N/A	☐ K ☐ N/A	☐ K ☐ N/A	☐ K ☐ N/A	✓ K
62. Develop individualized discharge feeding plan with a mother that includes at least 6 points.	KSA	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	☐ K ☐ SA ☐ N/A	✓ K ☐ SA	✓ KSA
63. Describe to a mother at least 4 warning signs of infant undernourishment or dehydration for a mother to contact a health care professional after discharge.	KSA	✓ K ☐ SA	✓ KSA	✓ K ☐ SA	✓ KSA	✓ K ☐ SA	✓ KSA
64. Describe at least 3 warning maternal signs for a mother to contact a health care professional after discharge.	K	✓ K	✓ K	✓ K	✓ K	✓ K	✓ K

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