



Healthy Child Care Colorado
Child Care Health Consultant Competencies
Revised October, 2016

Child Care Health Consultant (CCHC) Competencies

Background and Rationale: In Colorado, all child care centers are required to have a Child Care Health Consultant (CCHC). Like a school nurse, the CCHC is available to assist the program in meeting or exceeding basic health and safety standards for children in group care. Many CCHCs practice independently and are not part of a larger system like a school district or even hospital setting. The value of the CCHC to center-based early care and education programs as well as school-age child care programs is dependent upon the competency of the CCHC. Continued training and education will contribute to the quality as well as the safety of the nursing practice within early care and education programs. How then do independently practicing CCHCs ensure individual competency and responsibility for their nursing practice?

According to the American Nurses Association, assurance of competence is the shared responsibility of the profession, individual nurse, professional organizations, credentialing and certification entities, regulatory agencies, employers, and other key stakeholders. The National Association of School Nurses recognizes that the school nurse maintains the highest level of competency by enhancing professional knowledge and skills, and by collaborating with peers, other health professionals and community agencies while adhering to the standards of school nursing practice. Information from these two associations helped guide the development of the Healthy Child Care Colorado Child Care Health Consultant (HCCC CCHC) Competencies.

The State of Colorado is currently defining competencies for Early Childhood Educators and Directors, and this document was modeled after that work. It is hoped that this document will be used by the early childhood community in conjunction with, and as an addendum to, the competency framework for early childhood educators and directors as they engage health care professionals to interact with their programs. The State of Colorado Core Competencies for Early Childhood Educators & Directors document states why core competencies are important:

- Core competencies provide clear definitions on what early educators and directors need to know and be able to do to provide quality care and education.
- Core competencies are an essential part of a comprehensive professional development system.
- Core competencies support professionalism in early childhood education by serving as the foundation for practices carried out by practitioners in all early childhood settings.

The same certainly holds true for the HCCC CCHC competencies. The framework within the State’s document includes four levels of competence. This concept is again best explained within the State of Colorado Core Competencies for Early Childhood Educators & Directors and is applicable to the HCCC CCHC competencies as well:

“Colorado’s Core Competencies for Early Educators and Directors are built on a framework of four levels. They begin with the basic skills needed to enter the field and go to an advanced level of academic preparation and a wide range of experience. The four levels are cumulative, meaning that practitioners working at a level 4 have the skills and knowledge to meet all the competencies at levels 1, 2, and 3. Practitioners advance through the levels by obtaining further education, training, mentoring/coaching and a reflection on best practice. Skills and knowledge may present at varying levels depending on the competency domain and the practitioner’s role, setting of work, and experience.”

For the CCHC competencies the levels are best described as:

- **Level 1:** the foundation of basic skills and knowledge to best support quality child care health consultation within the child care setting;
- **Level 2:** applying skills and knowledge to plan and implement quality child care health consultation activities and experiences within the child care setting
- **Level 3:** creating healthy and safe early learning and development environments and guiding others to promote policies, procedures, and best practices that are optimal for the health and safety of young children

- **Level 4:** advancing the field of child care health consultation by providing leadership through advocacy, teaching, and mentoring

Before reviewing the competencies, consider the following CCHC role requirements. These requirements define the role of the CCHC and can be used by the CCHCs to determine his/her ability to fulfill the consultant role for a child care program as well as by the Directors seeking to contract with a CCHC.

Requirements for the Child Care Health Consultant (CCHC)

The CCHC for child care settings serves as a guide to the program's administration, staff, children and families to more effectively integrate health, safety and wellness information and evidence-based practice into the child care setting. Currently the minimum qualifications for this role include current licensure as a RN or MD in Colorado with professional experience in pediatrics and/or maternal/child health. The Child Care Licensing rule for center-based child care is below: 7.702.55 C

1. Staff must consult with a currently Colorado licensed registered nurse with knowledge and experience in maternal and child health, a pediatric nurse practitioner or a family nurse practitioner, or a pediatrician at least once a month at the child care facility. The monthly consultation must be specific to the needs of the facility and include some of the following topics: training, delegation and supervision of medication administration and special health procedures, health care, hygiene, disease prevention, equipment safety, nutrition, interaction between children and adult caregivers, and normal growth and development. In part day preschools that operate less than five (5) hours per day or drop-in child care centers, consultation must occur as often as the nurse delegating medications requires.
2. The date and content of each consultation must be recorded and maintained in the center's files.

3. The center must maintain documentation including the Child Care Health Consultant's (CCHC) Department of Regulatory Agencies (DORA) proof of RN or MD current licensure in good standing, a brief biography highlighting applicable knowledge, experience and approximate dates worked as a school nurse or child care health consultant commenced
4. Child Care Health Consultants (CCHC) hired after February 1, 2016, must complete the Department approved Child Care Health Consultant (CCHC) training within six (6) months. The center must obtain and maintain proof of course completion. CODE OF COLORADO REGULATIONS 12 CCR 2509-8 Social Services Rules 45.
5. Child Care Health Consultants (CCHC) employed as a health consultant prior to February 1, 2016, must complete the Department approved Child Care Health Consultant (CCHC) training by August 1, 2016. The center must obtain and maintain proof of course completion.
6. All Child Care Health Consultants (CCHC) must complete the Department approved Colorado Department of Public Health and Environment (CDPHE) immunization course annually.

However, there are many other requirements that are needed to fully and safely implement this role in the early care and education community. The CCHC can look to Healthy Child Care Colorado (HCCC) for information and resources to meet the following requirements.

Before beginning the role, a CCHC should:

- Register as a Medication Administration Trainer with Qualistar Colorado;
- Download and become familiar with the Medication Administration curriculum;
- Be familiar with the Colorado Nurse Practice Act or Medical Practice Act as well as the rules relating to delegation of medications and/or health care procedures to unlicensed assistive personnel (UAP) in a community setting;

- For RNs: Chapter XIII Rules and Regulations Regarding the Delegation of Nursing Tasks;
- For MDs/DOs: Rule 800: Delegation and Supervision of Medical Services;
- Recognize and access the regulations applicable to the child care settings served;
- Determine the level of intervention and service needed by the CCHC based on the type of program served;

As the CCHC begins to develop the relationship with the child care programs served, the CCHC should:

- Provide training and delegation of “routine” medications;
- Provide training and delegation of any health care procedures required for child/ren in care
- Determine method for contacting the CCHC for consultation if the center has questions concerning child issues, concerns, and delegated procedures between visits;
- Determine and agree upon the minimum requirements and expectations of the program as well as the CCHC regarding consultation communication between visits to the program;
- Know Colorado immunization requirements and status of children in the program;
- Gain knowledge and resources to assist program with communicable disease management;
- Determine ongoing training needs and opportunities within health and safety topic areas for the center;
- Develop awareness of cultural diversity among children, families and staff of programs served;
- Acknowledge any skill/knowledge deficits of any health care procedures required;
- Obtain skills and knowledge of any necessary health care procedures;
- Demonstrate consultation/collaboration skills

A more expanded a role of the CCHC will include:

- Acquiring knowledge and resources on additional health and safety topics important to early care and education settings including but not limited to
 - Injury prevention;
 - Oral health
 - Pediatric nutrition and healthy eating
 - Obesity prevention;
 - Physical activity
 - Social and emotional health;
 - Environmental health
 - Infancy and early childhood development;
 - Staff health including adult immunizations;
 - Disaster planning;
- Providing parents and staff with resources to encourage healthy social/emotional development for their children
- Developing and providing staff and/or parent trainings to meet the health and safety needs of the program;
- Providing input into policy development and/or policy revision of health and safety policies;
- Assisting in the development and delivery of CCHC training opportunities with Healthy Child Care Colorado.

Child Care Health Consultant Competencies

Categories	Level 1	Level 2	Level 3	Level 4
Regulations	<ul style="list-style-type: none"> • Verbalizes knowledge of regulations impacting early childhood programs, including licensing and sanitation rules; • Able to access pertinent rules and regulation; • Maintains confidentiality of all child/staff health information. 	<ul style="list-style-type: none"> • Identifies rules most relevant to CCHC role, medication administration, chronic disease management; • Identifies rules most relevant to staff training requirements, communicable disease management; • Verbalizes knowledge of the identified health priority areas 	<ul style="list-style-type: none"> • Identifies strategies for assisting the program to work with the regulating agencies in problem areas and priority areas 	<ul style="list-style-type: none"> • Participates in applicable rule revision process providing feedback during public hearings; • Demonstrates expertise on child health priority areas and policy.
Training/Delegation of “Routine” Medications	<ul style="list-style-type: none"> • Registered as a Qualistar Colorado Medication Trainer • Accesses and becomes familiar with the content of the medication curriculum 	<ul style="list-style-type: none"> • Determines in collaboration with program director number of med trainees and delegates needed to provide program coverage; • Ensures that training/delegation is done according to the approved curriculum; • Submits trainer lists and payment to Qualistar in a timely manner 	<ul style="list-style-type: none"> • Develops safeguards within the program to ensure safe medication administration; • Supervises medication administration delegates and provides plan to improve performance when necessary 	<ul style="list-style-type: none"> • Assists in curriculum revisions and updates of the state approved training in collaboration with HCCC
Standard Precautions Training	<ul style="list-style-type: none"> • Demonstrates knowledge of required content of training as well as OSHA requirements 	<ul style="list-style-type: none"> • Assists with ongoing implementation of OSHA required Exposure Control Plan. 	<ul style="list-style-type: none"> • Ensures Exposure Control Plan is accurate and well understood by 	<ul style="list-style-type: none"> • Participates in work groups updating curriculum content in

	<ul style="list-style-type: none"> Assists with development of OSHA required Exposure Control Plan Ensures ongoing, yearly training requirements are met 		administration and staff;	collaboration with HCCC; <ul style="list-style-type: none"> Demonstrates expertise on Universal Precautions.
Communicable Disease Management	<ul style="list-style-type: none"> Knowledge of commonly used resources concerning specific disease information as well as exclusion, e.g. CDPHE <i>Inf Disease Guidelines</i> and AAP <i>Managing Inf Disease in CC and Schools</i>. Supports program with information and validation of illness guidelines when appropriate. 	<ul style="list-style-type: none"> Assists in the development of exclusion policies to better meet the needs of the program; Provides staff training in order to increase their understanding of exclusion policies for better implementation. 	<ul style="list-style-type: none"> Serves as parent resource for understanding program exclusion policies; Develops support materials and/or communication for parents re: communicable disease management 	<ul style="list-style-type: none"> Demonstrates expertise in communicable disease management; Provides technical assistance to policy makers at the state and local level.
Chronic Disease Management	<ul style="list-style-type: none"> Demonstrates knowledge of delegation rules for delegation of invasive health care procedures to unlicensed assistive personnel (UAPs); Determines own knowledge, skills 	<ul style="list-style-type: none"> Acquires necessary training and support to work with staff; Willingness to train and delegate the required tasks to select staff; Provide ongoing supervision of delegated tasks 		<ul style="list-style-type: none"> Demonstrates expertise in chronic disease management

	and ability concerning required interventions for the condition management.			
Severe allergy	<ul style="list-style-type: none"> • Verbalizes knowledge of delegation rules for delegation of emergency medications to UAPs; • Determines own knowledge, skills and ability concerning required interventions for the severe allergies. 	<ul style="list-style-type: none"> • Acquires necessary training and support to work with staff • Performs baseline nursing assessment • Acquires or develops plan of care in partnership with family, staff and child when appropriate. • Coordinates plan of care training as well as delegation of emergency care • Modifies plan of care based on availability of medication and/or trained staff to respond to emergency care needs • Evaluates outcomes of care and modifies plan accordingly 		
Asthma	<ul style="list-style-type: none"> • Verbalizes knowledge of delegation rules for delegation of inhaled medications to UAPs; • Determines own knowledge, skills and ability concerning required interventions for the management of asthma. 	<ul style="list-style-type: none"> • Acquires necessary training and support to work with staff • Performs baseline nursing assessment • Acquires or develops plan of care in partnership with family, staff and child when appropriate. • Coordinates plan of care training as well as delegation of emergency care • Modifies plan of care based on availability of medication and/or trained staff to respond to emergency care needs • Evaluates outcomes of care and modifies plan accordingly 		

Diabetes	<ul style="list-style-type: none"> • Demonstrates knowledge of delegation rules for delegation of invasive health care procedures to UAPs; • Determines own knowledge, skills and ability concerning required interventions for the condition management; • Acquires necessary training and support to work with staffing; • Willingness to seek resources and refresh skills; • Awareness to access best practice resources and support. 	<ul style="list-style-type: none"> • Performs baseline nursing assessment • Acquires or develops plan of care in partnership with family, staff and child when appropriate. • Coordinates plan of care training as well as delegation of care interventions • Modifies plan of care based on availability of medication and/or trained staff to respond to emergency care needs; • Evaluates outcomes of care and modifies plan accordingly; • Ensures current up-to-date knowledge about: <ul style="list-style-type: none"> • Measuring blood glucose • Ketone testing • Glucagon administration • Insulin administration • Continual glucose monitoring 		
Seizures	<ul style="list-style-type: none"> • Demonstrates knowledge of delegation rules for delegation of invasive health care procedures to UAPs; • Determines own knowledge, skills and ability 	<ul style="list-style-type: none"> • Performs baseline nursing assessment • Acquires or develops plan of care in partnership with family, staff and child when appropriate. • Coordinates plan of care training as well as delegation of emergency care • Modifies plan of care based on availability of medication and/or 		

	<p>concerning required interventions for the condition management</p> <ul style="list-style-type: none"> • Acquires necessary training and support to work with staff 	<p>trained staff to respond to emergency care needs</p> <ul style="list-style-type: none"> • Evaluates outcomes of care and modifies plan accordingly • Ensures current up-to-date knowledge about: • Appropriate seizure management • Administration of Diastat® 		
Other multiple or complex conditions	<ul style="list-style-type: none"> • Demonstrates knowledge of delegation rules for delegation of applicable invasive health care procedures to UAPs; • Determines own knowledge, skills and ability concerning required interventions for the condition or equipment management • Acquires necessary training and support to work with staff 	<ul style="list-style-type: none"> • Performs baseline nursing assessment • Acquires or develops plan of care in partnership with family, staff and child when appropriate. • Coordinates plan of care training as well as delegation of emergency care • Modifies plan of care based on availability of medication and/or trained staff to respond to emergency care needs • Evaluates outcomes of care and modifies plan accordingly • Ensures current up-to-date knowledge about: • Clean intermittent catheterization • Mitrofanoff catheterization • Central line emergency response • Gastrostomy tube care • Nasogastric tube feeding • Ostomy pouch care • Oxygen delivery and equipment monitoring • Suctioning • Tracheostomy care 		

		<ul style="list-style-type: none"> Adaptive devices (AFOs, hearing aids) 		
Teamwork/Collaboration	<ul style="list-style-type: none"> Develops and accesses support system among peers Understands CCHC role in program Understands role of program administration Considers needs of children, families, and staff when providing services Values customer service 	<ul style="list-style-type: none"> Gathers and utilizes input from program staff and families to inform ongoing work 	<ul style="list-style-type: none"> Partners with other CCHCs to inform ongoing work 	<ul style="list-style-type: none"> Participates in state and national CCHC networks.
Evidence Based Practice Resources on Health, Safety and Nutrition Information.	<ul style="list-style-type: none"> Familiarity with Qualistar Colorado HCCC Web site, <i>Managing Inf. Disease in CC and School, CFOC 3</i> Child Care Licensing resource packet 	<ul style="list-style-type: none"> Integration of the evidence based practice resources into practice with programs. 	<ul style="list-style-type: none"> Continual review of updated information 	<ul style="list-style-type: none"> Develop additional evidence based practice resources for use with programs and to share with the CCHC community.
Professional Development	<ul style="list-style-type: none"> CCHC online Training Participation in the CCHC and School Nurse list serve 	<ul style="list-style-type: none"> CCHC one-day training on role and resource introduction 	<ul style="list-style-type: none"> Participation in local networking opportunities where available Ongoing training in priority areas 	<ul style="list-style-type: none"> In collaboration with HCCC develop and offer training opportunities for CCHCs
Program Assessment	<ul style="list-style-type: none"> Identifies sources of information needed 	<ul style="list-style-type: none"> Provides services based on assessed needs 	<ul style="list-style-type: none"> Negotiates additional services required 	

	<p>to complete assessment of program needs</p> <ul style="list-style-type: none"> Identifies data sources for assessment of health and safety needs of children in the program 		<p>based on program needs.</p>	
<p>HCCC Priority Areas</p> <ul style="list-style-type: none"> Obesity Prevention Dental Caries Prevention Social Emotional Well-Being Injury Prevention 	<ul style="list-style-type: none"> Awareness of national, state and HCCC efforts to impact Health and Safety in the four priority areas. Familiarity with HCCC website and links to best practices for the four areas 	<ul style="list-style-type: none"> Share priority area information with program administration Determine plan to inform staff and families of national and statewide efforts to impact these areas within their child care program 	<ul style="list-style-type: none"> Implement plan to incorporate information into training opportunities for staff and families. 	<ul style="list-style-type: none"> Assist in the development of training modules for use by the CCHCs and, providers in collaboration with HCCC and the HCCC Partnership

References

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