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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]

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| **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 33 Practical exercise: Developing differential diagnosis skills – eclampsia2 | \*\* 8am Home team Session 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]

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| **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 53  Practical 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**

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* Laila Khymani, Nursing/Midwifery Tutor AKHSP, Sindh, Pakistan
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