

LESSON PURPOSE PLAN

PREGNANCY AND PARENTHOOD GUIDED DISCUSSION

VALUES-BASED LEADERSHIP

5/28/2015

1. TOPIC OVERVIEW

INSTRUCTOR NOTE

The Marine Corps is quite effective at training individuals to achieve the most rigorous military standards, develop top-quality job proficiency skills, and be part of an expeditionary force-in-readiness. The Corps is taking a "whole Marine" approach to keep Marines at the highest levels of readiness; this includes assisting them, and their families, in coping with the stressful challenges of pregnancy and parenthood. Parental involvement decreases children's risk behaviors and has been shown to moderate the effect of negative peer influences into late adolescence. The significant, enduring, and protective influence of positive parenting practices on a child's development is a life-long investment. The Marine Corps realizes that any Marine expecting a child, or raising children, while in military service has two very important roles to fill: that of a Marine, and that of a caregiver. This is your time to stress the importance of successfully balancing these two responsibilities.

Use this time to present the topic of the guided discussion to your group. Cover why this topic is important to the Marine Corps, as a whole, and vital to the individual Marine. You may use the above paragraph to help introduce the topic, or develop a completely unique introduction. Aspects of your attention-gainer should focus on your discussion topic.

Ensure you have followed the Instructor Preparation Guide (IPG), familiarized yourself with the subject, and reviewed the references.

Department of Defense (DoD) Manual 6060.02, *Child Development*, defines a "child" as: a person less than 18 years of age for whom a parent, guardian, or foster parent, is legally responsible.

DOD Manual 6400.1-M-1, *Child Maltreatment and Domestic Abuse Incident Reporting System*, defines a "child" as: an unmarried person under 18 years of age eligible for care through a DoD medical treatment program, and for whom a parent, guardian, foster parent, caregiver, employee of a residential facility, or any staff person providing out-of-home care is legally responsible. The term "child" means a biological child, adopted child, stepchild, foster child, or ward. The term also includes an individual of any age who is incapable of self-support because of a mental or physical incapacity, and for whom treatment in a DoD medical treatment program is authorized.

The New Parent Support Program (NPSP) is designed to be prevention and outreach program that offers in-home visits, parenting education, support groups, and information and referral for members of the Marine Corps community who are expecting a child or who are parenting young children up to five years of age. The NPSP is comprised of a team of Registered Nurses, Licensed Clinical Social Workers and Licensed Marriage and Family Therapists who are experienced in newborn care,

infant/child development, and parent education. The program's intent is to provide assistance to Marines and their families, before their situation causes problems for them or their commands, and to deliver necessary support resources.

2. METHOD

INSTRUCTOR NOTE

Inform your class that the instructional method you will be using for today's lesson is a guided discussion and that this method has been selected to actively involve students in the learning process.

The guided discussion can be effective at altering awareness and behaviors of participants. The goal of the guided discussion method is to drive group participation through leadership and encouragement. To learn more about guided discussions refer to Marine Corps Reference Publication (MCRP) 6-11B W/CH 1 - *Marine Corps Values: A User's Guide for Discussion Leaders*.

It is up to you, as the discussion leader, to use your best judgment and adapt this period of instruction to make it most suitable to your unit and the experience level of the participants. Be prepared for controversy, and form a plan to deal with conflicting viewpoints in order to keep the discussion progressing.

The guided discussion should last approximately 25 to 35 minutes. Spend a few minutes on the introduction; and, the majority of your time on the discussion questions within the body. Do not go too far over your time, as you may start to lose the attention of the participants. Too much information can start to overwhelm what is intended to be a simple and focused session. Remember to allow a few minutes for reflection and the summary of your lesson.

Determine what aspect of the topic you want to concentrate your discussion towards. Design learning outcomes, or "takeaways," which participants should grasp at the end of this discussion that best exemplify your intended focus. You can create your own learning outcomes OR use one, or more, of the examples listed below.

Example learning outcomes are:

- (a) Understand what policies relate to the topic of pregnancy and parenthood.
- (b) Understand how the Marine Corps' leadership traits and principles relate to the topic of pregnancy and parenthood.
- (c) Understand how pregnancy and parenthood should be considered in your military career.
- (d) Know what costs and requirements pregnancy and parenthood will have on a Marine's budget.
- (e) Be able to fill out a Family Care Plan for emergency care situations.
- (f) Identify resources are available to Marines dealing with pregnancy and parenthood.

3. INTRODUCTION

INSTRUCTOR NOTE

Use this time to introduce yourself to the group if necessary, and to ensure the group is familiar with each other. This is also the time to introduce any ground rules, which will establish what behaviors are expected during the guided discussion. Some example ground rules are: everyone participates fully; allow everyone to express themselves without any personal attacks from anyone regarding their views; keep your language clean, as not to offend others; take head-calls, as needed, without disrupting the rest of the participants; etc.

4. BODY

INSTRUCTOR NOTE

Start the discussion by giving your participants the learning outcome you developed for the guided discussion.

a. Gain Attention

INSTRUCTOR NOTE

A few attention gaining stories are provided, but you are encouraged to personalize the attention-gainer to fit your personality, audience, and your desired learning outcome. You may use one of the provided stories, or conduct research to find one more applicable to your learning outcome.

(1) Unexpected Birth and Combat Readiness

A Marine gave birth aboard the amphibious assault ship USS Boxer in the Persian Gulf last month, marking what Pentagon officials believe is the first time an active-duty woman delivered a baby on a combat ship in a war zone.

Mrs. Elaine Donnelly, Director of the Center for Military Readiness, said, "This baby was born safely, despite obvious hazards, but childbirth aboard warships is not an acceptable situation."

Navy regulations, which also govern conduct in the Marine Corps, require a pregnant servicewoman to notify her commanding officer, no later than two weeks after she finds out she is pregnant, in order to facilitate requesting a replacement if the servicewoman is in a sea-going and/or deployable billet. The Marine in this case told superiors that she did not know she was pregnant.

By Marine Corps Order 5000.12 Marine Corps Policy Concerning Pregnancy And Parenthood, no service member can be assigned overseas after the 28th week of pregnancy. The rule is designed to protect the health of the mother and the baby.

Reference:

"Marine had baby on ship in war zone." *The Washington Times*, 11 June 2003. [<http://www.washingtontimes.com/news/2003/jun/11/20030611-120105-9326r/?page=all>]

(2) Pregnancy Discrimination

Pregnancy in the U.S. military has been a proverbial "hot potato" since WWII and the services never did really know how to deal with it until much later. Women's Army Corps regulations, for example, made it quite clear - "An enrolled woman... will be discharged if she becomes pregnant... Pregnancy will be included on the daily sick report as sickness 'not in line of duty.'"

In 1951, Executive Order 10240 (EO 10240) gave the services permission to discharge a woman if she became pregnant, gave birth to a child, or became a parent by adoption or a stepparent. The military took EO 10240 as an ironclad mandate so regulations were written and military women who became pregnant were summarily discharged.

As women became more aware of their rights under the law, the military revisited the pregnancy issue, and in 1971, the Department of Defense instituted a policy of waivers for discharge due to pregnancy. The military was still experiencing a significant loss of enlisted women to pregnancy and parenthood, so to alleviate this issue, the Department of Defense directed the services to implement policies of voluntary separation for pregnancy and parenthood.

In 1976, the 2d District Court ruled that a Marine Corps regulation requiring the discharge of a pregnant woman Marine violated the Fifth Amendment Due Process Clause because it set up an irrefutable presumption that any pregnant woman in uniform was permanently unfit for duty.

In the late 1970s, the decision was made to permit women who became pregnant to remain in the military.

Reference:

Tyler, Carolyn. "Pregnancy Discrimination." Web. 13 Jan. 2015. [<http://userpages.aug.com/captbarb/pregnancy.html>]

(3) Single Parent is an Inspiration to Fellow Marines

Sergeant Shakyra S. Parrish, the Supply Administration Chief for the Consolidated Combat Camera, is a single mother of a six-year-old child who inspires and encourages all Marines she meets.

"After (having the baby), I found myself on food stamps with no car, catching the bus everywhere," said Parrish, and thus she decided that the Marine Corps would help provide the stable lifestyle she

needed. Parrish's first test of will came during boot camp, to which she said, "I had to stick it out because I left my son at home for this opportunity. He was my motivation."

With all the things she does in the Marine Corps, she says the hardest thing she does is raise her son as a single parent in the military. "It's tough," said Parrish. "People normally have their support systems, their mom, dad, sisters and brothers, to help with a baby. For military personnel, being a single parent brings on a whole new meaning. Typically, it's just you and your child."

"I'm very dedicated to my work," said Parrish. "If I'm at work, I'm working hard. I know that my senior leadership doesn't have to allow me to leave early or take a day off. Your work determines how your chain-of-command takes care of you. So I take pride in my work ethic."

Parrish was not always this organized with her life. She understands that Marines need time to find themselves, and she urges all Marines to keep true to the core values in the Marine Corps, if they want to succeed in this lifestyle. "Hold dear the basics, as they are what really separate the good Marines from the mediocre," said Parrish. "Have pride in your work and your appearance. Remember your customs and courtesies. Don't fall back into the bad habits the Marine Corps has broken you of. Find your source of motivation and never forget it."

Reference:

Rostran, Lance Corporal Natalie M. "Marine NCO, Single Mom Inspires Others." *Military.com News*, 23 Nov. 2013.

[<http://www.military.com/daily-news/2013/11/23/marine-nco-single-mom-inspires-others.html>]

(4) Unintended Pregnancy in the Military

Just over ten percent of women in the military in 2008 said they had an unintended pregnancy in the last year - a figure significantly higher than rates in the general public, according to a new study. The findings come amid news that the Pentagon will lift the ban on women in front-line combat jobs starting in 2016.

"It does definitely have implications for troop readiness, ability to deploy (and) troops in combat missions if they are potentially at high risk for unintended pregnancy and pregnant women can't be deployed," said Dr. Vinita Goyal of Warren Alpert Medical School at Brown University.

In total, about 900 women had been unable to deploy in the past year due to a pregnancy, whether intentional or unintended, according to findings published in the February issue of *Obstetrics & Gynecology*.

The rate of unintended pregnancy - 105 for every 1,000 women - was a small increase over the rate in 2005 of 97 per 1,000 servicewomen, but is 50 percent higher than rates of unintended pregnancy amongst similarly-aged women the general, non-military public.

Reference:

Pittman, Geneva. "Unintended pregnancies on the rise in servicewomen." *Chicago Tribune*, 25 Jan. 2013.

[http://articles.chicagotribune.com/2013-01-25/lifestyle/sns-rt-us-pregnancies-servicewomanbre90n1b8-20130124_1_unintended-pregnancy-military-bases-active-duty-women]

(5) The Cost of Raising a Baby

You will spend almost \$10,000 on your baby's first year, according to the thousands of new parents who took BabyCenter's exclusive survey.

No wonder 70 percent of new parents told us they are more anxious about money since having a child. "The financial stress is the hardest thing in my life," says mom Sarah Carley, who has three young children. "You don't realize how much you need for your child - and how tempting it is to buy things."

Forty percent of the survey takers said that having a baby costs a lot more than they expected. And many told us that it is the surprise bills that hurt the most. Even if you are prepared to shell out for diapers, food, gear, clothes, toys, childcare, and healthcare, unexpected or "hidden" extras may bust your budget.

"It's amazing how cramped things can feel once your baby arrives. Your little one may weigh less than 10 pounds, but his gear and furniture could fill several rooms. And you'll need a quiet place for him to sleep away from your family's hustle and bustle," says Sarah.

Reference:

Olsen, Deborah Pike. "The Real Cost of Raising a Baby."

Babycenter.com, Web. 12 May. 2015. [http://www.babycenter.com/0_the-real-cost-of-raising-a-baby_1744454.bc]

(6) Storknester Program

Imagine you are a military spouse or a female active duty service member and you are pregnant with your first child. It is the most exciting time of your life. You and your husband have been planning, preparing and anxiously awaiting the birth of your child. You have been consuming a healthy diet, furnishing the baby's room, reading parenting books, and attending every doctor's appointment. You are ready.

Now, change the scenery:

What if you are NOT in the United States or even a first world country? You have been sent on an accompanied or dual spouse assignment to Turkey, Bulgaria, Italy, Hungary or places in Africa that may not have the same standard of medical care or practices that, as an American, you have taken for granted.

What if you are in a place where access to medical care is not up to American standards - not even close? And you are forced to sign pages of liability waivers in order to deliver your baby in a foreign hospital with non-English speaking doctors and nurses, with completely different standards of medical protocol and practices?

You are panicked; overwhelming fear consumes you as a soon-to-be new mother. What do you do? Hope for the best and sign away?

No. The United States military and Tricare Overseas has a plan for you and the baby to ensure a safe delivery and wonderful after care. It is called the Storknester Program. They will fly you to Landstuhl Army Medical Center (LRMC) in Germany to deliver your baby. You are going to get the best medical care the United States military has to offer by amazing doctors, nurses and staff.

But there is a catch - you have to go alone.

Policy states that you will board an international flight or rotator when you reach the 34-36 week mark in your pregnancy - by yourself. Your husband is not authorized to join you until five days prior to your due date. You have to go it alone, separated from your spouse and possibly other children if you have them.

Reference:

Huisman, Stacy. "Storknesting: Pregnancy Care in the Military."
Militaryspouse.com, 17 Mar. 2015.

[<http://militaryspouse.com/family/storknesting-pregnancy-care-in-the-military/>]

b. **Potential Discussion Questions**

INSTRUCTOR NOTE

The provided questions can be altered, but all questions should be carefully formulated to focus the discussion toward your desired learning outcome. It is the facilitator's responsibility to provoke thought, foster discussion and involvement on the part of the participants, manage the group, and keep discussion flowing. Choose several questions from the following list, which will help accomplish your learning outcome in the specified time.

The discussion format is intended to have the majority of the input come from the participants. Ensure you conduct comprehensive

research on this topic using the provided references. Having a comprehensive understanding of the subject material is essential in order to clarify portions of the discussion that may be confusing, and to ensure only accurate information is disseminated during this exchange. This is not intended to be a lecture, so keep your comments direct and focused to keep the group discussion moving.

Do not insert too many of your own convictions, as it may cause the group to skew their input just to mirror your positions, and may not be a true representation of the participants' thoughts. Ensure you have writing material throughout the discussion so you can capture key elements of the discussion, which arise in each segment, in order to create follow-on questions and to summarize each key point.

As the facilitator, you may use a question to initiate a topic for discussion. After the discussion develops, follow-up questions can be used to guide the discussion. Follow-up questions may help a participant to explain something more thoroughly, or enable you to bring the discussion back to a point from which it has strayed.

Questions are so much a part of teaching, they are often taken for granted. Effective use of questions may result in more student learning than through use of any other instructional technique. In general, you should ask open-ended questions, which are thought-provoking and require more mental activity than simply remembering facts. Questions should require students to grasp concepts, explain similarities and differences, and infer cause-and-effect relationships.

Plan at least one lead-off question for each of your desired learning outcomes. While preparing questions, remember the purpose is to stimulate discussion, not merely to get answers. Avoid questions, which require only short categorical answers, such as "yes" or "no." Lead-off questions should usually begin with "how" or "why."

(1) How would you react if you found out today that you, your wife, or your girlfriend is pregnant? What changes would you have to make to your lifestyle if you were in that situation? If you, your wife, or your girlfriend becomes pregnant what physical changes should be expected?

(2) How do you prepare yourself for having children?

(3) Is pregnancy only the woman's concern? How does it affect her partner?

(4) If you have any experience caring for a baby or young child, what is most memorable to you about the responsibilities associated with that experience?

(5) What equipment do you think you need for a newborn, and how much does it all cost? (diapers, bottles, breast pump, formula,

car seat/carrier, stroller, clothing/blankets, crib, burp cloths, changing table, etc.) What additional monthly and annual expenses does caring for children require?

INSTRUCTOR NOTE

Budget worksheet can be accessed at the following link:

<http://www.mccscp.com/wp-content/uploads/2014/06/Personal-Finance-Budget-Worksheet.xlsx>

(6) Describe the roles and responsibilities of a parent. What unique challenges does a Marine parent face that a Marine without children does not have to deal with? What challenges do Marine parents face that their civilian counterparts do not have to cope with?

(7) What do you think is the hardest aspect of being a parent?

(8) How is unit readiness affected when a Marine has a child?

(9) Who, living in local area, would you trust to take care of your child if you were incapacitated by an accident? Who would you choose to look after your kids until they are 18 if you are killed? Who would you give general and special powers of attorney to in order to have your children's needs met? What is the difference between special and general powers of attorney? Do you know if those individuals would accept the responsibility? Explain what you think needs to be covered in a Marine's Family Care Plan (location of important documents, access to money/accounts, medical records / requirements, temporary and permanent caregivers for kids, etc.).

(10) Explain whom you would pick as a parenting role model and the reasons why you chose that individual. What about you would you want your kids to emulate when they grow up? What do you want to change about yourself, so your kids do not emulate a particular behavior? What do you believe to be the most important lessons to teach your kids as they grow up?

(11) How could a parent's dietary habits have a lifelong effect on their children's health, weight, and self-image?

(12) How would/will/did having children affect your life and your military career? If you are a Marine parent, please describe the most challenging event you have had to deal with in that role.

(13) What programs prepare Marines and their spouses for the challenges of parenthood and help to prevent parents from being overwhelmed? What does the Lifestyle, Insights, Networking, Knowledge, and Skills (L.I.N.K.S.) program do for Marines? What other programs are available through the Marine Corps Community Services New Parent Support Program? What can the Navy-Marine Corps Relief Society (NMCRS) do to help new parents?

(14) What resources are available to help military parents? What experiences have you had dealing with the New Parent Support Program, Unit Chaplain, Unit Family Readiness Officer (FRO), or other members of your chain-of-command who have children and have been through similar situations? What other resources are available to military parents?

(15) Do any of the leadership principles apply to parenting? If so, how do they apply?

(16) One of your female Marines is pregnant, or a married male Marine's wife is pregnant, how much time off do you give them to attend appointments? What if it is the male Marine's girlfriend, whom he does not intend to marry? Do you still give him time off to attend the appointments? How do you keep it fair to the other Marines who pick up the slack for the Marine who is missing work for medical appointments, classes, or programs for the baby?

(17) What do you know about maternity uniform regulations?

(18) As a leader, what responsibility, if any, do you feel you have to help your Marines prepare for parenthood? Why?

5. **REFLECTION**

INSTRUCTOR NOTE

Incorporate reflection questions here, in order to prompt the participants to re-evaluate the issues discussed and topics covered. The more mentally involved each participant is in the active review of the topic, the greater their retention of the subject will be.

Reflection questions should be meaningful in relation to the experiences of the students and should bridge the gap between their discussion involvement and the abstract issues discussed in class. Questions posed during reflection are for personal consideration, as the participants may be uncomfortable openly sharing responses.

Reflection questions can be broken down into the following categories:

1. What? Ask the participants to re-examine in detail the content of the discussion.

2. So, what? What difference did the event make to their perceptions of the issue?

3. Now what? How will the participants think or act in the future as a result of this new perspective?

6. **SUMMARY**

INSTRUCTOR NOTE

Provide overview of main ideas covered. No questions should be asked here. Provide closure that is relevant to MOS, the Marine Corps, or applicable to the participants in some other manner.

INSTRUCTOR REFERENCE MATERIAL

Department of Defense (DoD) Manual 6060.02, *Child Development*, defines a "child" as: a person less than 18 years of age for whom a parent, guardian, or foster parent, is legally responsible.

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The New Parent Support Program is designed to be a prevention and outreach program that offers in-home visits, parenting education, support groups, and information and referral for members of the Marine Corps community who are expecting a child or who are parenting young children up to five years of age. The NPSP is comprised of a team of Registered Nurses, Licensed Clinical Social Workers and Licensed Marriage and Family Therapists who are experienced in newborn care, infant/child development, and parent education. The program's intent is to provide assistance to Marines and their families, before their situation causes problems for them or their commands, and to deliver necessary support resources.

Suggested Resources:

- Department of Defense Instruction 6400.05, New Parent Support Program
- Department of Defense Manual 6400.1-M-1, *Child Maltreatment and Domestic Abuse Incident Reporting System*
- Department of Defense Instruction 6060.02, Child Development Programs
- Marine Corps Order 1754.11, Marine Corps Family Advocacy and General Counseling Program
- Military OneSource Website
[<http://www.militaryonesource.mil/parenting>]
- Manpower & Reserve Affairs Website [<https://www.manpower.usmc.mil>]
- Navy-Marine Corps Relief Society Website
[<http://www.nmcrcs.org/pages/budgeting-for-a-baby>]
- U.S. Department of Agriculture Website [<http://www.fns.usda.gov/wic>]