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| --- | --- | --- | --- | --- |
| **Week 1: Day 1** | **Day 2** | **Day 3** | **Day 4** | **Day 5** |
| * Welcome and MToT Objectives
* Overview and Importance of Initiative1
* Implementation of Initiative (Role and TOR of CMW, Master Trainers, Trainers) 2
* Questions & Responses
 | * Recap of Previous Day
* Introduce CMW Curricula (PNC & WHO/ICM)
* Comparison of Methodologies of Two Curricula
 | * Recap of Previous Day
* Practice Facilitation & Feedback (#2)
* Practice Facilitation & Feedback (#3)
 | * Recap of Previous Day
* Practice Facilitation & Feedback (*if necessary*)
* Recap Technical Questions
 | * Recap of Previous Day
* Complete Practice Facilitations
* Evaluating Learning & Making Links between Classroom & Clinical Practice
 |
| **Break** (dignitaries leave) | **Break** | **Break** | **Break** | **Break** |
| * Introductions of Master Trainers & Expectations of MToT
* Overview of MToT 3
* Pre Self-Assessment
* Principles of Adult Education
 | * Review Adult Learning Cycle
* Introduce Feedback Loops
* Assign Practice Facilitation Sessions & Teams
* Prepare Practice Facilitation
 | * Practice Facilitation & Feedback (#4) *Participant begins facilitating feedback session*
* Practice Facilitation & Feedback (#5)
 | * Reflect on Facilitation Skills & how they can be applied in TOT, in clinical practice & in community work
* Guidelines for developing lesson plans
* Develop lesson plans4
 | * Designing & Using Evaluation Tools for Classroom & Clinical Practice, including critical incident diary
* Feedback on Evaluation Tools
 |
| **Lunch** | **Lunch** | **Lunch** | **Lunch** | **Lunch** |
| * Principles of Adult Education (cont.)
* Introduction to Adult Education Techniques & Methodology
 | * Prepare Practice Facilitation (cont.)
 | * Practice Facilitation & Feedback (#6)
 | * Peer to peer feedback on lesson plans
* Practice facilitation & Feedback (#8)
 | * Feedback on Evaluation Tools (cont.)
* Outstanding Questions/Issues on Adult Education, Facilitation, etc.
 |
| **Break** | **Break** | **Break** | **Break** | **Break** |
| * Introduction to Adult Education Techniques
* Daily Reflection & Homework
 | * Practice Facilitation & Feedback (#1)
* Daily Reflection & Homework
 | * Practice Facilitation & Feedback (#7)
* Daily Reflection & Homework
 | * Practice facilitation & Feedback (#9)
* Daily Reflection & Homework
 | * Post Self-Assessment
* Reflection & Setting Goals
* Next Steps in MToT
 |
| **Steering Committee** | **Steering Committee** | **Steering Committee** | **Steering Committee** | **Steering Committee** |

**Notes**: Based on equivalent of 8:30 am – 4:30 pm working day. Breaks and lunch will be taken, but schedule will require some flexibility in their timing.

Based on 20 participants (for Practice Facilitation, 6 groups of three + 1 group of two participants).

\*\* Participants to be offered clinical practice in labour suite on rotation basis and under supervision of a prepared clinical supervisor who will follow adult education principles and modern up to date midwifery care- based on WHO standards. Labour suite rotation to be arranged by clinical co-ordinator; 6:30 to 9:pm each evening in groups of 3. Participants can self select which evening they do this rotation – ideally everyone should do 1 rotation (some may request more.

**Footnotes**

1Overview of Initiative should be delivered by Ministry representative

2Implementation of Initiative should be delivered by MoH/PAIMAN representatives

3Session will include MToT objectives, schedule and “Way of Work” (Host Team and Steering Committee as feedback mechanisms; modelling methodology; reflection diary as assessment/evaluation tools).

4Lesson plans will illustrate a clinical practice session, a community “intervention” & a classroom session.

Majority of lesson plans and practice facilitation sessions will be taken from the *Foundation Module: The midwife in the community.* WHO & ICM, 2005.

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| **Week 2: Day 1** | **Day 2** | **Day 3** | **Day 4** | **Day 5** | **Day 6** |
| Start 8am* **Session 20 (a)**

Community Visit to identify taboos and beliefs [In teams of 3 (each attached to 1 LHW)] | * Home team
* **Session 21**

 Developing community visit guidelines | Start 8am* Community Visit – mapping the community

[In same team as day week 2 day 1] | * Report from participants
* **Session 24**

Debrief and using maps in community practice and training  | Start 8am* Community visit to conduct ANC and PN assessments2

(In pairs half of teams stay in RHC/BHU others home visits)*Critical Incident Reflection* | * Home team
* **Session 28**

Time management. Facilitation practice #* **Session 29**

Record keeping, criteria for good records *# Facilitation practice* |
| * **Session 22**

Communication Tools (Pop Council) # *Facilitation Practice* | * **Session 25**

Participatory Evaluations # *Facilitation practice*  |
| **Lunch** | * **Lunch**
 | * **Lunch**
 | **Lunch** |  | **Lunch** |
| \*\* Start 2- 2:30 * **Session 20 (b)**

Debrief and Presentations on Community Visits | * Feedback on Use of Pop Council Manual
 | * Community Visit (cont’d.)

Return by 4:30 pm | * **Session 26**

Preparing for community visit, including review WHO SEARO Midwifery standards and essential components of emergency preparedness plans# Facilitation practice | \*\* Start 2:30-3pm* **Session 27**

Debrief and discussion on visit# Facilitation practice * Daily Reflection using critical incident diary

*# Facilitation practice*  | * **Session 30**

Maintaining student and client confidentiality *# Facilitation practice* |
| * Daily reflection

*\*\* Homework* *Prepare Session 22 Module 7 Pop Council Manual* | * **Session 23**

Preparation for community mapping exercise*\*\* Proposals for participants meeting evening of day 3* | * Self-reflection and peer feedback
* Evaluate first two weeks of MToT
 |
| **Steering Committee** | **Steering Committee** | **Participant’s Meetings 1** | **Steering Committee** | **Steering Committee** |  |

**Note**: **1**. Day 3 participants meet without facilitators and co-facilitators, to list and admin issues related to community visit.

 **2**. This visit will include making antenatal visit including helping families make a emergency preparedness plans (ideally experience of early, mid and late trimester ) and 1 PNC. Participants will work in pairs, to conduct 3 ANC assessments and where possible at least one PN assessment of mother and newborn and one non-formal adult education health education session. [ *# Facilitation Practice - by participant* -self selected]

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Week 3 Day 1** | Day 2 \*\* follow Saturday times  | Day 3 | Day 4 | Day 5 | DAY 6 |
| Home teamSession 32* Introduce expected outcomes for Week 3
* Self-assessment community midwifery practice1

Session 33Practical exercise: Developing differential diagnosis skills – eclampsia2  |  \*\* 8am Home teamSession 35* Using models – newborn resuscitation3 (managing a large group)
 |  Home team* Continue practice facilitation and feedback sessions (1 group) & /or evaluation of session (*if needed*)
 | **8 am Home team*** Community practice - teaching clinical skills in a community setting

 Same as week 2 day 5, but participants who stayed in RHC/BHU now go to home visits and visa versa |  Home team* **Session 40**

Childbirth – using **simulation**Small group work | * Clinical practice labour and birth all day –

(hands-on clinical care for woman in labour following WHO/ICM Standards)Each participant to work 1 full shift (morning, evening or night shift) as they choose, sometime between Friday night and Sunday  |
| **Session 36**Preparation practical -design session using demonstration on model | Session 37a* Designing and using checklists

Practical session  | Practice facilitation and feedback # |
| **Lunch** | **Lunch**  | **Lunch** | **Lunch \*\*restart** 2:30 | **Lunch** |
| Session 34* Designing a puzzle

- Practical session – | * Practice facilitation and peer feedback sessions
* Daily Reflection#
 | Session 37b* Practice facilitation and peer feedback sessions #
 | Session 38b* Debrief, presentations and peer feedback
 | * **Session 41**

Records in labour/partograph. Practical exercise 5 |
| Presentation of objectives and puzzle with facilitation of peer feedback #* Daily Reflection #
 | Session 38a* *Home work and preparing for clinical practice in the community next day*
* Daily Reflection
 | Session 39*Homework - low cost teaching aids4* * Daily reflection
 | * Practical session – presentations with peer feedback
* **Session 42**

Set up clinical practice* Daily reflection
 |
| **Steering committee** | **Steering committee** | **Steering committee** | **Steering committee** | **Steering committee** | **\* No home team or Steering Committee** |

Notes: Home team for day 5 will present day 1 week 4 1. Self assessment – written, 30 minute ; 2.Exercise found in *Management of Eclampsia.* WHO & ICM, 2005; 3.Exercise found in Chapter 4, *Care of the Newborn Child;* Save the Children Federation, 2004;

4. Homework set up session 39: Prepare a 30 minute lesson plan using a low –cost visual aid for practice the following week in the community

# Week 4 [provisional - sessions may change if closing ceremony changes]

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Day 1** | Day 2 | Day 3 | Day 4 | Day 5 | Day 6 |
| Home team* **Session 43**

Introduction & expected outcomes for Week 4 & Debrief from Clinical day |  **8am Home team** Community visit to carry out * 1. Teaching of health education topic to community group - using lesson plans prepared in previous week
	2. to get women’s feedback on services /performance

 **[same teams as for mapping]** | Home team* + **Session 48**

Applying lessons learnt from MTOT in new cmw program |  **8 am Home team*** Clinical practice in community/ satellite clinic/AN clinic or labour suite - depending on participants needs

[Completion of self-assessment clinical skills] | * + 9am

Session 53Practical session – Assessing skills using – **Observation Clinical Skills Stations**\* Assessors board meets | Home team* **Session 54**

Presentation of Action plans with peer and facilitator feedback  |
| * **Session 44**
* Use of case studies as an assessment tool – practical exercise 1
 | * Designing an outline schedule for the new cmw program based on lessons learnt
* *Homework – Self-reflection designing a personal action plan*
 | * **Session 55**

Evaluation of program |
| **Lunch** | Lunch | Lunch | **Lunch** | **Lunch** | **Lunch** |
| * **Session 45**

Preparation and Practice designing sessions using case studies* Daily Reflection
* Set up Community visit next day

[**Sign up for clinical practice sites day 4]** | * **Session 46**

**2 pm** (approx)**Participants meeting with JSI and PNC – Q&A session*** **Session 47**

Debrief, Feedback and discussion on morning exercise | * **Session 49**

Assessing facilitation competency– practical exercise 6 * Feedback from group work
 | * **Session 51**

Debrief, Feedback and discussion on clinical practice * **Session 52**

Maintaining skills and Keeping up to date and Preparing professional practice portfolios* Daily reflection
 | * **Session 54**
	+ Post Test Mid Skills

Session 53* + *Time for developing Individual action plan* / Individual interviews with lead facilitators 5 minutes each
 | * **Closing ceremony** “Farewells”
 |
| * **Session 50**

*Homework - Self assessment of clinical skills self-assessment grid** Daily reflections
 |  |
| **Steering committee** | **Steering committee** | **Steering committee** | **Steering committee** | **Steering committee** |  |

**Notes:**

1 Exercise in *Management of Prolonged and Obstructed Labour Module.* WHO & ICM, 2005

2 Handout and short whole group exercise

3 Exercise on Immediate management of Primary PPH, in *Management of PPH Module* WHO & ICM, 2005

4 To be developed

5Exercise from JHPIGEO M&H Training Material – available on CD-ROM6

6 Exercise from *Essential Antenatal Perinatal and Postpartum Care*, WHO EURO 2001

**Team of Facilitators**

* Della R Sherratt, Senior International Midwifery Advisor & Trainer, UK
* Abdul Rehman Pirzado, Program Officer MoH-UNFPA, Sindh Pakistan
* Laila Khymani, Nursing/Midwifery Tutor AKHSP, Sindh, Pakistan
* Ms. Mehmooda, Nursing/Midwifery Tutor AKHSP, Sindh, Pakistan