

PD-Med-161

121-51759

93001



## Trip Report

#0-329

**Travelers:** Mrs. Emily Lewis  
IHP Program Coordinator  
Ms. Suzanne Plopper, IHP Consultant

**Country Visited:** ZAIRE

**Date of Trip:** In-Country: March 23-April 14, 1987

**Purpose:** To plan and conduct a Modules Development Workshop for 11 Nursing Instructors (from A-2 and A-3 Level Schools), April 1 - 14, 1987.

DPE-3031-C-00-4077

TABLE OF CONTENTS

	PAGE
LIST OF ABBREVIATIONS	
EXECUTIVE SUMMARY.....	i
SCHEDULE OF ACTIVITIES.....	ii
I. PURPOSE OF TRIP.....	1
II. ACCOMPLISHMENTS.....	1
III. BACKGROUND.....	1
IV. DESCRIPTION OF ACTIVITIES.....	1
V. FINDINGS/CONCLUSIONS AND RECOMMENDATIONS.....	2

APPENDICES

- A. Persons Contacted/Met
- B. Participants
- C. Pre/Post-Test Scores
- D. Summary of Participant Reaction Responses
- \*E. Curriculum
- \*\*F. INTRAH Participant Reaction Forms
- \*\*G. INTRAH Biodata Forms

- 
- \*on file with INTRAH Program Office
  - \*\*on file with INTRAH Data Management Services

## LIST OF ABBREVIATIONS

AZBEF	Association Zairoise pour le Bien-Etre Familial (Zairian Association for Family Welfare)
CHE	Community Health Education
DSP	Departement de Santé Publique (Department of Public Health)
Nursing Levels	A-1: Baccalaureate plus four years of nursing training. Nurses are called "graduate" and receive university degrees. A-2: Four years of secondary school plus three years of nursing training. Nurses are called "diplomé". A-3 Three years of secondary school plus two years of nursing training. Nurses are called "auxiliare."
PSND	Project des Services de Naissances Désirables (Family Planning Services Project)
TOT	Training of Trainers

**EXECUTIVE SUMMARY**

From April 1 -14, 1987, Mrs. Emily Lewis, International Health Programs (IHP) Program Coordinator, and Ms. Suzanne Plopper, IHP Consultant, conducted a workshop for the development of three pre-service family planning (FP) modules for 11 diploma-level and auxiliary-level nurses, INTRAH/PSND contract workplan activity #8D. They were assisted by co-trainers Citoyenne Mandu Ekasi, Assistant to the Director of the Sixth Division of the Department of Public Health (DSP), and Citoyenne (Dr.) Tembo Bahalele, Nurse Supervisor for the Zairian Association for Family Welfare (AZBEF).

Three modules were produced, to be taught in the last year of the three-year course for diploma nurses (A-2 level) and the second year of the two-year training for auxiliary nurses (A-3 level). The three modules--clinical, community health education (CHE) and management--are designed to be taught together with an introduction that will include Zairian FP policies and are to include clinical practice sessions. The group of nursing instructors attending the workshop developed the objectives for clinical practice, but did not plan the practicum in detail. This will be done during a July 1987 workshop for the training of the nurses who supervise students in FP units.

Future INTRAH activities will provide for a training of trainers (TOT) in the use of these modules for at least one nursing instructor in each of the 103 A-2 and A-3 level schools in Zaire.

SCHEDULE DURING VISIT

March 23 - 28      Workshop preparation with co-trainers Citoyenne Mandu Ekasi, Assistant to the Director of the Sixth Division of the Department of Public Health and Citoyenne (Dr.) Tembo Bahalele, Nurse Supervisor for the Zairian Association for Family Welfare.

Ms. Lewis and Ms. Plopper were already in Kinshasa having just completed a PSND Supervision workshop (see INTRAH Trip Report #0-327).

March 30            Scheduled workshop opening which was delayed due to late arrival of participants.

April 1 - 14        Workshop implementation.

April 11            Ms. Plopper departed from Kinshasa 8:55 p.m. due to prior commitments.

April 14            Mrs. Lewis met and debriefed at USAID/Zaire with Ms. Gael Murphy, Health, Population and Nutrition International Development Intern.

Mrs. Lewis departed from Kinshasa 8:55 p.m.

**I. PURPOSE OF TRIP**

The purpose of this trip was to conduct a Modules Development workshop for eleven A-2 and A-3 level nursing instructors.

**II. ACCOMPLISHMENTS**

- A. Three training modules were developed for: 1) clinical activities, 2) community health education (CHE) and motivational activities, and 3) management.
- B. Two Zairian co-trainers improved their skills in planning and conducting training activities.
- C. Debriefing was held with Ms. Gael Murphy, USAID.

**III. BACKGROUND**

This workshop is the third in a series of three workshops with nursing school instructors. The participants of this workshop participated in two previous INTRAH activities: 1) Basic Family Planning Skills (November 10 - 29, 1986), and 2) Training of Trainers workshop (December 1 - 14, 1986). Pre- and post-tests were not administered during the Modules Development workshop because participants had been tested during the November and December workshops (see INTRAH Trip Report #0-338).

**IV. DESCRIPTION OF ACTIVITIES**

A two-week workshop was conducted April 1 - 14, 1987 for the purpose of developing FP modules for A-2 and A-3 nursing schools. The workshop was held at the Family Planning Services Project (PSND) building, Kintambo Hospital, Kinshasa. The 11 participants were nursing instructors of A-2 and A-3 nursing schools from various regions of Zaire. Workshop trainers included Citoyenne Mandu Ekasi, Assistant to the Director of the Sixth Division

of the Department of Public Health (DSP); Citoyenne (Dr.) Tembo Bakelele, Nurse Supervisor for the Zairian Association for Family Welfare (AZBEF); and Mrs. Emily Lewis and Ms. Suzanne Plopper from International Health Programs.

The participants developed three modules and an introductory segment to be integrated into the last year of training in A-2 and A-3 schools. The modules include clinical aspects of FP, CHE, and management of a FP unit. An outline of the sequence of topics to be presented was developed after the evaluation of group work by the participants. The participants also developed a list of recommendations for the implementation of these modules in the A-2 and A-3 schools.

Due to time constraints, participants were not able to finalize plans for the practicum, although they prepared objectives (Appendix E). These plans, "Preparation of nursing instructors for the practicum," will be finalized during the July 1987 activity. An evaluation grid will also be developed at that time.

Mrs. Lewis debriefed at USAID/Zaire with Ms. Gael Murphy.

## V. FINDINGS/CONCLUSIONS AND RECOMMENDATIONS

### A. Administrative/Logistical

#### 1. Finding(s)

As always, the support provided by the Training Division of PSND for training activities was excellent. Participants, however, had complaints about being lodged in a noisy downtown hotel. This same complaint has been made during each of the last four training activities but remains unresolved. Participants have requested either a quieter hotel or to be given per diem and allowed to find their own housing.

Conclusion(s)/Recommendation(s)

During Training of Trainers (TOT) workshops we emphasize the importance of the training environment. Participants should be as comfortable and stressfree as time and money permit. A solution to the housing problem should be found by PSND and AZBEF. Participants should not be housed at the currently-used hotel in future workshops.

2. Finding(s)

Participants were not provided with sufficient advance notification of the starting date of the training activity. This resulted in a delay of two days for the opening of the workshop and absence of one designated participant. This workshop was administratively the responsibility of the Sixth Division (Training of Para-Medical Personnel) of DSP, but was also being facilitated by PSND. There may have been a failure to clarify or to accept responsibility for administrative tasks. PSND and the Sixth Division of DSP are expected to cooperate in the implementation of future INTRAH activities including:

1. The training of those nursing instructors who will be responsible for the practicum.
2. The training of at least one nursing instructor in each of the 103 A-2 and A-3 nursing schools in the teaching of FP modules.

Conclusion(s)/Recommendation(s)

Areas of logistics and administrative responsibility need to be clearly defined in writing. Arrangements for implementation of these agreements should be conducted with maximum cooperation and minimal insistence on protocol between the two agencies.

3. Finding(s)

The work of co-trainer Citoyenne Mandu Ekasi was complicated by additional administrative responsibilities assigned to her by the Director of the Sixth Division of DSP.

Conclusion(s)/Recommendation(s)

Administrators should be requested to relieve co-trainers of other responsibilities to ensure that they derive the greatest possible benefit from the training experience.

4. Finding(s)

Participants were adequately prepared during their previous training in basic FP clinical service and TOT. They worked well together and were able to construct modules which are ready to be tested during next year's nurses training courses for third year diploma nurses (A-2 level) and second year auxiliary nurses (A-3 level).

Conclusion(s)/Recommendation(s)

When participants have been trained together as a group following a logical sequential pattern, objectives can be achieved and output will approach expectations.

**APPENDIX A**

**Persons Contacted/Met**

**APPENDIX A**

**PERSONS CONTACTED/MET**

**USAID/Zaire**

Ms. Gael MURPHY, Health, Population and Nutrition  
International Development Intern

**Department of Public Health (DSP)**

Dr. MBUMB Mussong, Director, Sixth Division (Training)

**Family Planning Services Project (PSND)**

Citoyenne CHIRWISA Chirhamolekwa, Director

Dr. Peter KNEBEL, Technical Advisor

Citoyen MUTUMBO Yatshita, Director of Training

Citoyen MADIMU Kuzonzila, Assistant Director of Training

Citoyen NGOIE Mbuya, Director of Supervision

Citoyen NTUMBA-WA-NTUMBA, Director of Special Projects

Mr. Brad BARKER, Deputy Director for Administration

Dr. Jane BERTRAND, Operations Research Advisor

Citoyenne LUSAKI, Mama Yemo Family Planning Clinic

**Zairian Association for Family Welfare (AZBEF)**

Citoyen ONANGA Bongwele, Evaluation Services

Citoyen BUANDA Bangula, Evaluation Services

Citoyenne BAHELELE Tembo, Training Services

**Others**

Drs. Judith and Richard BROWN, Presbyterian Hunger Program

Mr. Joseph DEERING, Technical Information on Population for  
the Private Sector (TIPPS)

**APPENDIX B**

**Participants**

**APPENDIX B**

**PARTICIPANTS**

1. Citoyen KALENGA Nzongola, Nursing Instructor, Bibauga
2. Citoyen KIBONGE Mastaki, Nursing Instructor, Kisangani
3. Citoyen KYATA Shabani, Nursing Instructor, Matadi, Bas Zaire
4. Citoyen LUKOMBO Lunsumukunu, Nursing Instructor, Mbanza-Naugu, Bas Zaire
5. Citoyenne MISENGA Tshimanga, Nursing Instructor, Kasai Oriental
6. Citoyen MAMBU Moke Kusangila, Nursing Instructor, Kikwit
7. Citoyen MASSAMBA Matombo, Nursing Instructor, Kinshasa
8. Citoyen MPOI Kajingulu Lumpunga, Nursing Instructor, Kananga, Kasai
9. Citoyen MUKENGESHAYI Bitshikila, Nursing Instructor, Kintambo, Kinshasa
10. Citoyen MUSUMADI Lushanga, Nursing Instructor, Luebo
11. Citoyen MUTUNIA Muhota, Nursing Instructor, Kinshasa

**APPENDIX C**

**Pre/Post-Test Scores**

**APPENDIX C**

**PRE/POST-TEST SCORES**

Pre- and post-tests were not administered during this activity because all participants had recently completed family planning clinical service training and TOT, and had achieved excellent results on their tests (see INTRAH Trip Report #0-338).

**APPENDIX D**

**Summary of Participant Reaction Respo**

APPENDIX E

SUMMARY OF PARTICIPANT REACTION RESPONSES

Course ID# \_\_\_\_\_

INTRAH PARTICIPANT REACTION FORM

For each set of statements below, please check the one that best describes your feelings about this training.

1. Workshop objectives were:

- |                          |                                     |                                     |                          |                          |
|--------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------|
| a. Very clear            | b. Mostly clear                     | c. Somewhat clear                   | d. Not very clear        | e. Not clear at all      |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

2. Workshop objectives seemed to be achieved:

- |                                     |                                     |                          |                          |                          |
|-------------------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|
| a. Entirely                         | b. Mostly                           | c. Somewhat              | d. Hardly at all         | e. Not at all            |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

3. With regard to workshop material (presentations, handouts, exercises) seemed to be:

- a. All material was useful
- b. Most materials were useful
- c. Some material was useful
- d. Little material was useful
- e. No material was useful

4. Workshop material presented was clear and easy to follow:

- |                          |                                     |                                     |                            |                          |
|--------------------------|-------------------------------------|-------------------------------------|----------------------------|--------------------------|
| a. All the time          | b. More than half the time          | c. About half the time              | d. Less than half the time | e. None of the time      |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>   | <input type="checkbox"/> |

5. The amount of material covered during the workshop was

- a. Too much    b. Somewhat too much    c. Just about right    d. Somewhat too little    e. Too little

| 4 | | 2 | | 4 | | 1 | | 1 |

6. The amount of time devoted to the workshop was:

- a. Too much    b. Somewhat too much    c. Just about right    d. Somewhat too little    e. Too little

| 1 | | 1 | | 2 | | 4 | | 2 |

7. For the work I do or am going to do, this workshop was:

- a. Very useful    b. Mostly useful    c. Somewhat useful    d. Not very useful    e. Not useful at all

| 10 | | 1 | | 1 | | 1 | | 1 |

8. Possible solutions to real work problems were dealt with:

- a. All the time    b. More than half the time    c. About half the time    d. Less than half the time    e. None of the time

| 6 | | 3 | | 2 | | 1 | | 1 |

9. In this workshop I learned:

- 3 a. many important and useful concepts,  
6 b. several important and useful concepts,  
1 c. some important and useful concepts,  
\_\_\_ d. a few important and useful concepts,  
\_\_\_ e. almost no important or useful concepts.

10. In this workshop I had an opportunity to practice:

- 2 a. many important and useful skills,  
4 b. several important and useful skills,  
1 c. some important and useful skills,  
\_\_\_ d. a few important and useful skills,  
\_\_\_ e. almost no important or useful skills.

11. Workshop facilities and arrangements were:

a. Very good	b. Good	c. Acceptable	d. Barely acceptable	e. Poor
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

12. The trainer/trainers for this workshop was/were:

a. Very effective	b. Effective	c. Somewhat effective	d. Not very Effective	e. Not effective at all
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

13. The trainer/trainers for this workshop encouraged me to give my opinions of the course:

a. Always	b. Often	c. Sometimes	d. Rarely	e. Never
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14. In providing information about my progress in training, the trainer/trainers for this workshop were:

a. Very effective	b. Effective	c. Somewhat effective	d. Not very effective	e. Not effective at all
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

15. 4 a. I would recommend this workshop without hesitation,

2 b. I would probably recommend this workshop

2 c. I might recommend this workshop to some people

     d. I might not recommend this workshop

     e. I would not recommend this workshop.

16. Please check any of the following that you feel could have improved the workshop.

- a. Additional time for the workshop
- b. More limited time for the workshop
- c. Use of more realistic examples and applications
- d. More time to practice skills and techniques
- e. More time to become familiar with theory and concepts
- f. More effective trainers
- g. More effective group interaction
- h. Different training site or location
- i. More preparation time outside the training sessions
- j. More time spent in actual training activities
- k. Concentration on a more limited and specific topic
- l. Consideration of a broader and more comprehensive topic
- m. Other (specify) \_\_\_\_\_



19. From the list below, please indicate the three (3) areas in which you feel additional training in a future course would be most useful to you.

       a. Counselling and/or client education

       b. Provision of Clinical Methods (IUDs, pills, diaphragms, injections)

       c. Provision of Non-clinical Methods (condoms, foaming tablets, foam)

       d. Provision of Natural Family Planning Methods (rhythm, sympto-thermal, mucous)

  11   e. Supervision of Family Planning Services

  111   f. Management of Family Planning Service System

  11   g. Planning/Evaluation of Family Planning Services

  1   h. Policy Making/Direction of Family Planning Services

       i. Community Based Distribution of Contraceptives

  1   ~~111~~ j. Community Based Outreach, Education or Information

  111   k. In-Service Training in Family Planning

  111   l. Pre-Service Teaching/Tutoring in Family Planning

  1   m. Other (specify) \_\_\_\_\_

20. Additional Comments: 1) For some modules we did not have enough documentation

2) I want to study in the U.S.

3) Complaints about logistics.

Feel free to sign your name. (Optional)

May, 1985