

**Kansas Baby Behavior Campaign (KBBC)
Local Agency Meeting #3
“Baby Behavior Mysteries” & KBBC Progress Check**



Overview

The Kansas 2015 Nutrition Services Plan, Clinic Improvement Strategic Action Plan lists:

- Action Step #2 as “Existing employees of Local Agency (LA) complete additional training as needed.”
- Action Step #4 as “Periodically include the clinic’s progress with KBB at staff meetings/discussion (e.g. quarterly.) Document the meetings/discussion and record those in attendance.”

The “Baby Behavior Mysteries” activity (described below) and related discussion partially fulfills both of these action steps. For LAs that have a consultant RD, be sure to involve the RD. The activity will also be used later as additional KBBC training for new staff. (See note about using Baby Behavior Mysteries for individual training on page 3.)

The activity also may be considered one of the required training opportunities to meet policy [ADM 11.01.00 Local Agency Staff Training – Ongoing Training.](#)

Timeline: If possible, complete by March 31, 2015; Required by June 30, 2015.

If a staff member cannot attend the meeting, the Baby Behavior Mysteries component can be completed individually. (See page 3.) If time is a major difficulty, the two parts of this meeting can be held on different days.

Leader/s: The person/s leading the activity should be someone that attended the 2013 KBBC Train-the-Trainer conference. If no one attended the KBBC Train-the-Trainer conference, then the WIC Coordinator or Nutrition Services Coordinator should lead the meeting. (The LA WIC Coordinator is responsible to see the training is scheduled and completed by WIC staff.)

Purpose of Baby Behavior Mysteries activity: Give staff members an opportunity to review Baby Behavior concepts and problem solve when presented with different infant crying scenarios.

Competencies addressed in Baby Behavior Mysteries activity:

1. Staff member is able to identify infant needs based on description of behaviors.
2. Staff member can identify appropriate responses to meet baby’s needs.

Accessing Baby Behavior Mysteries: The PowerPoint is located on the Training page of the Kansas WIC website. Scroll to bottom and look for Kansas Baby Behavior.
http://www.kansaswic.org/local_agencies/training.html

Materials Needed:

- Computer with PowerPoint.
- Very small groups might be able to just sit around one computer. Larger groups will need a projector. (There is no audio so will not need speakers.)

- Space for meeting.
- Have staff bring training notebook from Baby Behavior, including the Baby Behavior Key Messages sheet.
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Advance Preparation by Leader:

- Remind staff members of KBBC message priorities set at staff meetings in 2014. Ask staff to come prepared to comment on progress and if the clinic should set new priorities. Encourage them to bring a specific example of how they have used one of the messages.
- Review Baby Behavior Mysteries PowerPoint.
- If using projector, practice set-up.
- Identify a recorder for the second part of the meeting.

Agenda:

1. **Baby Behavior Mysteries.** (Estimated time for completion: 20-30 minutes.)
 - a. Tell staff members: *We'll review Baby Behavior concepts about infant crying with this "Mystery Curtain" game. We'll be completing five scenarios.*
 - b. Go through the instructions on Slide 2. Emphasize that there is no right or wrong answer. A parent may try several actions before finding what her baby needs. We might need to do the same. But understanding Baby Behavior concepts might help get to the desired result more effectively.
 - c. For each scenario
 - i. Have someone read the scenarios.
 - ii. Before clicking on an action, try to figure out why the baby is crying.
 - iii. Decide what action to take and click to read what's behind the curtain. Did the action get the desired results? If not, try a different action behind another curtain.
 - d. During the activity, consider these questions to promote discussion.
 - i. *Discussion about Tanya:* Was Tanya showing hunger cues? Since Tanya is fussy right after feeding, it is unlikely that her fussiness/crying is a hunger cue. What else would you expect to see if Tanya was hungry?
 - ii. *Discussion about Elena:* How did you know Elena was hungry?
 - iii. *Discussion about Joe:* What did Joe need?
 - iv. *Discussion about Marcus:* Imagine a crying baby and a stressed parent feeling like the only option is to feed the baby to keep him from crying. How might you talk to parents about his type of situation?
 - v. *Discussion about Luz:* What Baby Behavior message could you share?
 - e. After completing all five scenarios, have staff members share any thoughts they have about this activity.
 - f. Tell the staff members: *Thank you for sharing your problem-solving skills. As you saw in this activity, if a parent guesses what her baby needs, and it is incorrect, the baby will keep giving cues and the parent will try another response until the baby's needs are met.*

2. **Evaluation of progress on Local Agency's three Baby Behavior priorities set in 2014.**
 - a. Staff shares how they have used one of the three local clinic priorities. Record stories.
 - b. Evaluation of progress for all three identified clinic priorities
 - i. Which key message used with your clients for the priorities you selected have been the most successful?
 - ii. Discussion should center on specific examples of how your priorities have been implemented by each type of staff member, for example a clerk, nurse, dietitian etc.
 - iii. What are the barriers to good implementation of each of your three priorities?
 - iv. What change would you make in implementation of your priorities to make them more effective or should you continue all priorities or make a change in one or more? You must continue to have three priorities.
 - v. What materials are you using – handouts, videos, etc. to educate clients? List all used including those not provided by the SA. Which material was most effective – do you need to revise use of any materials?

Use of Baby Behavior Mysteries for Individual Training:

If an individual is unable to attend the group meeting, the leader can have the person complete the Baby Behavior Mysteries activity. Get the person started as described in the agenda. Provide them with the questions under Agenda "Item d" and ask that they think about their response to the questions. When the person has completed all five scenarios, reconvene for a brief discussion. Have the person share any thoughts they have about this activity.

When a clinic has new employees there will be other Baby Behavior training to complete, but the LA leader will also be asked to use the Baby Behaviors Mysteries as with an individual above.

Follow-up:

1. On page 4, document date of meeting and names of persons completing the activity. If any staff members have to complete the activity individually, add those name and completion dates later as needed (or write on a separate copy.)
 - a. Place a copy with LA Nutrition Services Plan to document progress for the Action Plan.
 - b. Place a copy in the LA WIC training file.
 - c. Place a copy of the notes about progress on KBBC priorities with the LA Nutrition Services Plan to document progress for the Action Plan.
2. The LA does **not** have to send a report to State Agency. However if there are particularly nice stories of using Baby Behavior concepts with clients, the State would love to have them to share with others.



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Date Completed _____

Staff Attendance

Name	Name

The following persons completed the Baby Behavior Mysteries activity individually.

Name	Date