

Syllabus of Record

Medi-Cal Aligned Doula Training: Syllabus of Record

Total Instructional Time: 16.0 hours (Minimum DHCS requirement met through 24 comprehensive modules and applied skills practicum)

Curriculum Curators: Victoria Cortez & The Rooted Creative Group LLC

Course Curriculum (24 Modules)

Module 1

Foundations of Doula Care — Orientation, Scope & The Mirror Concept

Understand the doula's non-medical role, Mirror vs. Sword, ethical boundaries, safety planning, and Competency Verification.

Module 2

Communication, Language Access & Title VI

Active listening, rhythm-based consent, trauma-informed communication, the interpreter mandate, cultural humility, motivational interviewing (OARS), and clinical team communication.

Module 3

Prenatal & Anatomy

Foundations of pregnancy anatomy, labor physiology, childbirth education, modifiable risk screening, and early comfort practice.

Module 4

Labor Support

Comfort measures with and without epidural, position circuits, advocacy phrases, and team escalation.

Module 5

Hospital Navigation

Triage to postpartum flow, SBAR practice, HIPAA & privacy standards, room setup, and consent advocacy.

Module 6 Lactation & Feeding

Lactation support fundamentals, golden hour, latch basics, paced bottle feeding, feeding routines, and IBCLC referrals.

Module 7 Mental Health

Perinatal mood disorders, emotional challenges, grief support, and safe postpartum planning.

Module 8 Documentation

Objective note-writing, privacy standards, professional conduct, and paste-ready note templates.

Module 9 Telehealth & MCO

Virtual visit protocols, modality codes, billing hand-offs, and managed care coordination.

Module 10 Capstone: Safety & Integration

Safety protocols, equity principles, risk identification, community resource development, and integrated case studies.

Module 11 Billing & Medi-Cal Claims

Medi-Cal doula billing codes, claim submission workflow, reimbursement rates, documentation for payment, and common denial prevention.

Module 12**Pain Management — Pharma vs. Natural**

Impartial education on all pain management options — non-pharmacological and pharmacological — and how the doula supports them within scope.

Module 13**Medical Interventions & The Cascade**

Understanding the cascade of interventions, the Hold Strategy, SBAR communication for plan changes, and navigating common medical interventions within the doula scope.

Module 14**Cesarean Birth & Surgical Support**

Family-centered cesarean practices, emotional preparation for surgical birth, and the doula's role in the operating room and recovery.

Module 15**High-Risk & Special Circumstances**

Understanding common high-risk conditions, acting as interdisciplinary coordination glue, and providing NICU support within the doula scope.

Module 16**Perinatal Mental Health Deep Dive**

Understanding PMADs, the EPDS screening tool, warm referral language, California-specific resources, and the doula's role in client support.

Module 17**Grief, Loss & Bereavement**

Supporting families through the full spectrum of perinatal loss — miscarriage, stillbirth, neonatal death, TFMR — and facilitating memory-making and legacy care.

Module 18**Cultural Responsiveness & Health Equity**

Addressing maternal mortality disparities, implicit bias examination, culturally responsive care practices, and resource navigation for underserved communities.

Module 19**The Business of Grace — Medi-Cal 101 & Structural Sovereignty**

Building the professional infrastructure of a Medi-Cal doula practice — LLC, NPI, taxonomy code, liability insurance, contracts, and SB 65 benefit details.

Module 20**Ethics & Professional Conduct**

The Guided By Grace Code of Conduct, building clinical team relationships, avoiding conflicts of interest, and the integrity standards that sustain a professional Medi-Cal practice.

Module 21**The PAVE Enrollment Process (Legal Act Out)**

Step-by-step denial-proof PAVE portal enrollment — NPI, taxonomy code, address symmetry, training documentation, and post-enrollment maintenance requirements.

Module 22**Claims, Encounters & 837P Documentation**

The 837P electronic claim format, billing codes, the Mommy Filter for documentation, claim scrubbing, and understanding encounter data vs. claims for Managed Care Plans.

Module 23**Billing Partnerships & Managed Care Navigation**

Navigating California MCPs, clearinghouse logic, authorization triggers, visit extension requests using SBAR, and activating the GraceScale Provider Directory.

Capstone & The Graduation Engine

The Competency Verification audit, the Final Case Study of Keisha, certificate generation, Syllabus of Record, and DoulaLogic™ account activation.

Appendix A — DHCS Topic Crosswalk + Hours

At least 12.0 hours directly address the five DHCS topics; an additional 4.0 hours cover Medi-Cal operations/compliance. Total instructional time: 16.0 hours.

DHCS Topic Area	Aligned Modules & Content Focus	Hours
Foundations on anatomy of pregnancy and childbirth	Modules 1-3, 13-15 (Foundations, Anatomy, Cascade, High-Risk)	2.5
Childbirth education	Modules 2, 4, 12, 17 (Language Access, Sanctuary, Pain Management)	2.0
Nonmedical comfort measures & labor support	Modules 4-5, 13 (Labor Support, Hospital Navigation, Toolbox)	4.0
Lactation support	Module 6 (Lactation & Feeding, Golden Hour, Cues)	3.0
Developing a community resource list	Module 18 (Health Equity), Plus Resource Mapping exercises	0.5
Operational & Compliance (PAVE, Billing, HIPAA)	Modules 8, 9, 11, 19-24 (Documentation, NPI, Claims, Encounter logic)	4.0
Total Instructional Time:		16.0

Appendix B — Enrollment Prerequisites

- Age ≥18, current adult/infant CPR (ARC or AHA), and HIPAA training (certificate or in-course attestation).
- NPI, W-9, and basic business documentation (LLC/sole prop/DBA/FBNS as applicable).
- PAVE profile shows an administrative location publicly (no P.O. boxes).

Appendix C — Claims Notice

For dates of service on/after Nov 1, 2024, each doula claim must include an ICD-10 diagnosis code paired with appropriate doula billing codes per DHCS guidance (e.g., Z32.2 Encounter for childbirth instruction). This course includes hands-on practice selecting compliant ICD-10 + code pairs, documenting services, and preventing denials via DoulaLogic™ standards.

Appendix E — PAVE Upload Bundle Checklist

- Government ID, NPI confirmation, CPR card (ARC/AHA), HIPAA certificate/attestation.
- Syllabus + PAVE e-form attestation (org name, total hours, completion date).
- Business document (LLC/sole prop/partnership), W-9, and city/county license/FBNS if required.

Appendix F — Skills Sign-Off Sheet

Instructor initials/date each skill as Observed or Performed.

Skill	Observed	Performed
Consent & communication (client-directed touch)		
Breathing patterns & coping cues		
Rhythm/ritual/relaxation coaching		
Counter-pressure & Double-hip squeeze		
Rebozo basics (safety/contraindications)		
Labor positions (min. five) incl. with epidural		
Partner coaching & role protection		
Latch & positioning (at least two holds)		
Lactation troubleshooting & referral		

Appendix G — Lactation Support: Quick Reference

- **Golden hour:** uninterrupted skin-to-skin when possible; watch for rooting, hand-to-mouth, bobbing.
- **Frequency:** 8–12 feeds per 24h in early days; responsive feeding on cues, not the clock.
- **Latch:** tummy-to-tummy; nose-to-nipple start; chin-led latch; audible swallows after let-down.
- **Red flags → refer:** persistent pain/damage, poor output, fever/lethargy, signs of dehydration, weight loss beyond guidance.

Appendix H — Community Resource List Template

Category	Organization / Contact	Phone / Link
IBCLCs		
WIC & Peer Counselors		
Mental Health (perinatal)		
IPV/Safety		
Housing/Food		
Culturally Specific Supports		