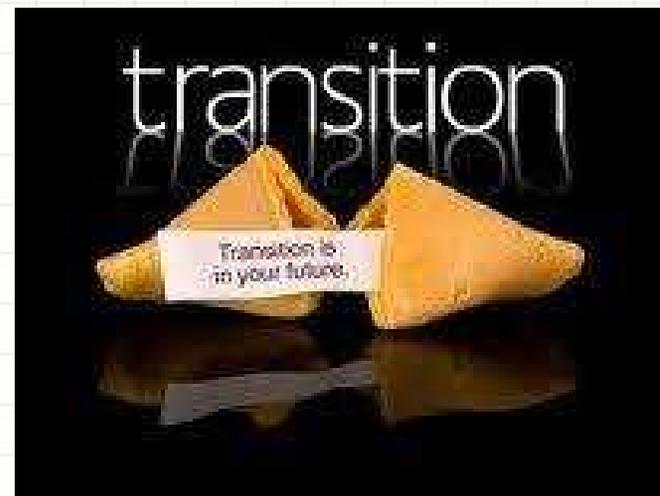


TRANSITIONS: DIETITIANS AS CHANGE AGENTS

Cheryl Alto & Vernita Reyna

May 27, 2014



Today's Overview

1

- Transitions & Changes

2

- Abbott Formula Changes

3

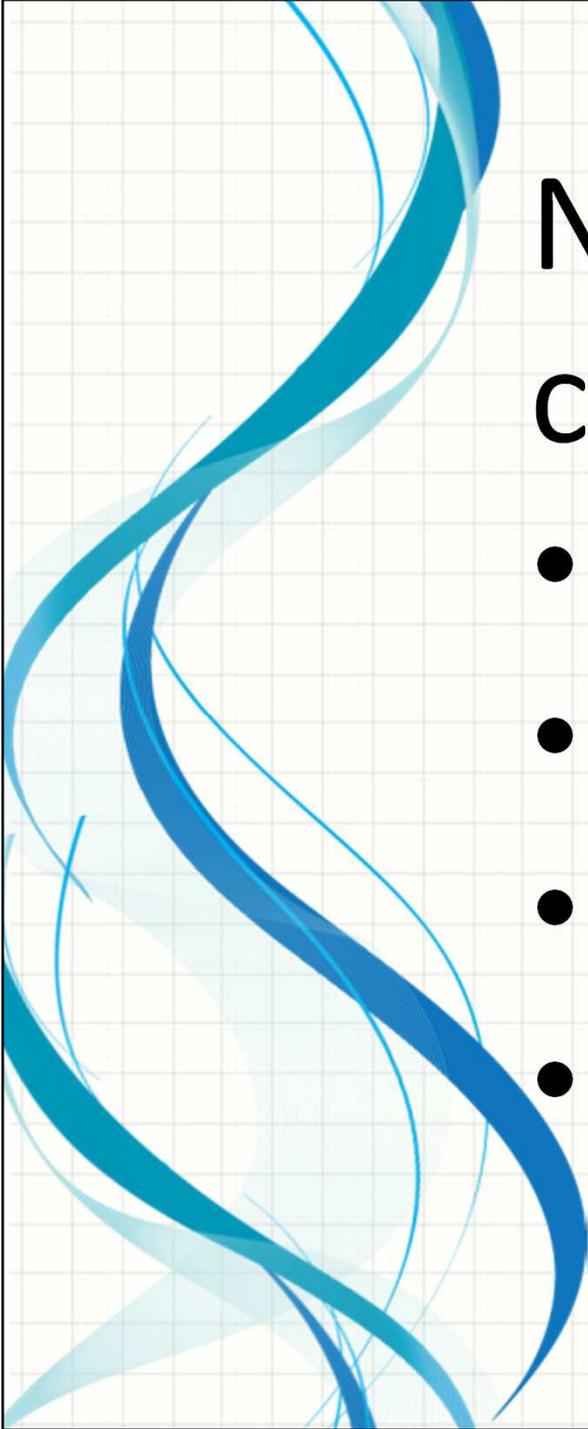
- Milk Changes

Transitions and
Changes:
Opportunities or
Hurdles?



Navigating transitions





Normal responses to change:

- Resistance
- Ambivalence
- Loss
- Magical thinking

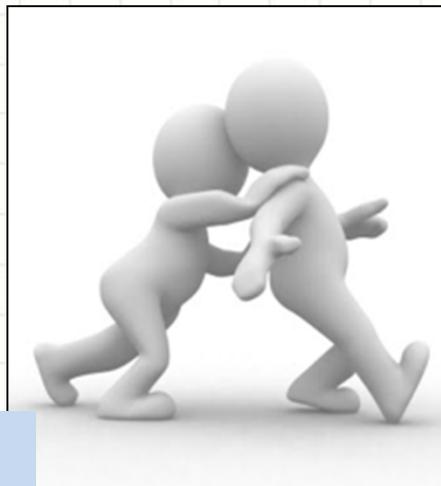
What responses to change have you observed?



Worry, anxiety?



Ignore, procrastinate?



Wrestle with it?



Fix it?

Helping to embrace change

Personal change happens when:

- We want to
- We know how
- We believe we can





Be the change you want to see

- A mindset, a “special sauce” - helping others learn how to do things in new ways
- Ability to recognize change-and resistance to change- as normal and not personal

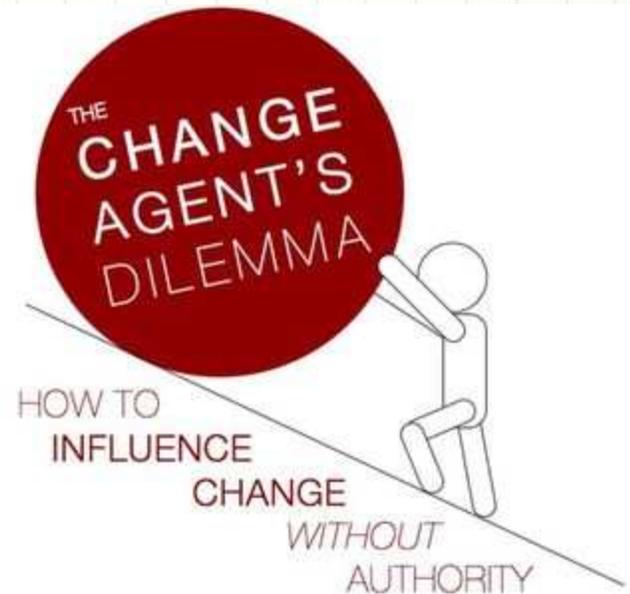
“Special Sauce” of Change Agents

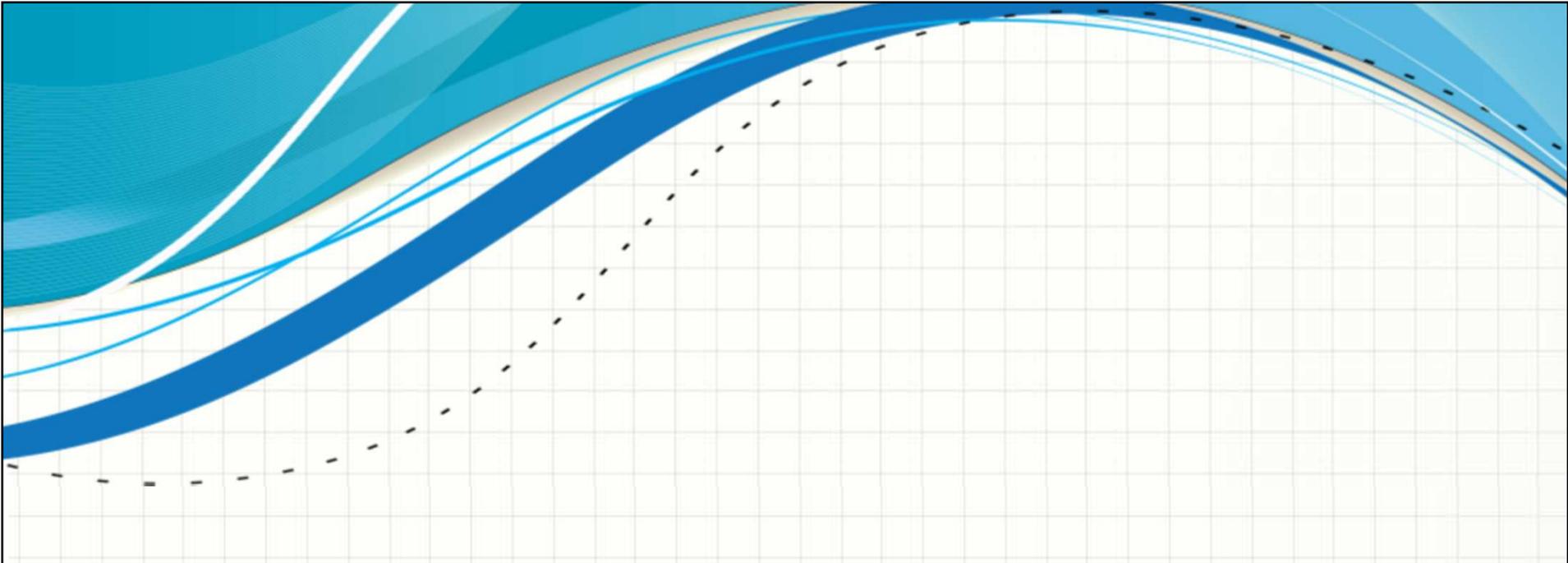
- Optimistic, can-do attitude
- Trust
- Empowers others
- Courage to speak up, asks the tough questions
- Problem solver, thinks outside the box
- Humility, in it for the team
- Patient and persistent



Change Agent Toolkit

- Attitude matters, from any position
- Hit the ground running
- Support
- Realistic time frames, expectations
- Celebrate small victories



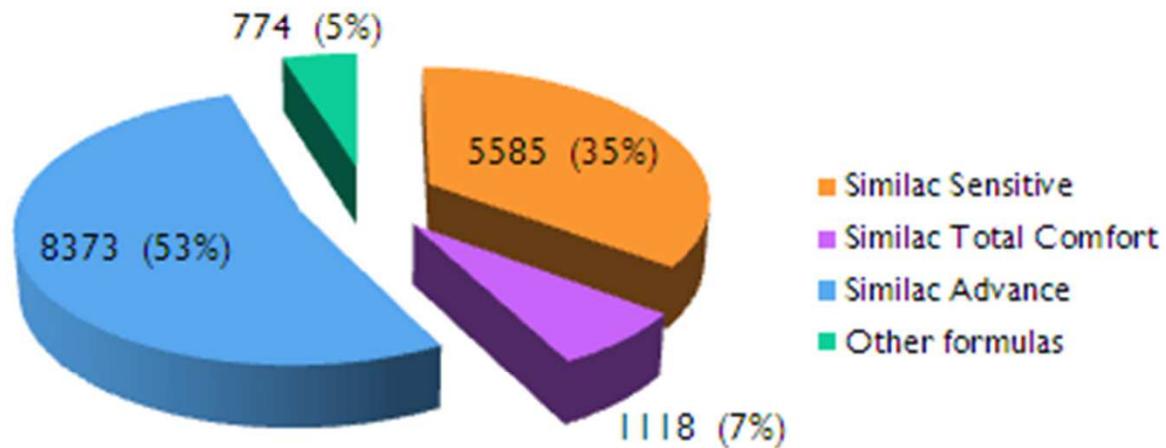


ABBOTT FORMULA CHANGES

Abbott Changes

How many Oregon WIC babies are on these formulas?

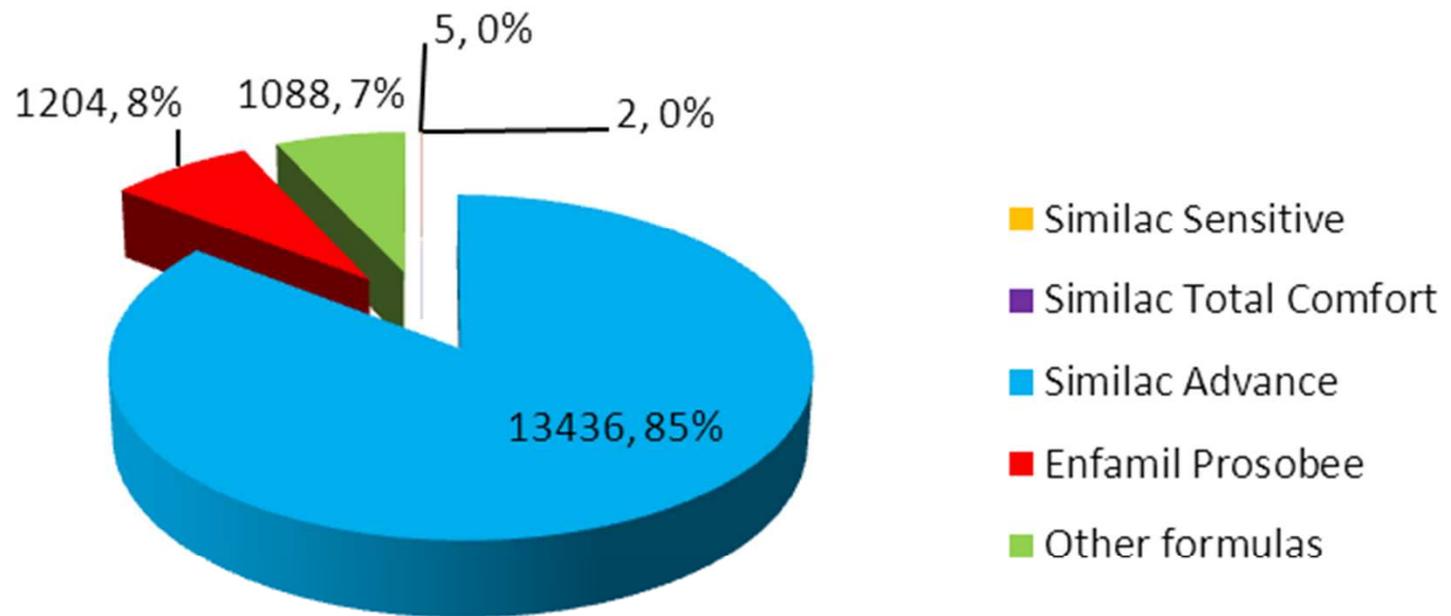
Statewide December 2013



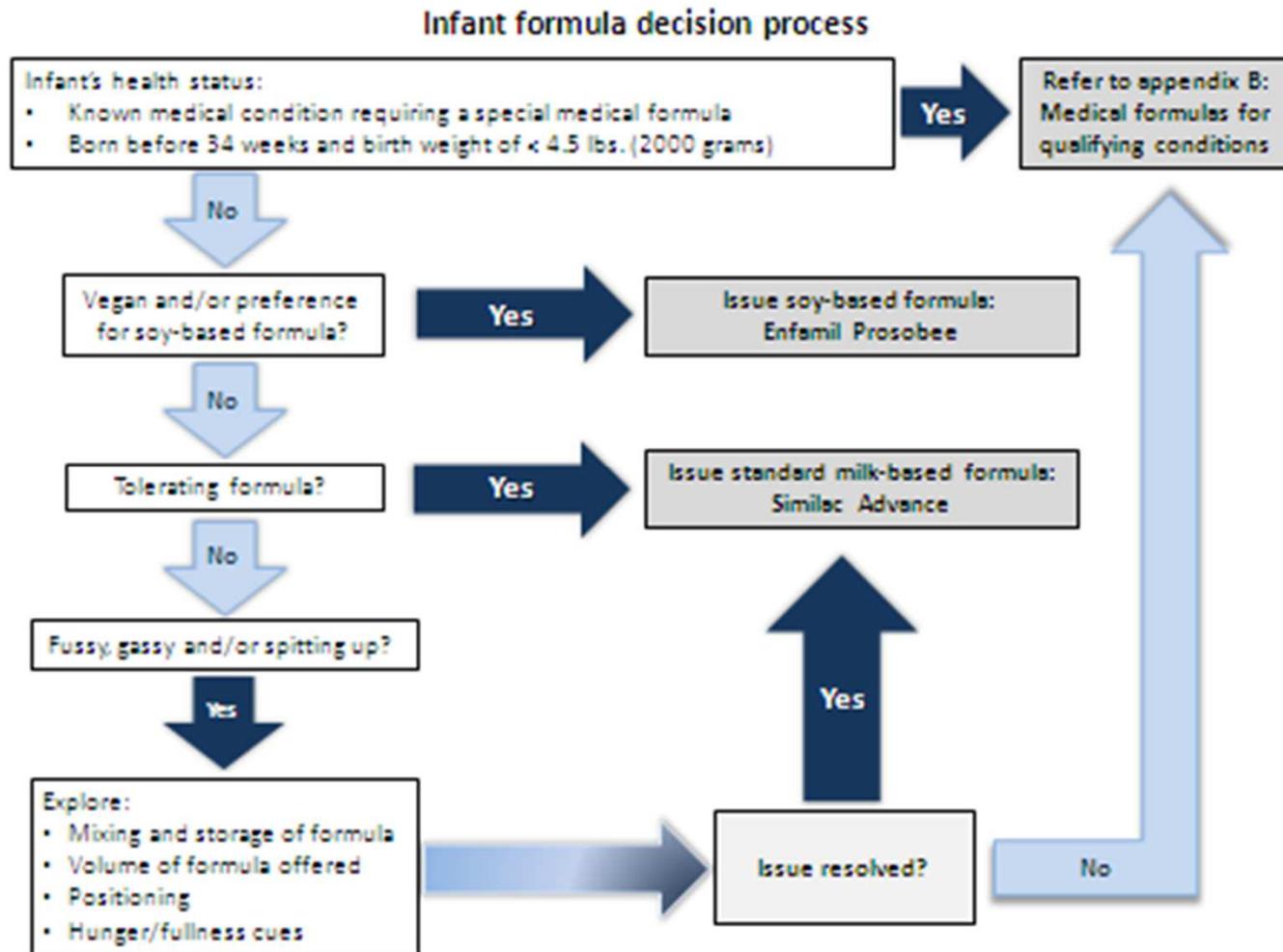
▶ 6

2014 Formula Changes in WIC

Abbott Changes: planning and hard work has been successful



New tools: Infant Formula Flowchart



Critical thinking informs practice

- What was the issue?
- What assessment questions did you ask?
- What was the outcome?
- What worked well?
- What did you wish you would have thought of then?
- What did you learn that can help you with other food/formula changes?



Building on Success: Transferable Skills and Attitudes

- Positive
- Patient
- Proactive





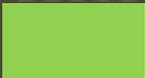
TRANSITION



Changes to Milk Assignments

Change #1:
Standard milk for
children 2-5 and all
women will be fat-
free (non-fat/skim)
or 1% only.

▶ Starting 6/30/2014



Milk changes are coming to WIC!

We are making a healthy change to the milk that WIC provides for you and your family!

Now, women and children over two years old will receive fat-free (non-fat) and 1% milk. These milks have the same vitamins and minerals, like calcium and vitamin D, to keep the body growing strong and healthy.

Please talk to a WIC counselor if you have any questions about this change.



Which Milk is Healthiest?



All milk contains the same essential nutrients

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Inform participants as soon as you can to give those using 2% as much time as possible to change to 1%.

Change #2

Children 2-5 and women may be assigned a milk module that includes 2% in certain situations.

▶ Starting 6/30/2014



When can we assign 2% to older children and women?

When certain risks are present...

101 – Underweight (women)

103 – Underweight or at-Risk of
(children 2-5)

131 – Low Maternal Weight Gain (women)

132 – Maternal Weight Loss during
Pregnancy (women)

134 – Failure to Thrive (FTT) (children 2-5)

Optional. Risk assignment serves as justification for 2% issuance.



When can we assign 2% to older children and women?



During a health assessment, an issue is identified that might impact weight or weight gain...

- ▶ Family history of underweight
- ▶ The growth pattern shows a trend of poor weight gain
- ▶ The parent expresses concerns about the child's growth and health
- ▶ The participant's health care provider requests 2% because of a health concern
- ▶ Other issues identified by the CPA.

Document issues in progress notes to justify 2% issuance

When can we assign 2% to older children and women?



During a diet assessment, it is determined that the participant would benefit from having 1 or 2 months of 2% milk to transition from whole milk to 1%...

- ▶ A 24 month-old child who has been on whole milk and whose family currently uses higher fat milk
- ▶ A new WIC participant whose family has never used lower fat milk.

Assign 1 or 2 months of 2% milk to transition to 1%, then assign the standard milk module for the remainder of the certification period.

Document the transition plan in Progress Notes.

Change #3
Children 12-23
months may be
assigned 2% milk
in certain
situations.

▶ Starting 6/30/2014



When can we assign 2% to children 12-23 months?

When Risk 115 High Weight for Length is assigned

2% is optional for participants with this risk

Risk assignment serves as documentation for 2% issuance.



When can we assign 2% to children 12-23 months?



During a health assessment, an issue is identified that might impact weight or weight gain...

- ▶ The growth pattern shows a trend of high weight gain
- ▶ The parent expresses concerns about :
 - a family history of overweight, cardiovascular disease, or high cholesterol
 - the child's growth and health;
- ▶ The participant's health care provider requests 2% because of a health concern
- ▶ Other issues or risks identified by the CPA

Document issues in progress notes to justify 2% issuance

What will the transition look like in your clinic?

- What will you share?
- When will you share it?
- What tools, resources do you need?



Case Study

What would you do?

Dad brings in his 3 year old daughter for a recert. The child's general health and BMI are normal for her age. The certifier explains the changes in milk. Dad is adamant that his family only drinks 2%.

If you were the certifier, how would you respond?
What milk module would you assign?
What action steps would you take?



SMALL CHANGES MAKE A BIG DIFFERENCE!!

Did you know?
 100% of babies born in the United States are breastfed.

Beginning July 2014, only low-fat (1%) and non-fat (skim/fat-free) milk will be provided for women and children > 2 years of age.

Sabia Usted Que?
 ¿Se sabe realmente a mejor lo salud de nuestro familia?

Empesando Julio 2014, solo la leche descremada(1%) y la leche sin grasa(skim) seran proveidas para las mujeres y niños > 2 años de edad.

Did you know?
 100% of babies born in the United States are breastfed.

Sabia usted que?
 ¿Se sabe realmente a mejor lo salud de nuestro familia?



100% of babies born in the United States are breastfed.

WHOLE MILK

Nutrition Facts	
Per 1 Cup (240 mL)	
Total Fat	8g
Total Carbohydrate	12g
Total Protein	8g
Dietary Fiber 0g	
Sugars 12g	
Calcium 30%	
Vitamin D 25%	

2% MILK

2% MILK

Nutrition Facts	
Per 1 Cup (240 mL)	
Total Fat	5g
Total Carbohydrate	12g
Total Protein	8g
Dietary Fiber 0g	
Sugars 12g	
Calcium 30%	
Vitamin D 25%	

1% MILK

1% MILK

Nutrition Facts	
Per 1 Cup (240 mL)	
Total Fat	2g
Total Carbohydrate	12g
Total Protein	8g
Dietary Fiber 0g	
Sugars 12g	
Calcium 30%	
Vitamin D 25%	

Did you know?
 100% of babies born in the United States are breastfed.

Sabia Usted Que?
 ¿Se sabe realmente a mejor lo salud de nuestro familia?

NON-FAT MILK

NON-FAT MILK

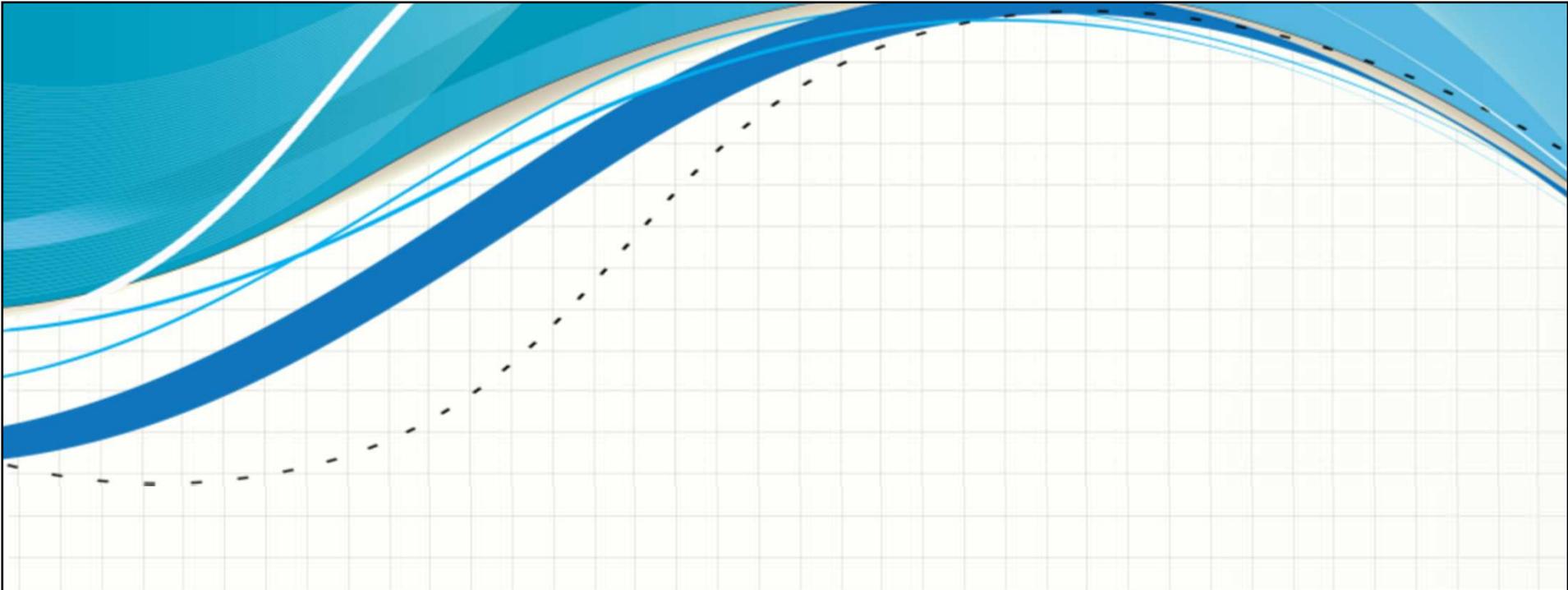
Nutrition Facts	
Per 1 Cup (240 mL)	
Total Fat	0g
Total Carbohydrate	12g
Total Protein	8g
Dietary Fiber 0g	
Sugars 12g	
Calcium 30%	
Vitamin D 25%	

Did you know?
WIC is helping improve the
health of our families!

**Beginning July 2014, only
low-fat (1%) and non-fat
(skim/fat-free) milk will be
provided for women and
children > 2 years of age.**

Resources

- <Molly Kellogg resources>
<<http://public.health.oregon.gov/HealthyPeopleFamilies/wic/Pages/orwl.aspx>>
- <Milk options>
<<http://public.health.oregon.gov/HealthyPeopleFamilies/wic/Pages/freshchoices.aspx>>



QUESTIONS?