



Staff Education quick reference

Alberta's Newborn Metabolic Screening (NMS) Program staff education acts as a bridge between clinical policy and the parents of infants.

By spanning the distance between the language of the NMS Program clinical policy suite and NMS Program parent information sheets, staff education "translates" clinical policy into information staff can use and act on.

What is NMS Program staff education?

NMS Program staff education is a collection of high-quality educational resources targeted at staff involved in the newborn blood spot screening pathway. Staff education is made up of three kinds of interconnected resources.

web sessions	<ul style="list-style-type: none"> • interactive • have all the information from the essentials • use narratives to help improve engagement and retention • one for each category
summaries	<ul style="list-style-type: none"> • in depth • written information • a "one-stop shop" • one for each category
essentials	<ul style="list-style-type: none"> • use charts, checklists, flowcharts • just the important information staff need to access on a regular basis at a glance • one for each topic

Why is NMS Program staff education important?

Staff education is important because it gives staff information from the NMS Program clinical policy suite in a way that can be easily acted on. High-quality educational resources are a key part of meeting the NMS Program's goal of screening **every infant, every time**.

How is NMS Program staff education used?

Staff use staff education to help them do their jobs better by adopting the requirements of the NMS Program clinical policy suite in their everyday roles. The language of the NMS Program clinical policy suite states what needs to be done. Staff education "translates" this into concrete actions.

NMS Program Clinical Policy Suite	Staff Education
5.2 c) The filter paper area of the requisition card shall be gently touched to the blood drop to fill each pre-printed circle with a single application of blood	<ul style="list-style-type: none"> • only put blood on the front of the filter paper – the part of the card with the circles • gently touch a circle on the filter paper to a drop of blood • don't press the filter paper to the infant's heel • fill each circle before moving on to the next circle



What does NMS Program staff education cover?

Staff education is broken down into four main categories

- Overview of Alberta's NMS Program
- Talking with Parents
- Collecting
- Following Up

Each category has

- a summary PDF
- several topics, each with an essentials PDF
- an interactive web session with an online learning assessment
- a PDF learning assessment

Below are the learning objectives for each category and their associated topics.

Staff Education Categories and Topics	NMS Program Clinical Policy Suite Coverage
<ul style="list-style-type: none"> Overview of Alberta's NMS Program summary <ul style="list-style-type: none"> ◦ the who, what, when, where, why and how of the newborn blood spot screening pathway ◦ the different steps of the pathway ◦ why infants are screened ◦ what resources are available from the NMS Program ◦ the risk to patient safety by not following the NMS Program timelines 	<ul style="list-style-type: none"> ◦ NMS Program Policy 1.1, 3.1, 4.1, 5.1, 6.1, 7.1, 9.1, 9.2 ◦ Newborn Blood Spot Screening Sample Collection Procedure 8.1
<ul style="list-style-type: none"> Walking Along the Newborn Blood Spot Screening Pathway essentials <ul style="list-style-type: none"> ◦ the different steps of the pathway ◦ how the different steps of the pathway are related ◦ how the pathway works to screen an infant 	<ul style="list-style-type: none"> ◦ NMS Program Policy 1.1, 3.1, 4.1, 5.1, 6.1, 7.1, 9.1 ◦ Newborn Blood Spot Screening Sample Collection Procedure 8.1
<ul style="list-style-type: none"> Enhancing the NMS Program essentials <ul style="list-style-type: none"> ◦ how improvements to the NMS Program will help staff to help infants ◦ how staff can improve the NMS Program 	<ul style="list-style-type: none"> ◦ NMS Program Policy 9.1
<ul style="list-style-type: none"> Getting it Right Every Time essentials <ul style="list-style-type: none"> ◦ the timelines involved in the NMS Program ◦ what can happen if the timelines aren't met ◦ how the NMS Program is working to improve the quality of care for every infant – on time – every time 	<ul style="list-style-type: none"> ◦ NMS Program Policy 1.1, 3.1, 4.1, 5.1, 6.1, 9.1 ◦ Newborn Blood Spot Screening Sample Collection Procedure 8.1



Staff Education Categories and Topics	NMS Program Clinical Policy Suite Coverage
<ul style="list-style-type: none"> ■ Talking with Parents summary <ul style="list-style-type: none"> ◦ explaining the reasons for newborn blood spot screening in a way parents and guardians can easily grasp ◦ how to get consent from parents for the newborn blood spot screen 	<ul style="list-style-type: none"> ◦ NMS Program Policy 2.1, 2.2 ◦ Newborn Blood Spot Screening Sample Collection Procedure 2.1, 2.2, 2.3, 2.4
<ul style="list-style-type: none"> ■ Using the Parent Information Sheets essentials <ul style="list-style-type: none"> ◦ explaining the reasons for newborn blood spot screening in a way parents and guardians can easily grasp ◦ using the NMS Program parent information sheets to answer common parent or guardian questions 	<ul style="list-style-type: none"> ◦ NMS Program Policy 2.1, 2.2 ◦ Newborn Blood Spot Screening Sample Collection Procedure 2.2, 2.3, 2.4
<ul style="list-style-type: none"> ■ Special Situations when Talking with Parents essentials <ul style="list-style-type: none"> ◦ how to talk with and direct parents or guardians who want to have personal identifiers removed from the NMS Application ◦ how to direct parents or guardians who want their infants' blood spot cards returned ◦ how to respond to parents or guardians who ask for partial screening ◦ how to respond to parents or guardians who ask for additional screening 	<ul style="list-style-type: none"> ◦ Newborn Blood Spot Screening Sample Collection Procedure 10.6, 10.7, 10.10, 10.11
<ul style="list-style-type: none"> ■ Parent Refusal essentials <ul style="list-style-type: none"> ◦ how to talk to and direct parents or guardians who refuse the newborn blood spot screen 	<ul style="list-style-type: none"> ◦ Newborn Blood Spot Screening Sample Collection Procedure 10.9
<ul style="list-style-type: none"> ■ Collecting summary <ul style="list-style-type: none"> ◦ why the information in each field on the blood spot card is important ◦ how to suggest ways of comforting the infant and keeping the infant warm during the heel poke ◦ how to handle the blood spot card before and after doing the heel poke ◦ how to clean the infant's heel ◦ assessing the need of poking the other heel ◦ documenting the newborn blood spot screen in the infant's health record and notice of birth ◦ how the blood spots need to be dried ◦ how long the blood spots need to be dried for ◦ how the blood spot card needs to be packaged ◦ how to send the blood spot card to be transported 	<ul style="list-style-type: none"> ◦ NMS Program Policy 3.1, 4.1 ◦ Newborn Blood Spot Screening Sample Collection Procedure 3.1, 3.2, 4.1, 4.2, 5.1, 5.2, 5.3, 6.1, 6.2, 7.1, 7.2, 7.3, 7.4, 8.1
<ul style="list-style-type: none"> ■ Filling out the Blood Spot Card essentials <ul style="list-style-type: none"> ◦ what each field on the blood spot card is for ◦ why the information in each field on the blood spot card is important ◦ where they can find the information to fill out each field on the blood spot card ◦ what happens if there is missing, incorrect or illegible information on the blood spot card ◦ what fields are important for correctly interpreting the screen results ◦ what fields are important to fill out legibly and correctly so the infant doesn't need to have the blood spots collected again 	<ul style="list-style-type: none"> ◦ Newborn Blood Spot Screening Sample Collection Procedure 4.1, 4.2



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<p>i Collecting the Blood Spots essentials</p> <ul style="list-style-type: none"> ◦ what supplies are needed to do the heel poke ◦ the steps involved in poking the heel 	<ul style="list-style-type: none"> ◦ NMS Program Policy 3.1 ◦ Newborn Blood Spot Screening Sample Collection Procedure 3.1, 3.2, 4.1, 5.1, 5.2, 5.3, 6.1
<p>● Getting Great Blood Spots essentials</p> <ul style="list-style-type: none"> ◦ how to get great quality blood spots when doing the newborn blood spot screen ◦ different kinds of poor quality blood spots ◦ how to avoid poor quality blood spots when doing the newborn blood spot screen 	<ul style="list-style-type: none"> ◦ Newborn Blood Spot Screening Sample Collection Procedure 3.1, 3.2, 5.2, 5.3(h)
<p>🚚 Drying & Transportation essentials</p> <ul style="list-style-type: none"> ◦ how the blood spots need to be dried ◦ how long the blood spots need to be dried for ◦ how the blood spot card needs to be packaged ◦ how to send the blood spot card to be transported 	<ul style="list-style-type: none"> ◦ NMS Program Policy 4.1 ◦ Newborn Blood Spot Screening Sample Collection Procedure 6.1, 6.2, 7.1, 7.2, 7.3, 7.4, 8.1
<p>* Special Situations when Collecting essentials</p> <ul style="list-style-type: none"> ◦ the infant is being adopted ◦ the infant is deceased ◦ the infant is in the care of Child and Family Services ◦ the physician does not allow the infant to participate in the newborn blood spot screen ◦ the heel is not accessible ◦ the infant is a surrogate birth (born to a gestational carrier) 	<ul style="list-style-type: none"> ◦ Newborn Blood Spot Screening Sample Collection Procedure 5.1(g), 10.1, 10.2, 10.3, 10.5, 10.8
<p>+ NICU</p> <ul style="list-style-type: none"> ◦ why some fields on the blood spot card are especially important for infants in neonatal intensive care units (NICU) or special care nurseries ◦ how to use different methods to collect the blood spots for medically fragile infants ◦ when to collect the blood spots again for infants who weigh less than 2000 grams at birth ◦ who to collect the blood spot from again for infants who have borderline results and are part of a multiple birth set 	<ul style="list-style-type: none"> ◦ Newborn Blood Spot Screening Sample Collection Procedure 6.1, 7.1, 7.2, 7.3, 7.4, 8.1 ◦ Newborn Blood Spot Screening Neonatal Intensive Care Unit/ Special Care Nursery Guideline 1.1, 1.2, 1.3, 2.1, 3.1, 3.2 ◦ Newborn Blood Spot Screening Follow-up Procedure 10.3
<p>■ Following Up summary</p> <ul style="list-style-type: none"> ◦ why following up on infants is important ◦ what infants need following up on ◦ how to determine how to follow up in different ways 	<ul style="list-style-type: none"> ◦ NMS Program Policy 7.1 ◦ Newborn Blood Spot Screening Follow-up Procedure 1.1, 2.1, 2.3, 2.4, 3.1, 4.2, 5.1, 6.1, 6.2, 7.1, 9.1
<p>📞 Finding the Family essentials</p> <ul style="list-style-type: none"> ◦ the process to get in touch with the family of an infant who needs blood spots collected again ◦ how and how many attempts to get in touch with the family ◦ what to do if they can't get in touch with the family 	<ul style="list-style-type: none"> ◦ Newborn Blood Spot Screening Contacting Parents/Guardians Guideline 1.1, 1.2, 1.3, 2.1, 2.2, 2.4



Staff Education Categories and Topics	NMS Program Clinical Policy Suite Coverage
<ul style="list-style-type: none"> ? Following Up on Infants essentials <ul style="list-style-type: none"> ◦ how to investigate an infant's data ◦ how to find out if an infant's blood spots were collected ◦ what to do if an infant needs blood spots collected again ◦ what resources are available to help with following up ◦ what and how to document actions involving following up 	<ul style="list-style-type: none"> ◦ Newborn Blood Spot Screening Follow-up Procedure 4.1, 4.2, 4.3, 4.4, 5.1, 5.2, 5.3, 5.4, 5.6, 6.1, 6.2, 6.3, 6.4
<ul style="list-style-type: none"> * Special Situations when Following Up essentials <ul style="list-style-type: none"> ◦ the infant moved out of province and needs to be followed up on ◦ the family hasn't refused newborn blood spot screening but has not booked and/or shown up for a newborn blood spot screen three times ◦ one of a multiple birth set has a borderline result and all infants in the birth set need blood spots collected again ◦ an infant weighed less than 2000 grams at birth and needs blood spots collected again at 21 - 28 days of age 	<ul style="list-style-type: none"> ◦ Newborn Blood Spot Screening Follow-up Procedure 10.1, 10.2, 10.3 ◦ Newborn Blood Spot Screening Neonatal Intensive Care Unit or Special Care Nursery Guideline 2.1

How is NMS Program staff education accessed?

NMS Program staff education PDFs can be accessed through and printed from www.ahs.ca/newbornscreening

NMS Program staff education web sessions can be accessed through MyLearningLink on Insite.

