

NICU COMPETENCY

Employee: _____

Reviewer Signature: _____ Date training completed: _____

Requirements to meet competency:

___ Has achieved and passed current Modified Barium Swallow competency

___ Have at least 2 years of pediatric experience with infant feeding

___ Read NANT handbook.

___ Read ASHA position statement on the role of the SLP in the NICU

___ Read NICU Emergency management Procedures.

___ Read Developmental Care Protocol for our NICU

___ Read Infection Control Policy for NICU

___ Read and have working knowledge of NICU policy on thickening of liquids.

Skills: Competency for: The therapist will be able to:	Observed (+/-)	Discussed (+/-)	Expected	Comments
Demonstrate knowledge of NICU equipment including : *Giraffe bed isolette *Giraffe open bed warmer *Bassinette * Open Crib *Cardiac Monitor and leads *O2 Saturation monitor and Pulse Oximeter *Suction *Oxygen *Bag mask *Ventilator/Oscillator/RAM canula *High Flow Nasal Canula			100%	
Demonstrate formula and EBM milk preparation, handling and Storage			100%	
Demonstrate use of Medela milk warmer			100%	
Demonstrate knowledge of abbreviations and acronyms associated with NICU			100%	
Demonstrate knowledge of appropriate NICU-related diagnoses.			100%	

<p>Chart review: *Identify maternal , medical and social history *Identify pregnancy and Labor and delivery history *Identify Infant medical history and current respiratory and feeding status.</p>			100%	
<p>Assessment: *Uses age appropriate assessment strategies *Identifies developmentally appropriate time to perform assessment *Identifies typical parameters for HR, RR, Oxygen Saturation, and temperature *Identifies type of respiratory support being utilized *Identifies all lines and supporting medical equipment *Identifies effect of diagnosis on conditions on current status *Verbalizes collaborative and effective communication with nursing and medical staff *Verbalizes collaborative and effective communication with families *Demonstrates safe management of all lines and equipment *Demonstrates developmentally appropriate handling and positioning of infant during assessment *Demonstrates awareness of effect of environment of infant performance *Demonstrates ability to modify environment for best assessment conditions *Demonstrates developmentally appropriate oral motor assessment *Demonstrates developmentally appropriate oral feeding/swallowing assessment *Demonstrates ability to determine if instrumental swallowing assessment is indicated. *Demonstrates inclusion of human touch into assessment *Demonstrates ability to explain neonatal speech therapy involvement/assessment *Demonstrates ability to report results of assessment, recommendations, treatment plan and goals. *Documents evaluation in EPIC in a timely manner using current template *Completed plan of care and goals in EPIC</p>			100%	
<p>Treatment *Identifies appropriate treatment strategies for common NICU-related diagnoses/conditions *Verbalizes collaborative and effective communication with Nursing and medical staff. *Verbalizes Collaborative and effective communication with families. *Demonstrates developmentally appropriate handling and positioning *Demonstrates understanding of containment * Demonstrates understanding of environmental modifications in response to infant behavior *Demonstrates understanding of positioning aids * Demonstrates understanding of infant stress signs and self regulation in all systems. *Demonstrates understanding of all medical equipment independently or with assistance as appropriate. * Demonstrates scheduling of therapy times based on infant's cues/sleep wake</p>			100%	

<p>cycle.</p> <ul style="list-style-type: none"> *Demonstrates understanding of oral motor facilitation *Demonstrates understanding of the influence of sucking patterns on oral feeding. *Demonstrates appropriate response to an unsafe swallow. *Demonstrates knowledge of infant driven feeding or cue based feeding practice *Demonstrates to caregiver techniques for oral feeding as indicated. *Makes appropriate recommendations for oral feeding progression *Makes appropriate instrumental assessments of swallowing *Has knowledge of safe sleep practices. *Has knowledge of swaddled bathing. *Documents all interventions, recommendations, updated goals, in a timely manner in EPIC. 				
<p>Parent/Family Education</p> <ul style="list-style-type: none"> *Identifies special learning and language needs of family *Demonstrates understanding of parent/family education regarding: <ul style="list-style-type: none"> • Purpose of therapy • Assessment results and individual developmental status • Treatment plan • Gestational age, Post menstrual age, corrected age • Signs of stress and self regulation in al systems • Calming techniques • Positioning and handling • Positioning aids; purpose, proper use of and removal of. • Providing developmentally supportive environment • Pre-feeding skills • Oral feeding readiness • Oral feeding quality • Progression of oral feeding(including effect or cardio respiratory system on feeding and vise versa) • Oral feeding techniques as indicated • Goals of successful feeding • Safe sleep practices • Developmental milestones • Developmental activities from home • Local, regional and state programs for developmental follow up *Documents family education, response, learning needs, and recommendations in a timely manner in EPIC 			100%	
			100%	

Formulated: 1999

Reviewed: 11/2013

Revised: 12/2011; 11/2013

