

Staffing and Supervision 12: Peer Counselor Mentoring Tool

Peer Counselor: _____

Supervisor: _____

WIC Clinic: _____

Type of Counseling: ES = Exceeds Standards M = Meets Standards N = Needs Improvement

Performance Measures	1 Month	3 Months	6 Months	12 Months
1. Completed the Peer Counseling training program. and subsequent shadowing and observations.				
2. Completed observations and shadowing of lactation experts and experienced peer counselors.				
3. Continues to increase knowledge and skills through independent learning.				
4. Provides basic education and support to pregnant and breastfeeding WIC participants.				
5. Makes timely contacts with new mothers based on established contact guidelines.				
6. Keeps all information confidential.				
7. Treats WIC participants with respect and courtesy				
8. Uses effective communication and counseling skills to listen to WIC participants and affirm their feelings.				
9. Offers breastfeeding solutions and strategies within her scope of practice.				
10. Refers mothers to the WIC designated breastfeeding expert for problems beyond her scope of practice.				
11. Documents all contacts with WIC mothers.				
12. Completes required weekly and monthly activity logs on time.				
13. Contacts the WIC supervisor for ongoing guidance.				
14. Attends scheduled peer counselor meetings.				
15. Arrives on time when working in the WIC clinic.				
16. Works well with other WIC clinic staff.				
17. Performs other duties as assigned.				

Adapted from Maryland WIC Program