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**FILE**

EGYPTIAN HPH DEPARTMENT OF FAMILY HEALTH  
TRAINING SYSTEM DESIGN, PROGRAMMED LEARNING,  
AND STAFF DEVELOPMENT PROJECT

A Report Prepared By:  
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During The Period:  
FEBRUARY 1 - MARCH 7, 1980

Under The Auspices Of The:  
AMERICAN PUBLIC HEALTH ASSOCIATION

1318

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## PART 1: WORKPLAN

### Purpose and Summary

This workplan addresses the need in Egypt for paramedicals, auxiliaries, community health workers, and outreach workers who can be trained at the High Institute of Public Health (HIPH), in Alexandria, Egypt.

The plan recommends the application of training methods developed and tested in pilot projects conducted by the governments of the Philippines, Indonesia, India, Bangladesh, Taiwan, and the United States. (These initial efforts were funded by AID/W, USAID missions, and other organizations, and were directed by Dr. Charles R. Ausherman, a consultant in each of the programs.) The results of these efforts should be useful in developing health manpower training programs that require less time and money and that enhance health education skills through use of authentic indigenous programmed-learning materials.

Instructional information will be developed systematically into simplified audio-visual materials on nutrition, sanitation, maternal and child health, family planning, and other health-related subjects. The products will be reproduced and distributed widely for use by nationals in their particular environments. Using the model developed in six other countries, indigenous content specialists will prepare first drafts after intensive training in a local programmed-learning system. Modifications and refinements will be made with the help of specialists/consultants and indigenous instructional designers.

### Outcomes

The five intended outcomes of the instructional program are:

1. Education/proficiency of a core group of indigenous personnel in programmed-learning materials, instructional

design, and educational media software preparation.

2. Enhanced indigenous health education competencies, improved communications skills, and greater experience in communicating subject matter to audiences in greatest need.
3. Field-testing, evaluation, and eventual reproduction of indigenous language instructional materials, without copyright or other restrictions.
4. Sensitizing practicing health communicators and cost- and time-effective training methods which go beyond traditional educational concepts.
5. A locally-produced (draft) manual on training system design to improve instruction. (This is a step-by-step self-instruction manual adapted to the local cultural situation.)

A workshop will be held for at least 20 but no more than 25 specially selected health and medical educators who will be trained as instructional designers for the local self-instructional process. The program will include training by objectives, criterion-reference testing, use of media, other methods of instruction, including individualized learning and evaluation methods.

In addition to instructor training, self-instructional training modules will be designed by locals. Local leaders will select the subject and content for the modules after determining the needs of staff and consumers. Nutrition, first-aid, family planning, tuberculosis detection, etc. will be among the content areas studied.

Each trainer selected to attend the workshop must be an expert in a specific content area. Spectators and observers will be discouraged because each participant must design a self-instruction module during the intensive workshop. Each module will be identified by the local participant's name, position, and organization.

An initial one-week workshop will be held following advance planning with host country officials. A consultant will provide professional services, leadership, and materials for the workshop. Local personnel will act as hosts and also provide on-the-job training while conducting the workshop. Local leaders will be selected to participate as resource persons in the workshop. Typing, clerical assistance, and other related support services will be provided at the training facility.

#### Statement of Work

Technical, professional and support services, and supplies and equipment will be provided to:

1. Provide guidance, consultation, and assistance in designing a cost- and time-efficient "Indigenous Programmed Instructional Training System" through production of manuals for paramedicals, auxiliaries, and community workers.
2. Facilitate the local production and expansion of appropriate programmed-learning materials on various subjects for Egyptian health workers/family planning providers using self-instructional methods and systems designed and developed by local leaders.
3. Conduct a one-week seminar and/or workshop.
4. Prepare a draft report for evaluating the application of the system and self-instructional modules in Egypt.

#### Scope of Work

Dr. Ausherman will conduct six weeks of professional and consulting services which will support the High Institute of Public Health's training of trainers and related staff in areas specified by the HIPH and the American Public Health Association (APHA). Direct training and associated

services will be provided in the Arab Republic of Egypt under the terms of a standard contract.

Guidance, assistance, and leadership will be provided in-country to selected health professionals, paramedicals, and related staff who will prepare specific health education manuals in Arabic and English. The manuals will describe the methods of producing and disseminating the Arabic language self-instructional materials used by local health and medical practitioners to increase the number of trained health workers and/or upgrade their competencies.

#### Contract Type

Reimbursable costs not to exceed a previously agreed maximum must be vouchered and will be subject to audit; all overhead and indirect costs will be established by U.S. Government audits and/or conform to standard reimbursable procedures. All work must be completed six months after formal authorization has been granted. (See attached budget, page 5.)

#### Period of Performance

All activities must be completed within six months of the project's formal authorization.

A Study of Programmed Learning for Continuing Education  
In Family Planning in Egypt

12-MONTH BUDGET FOR PROGRAMMED INSTRUCTION PROJECT WORKSHOP

Paper, Supplies, Typist, and Questionnaire (15 modules x 200 each)	\$ 4,300
Project Coordinator (Part-time, 12 Months)	857
Secretarial (Part-time, 12 Months)	343
Research Associate (Full-time, 12 Months)	857
Transport (Per Month x 12 Months)	343
Consultants	220
Photography	150
Postage, Telephone, and Otly Reports	200
Overhead and Contingency	100
Evaluation Costs	
Interviewers (4)	570
Data Gathering, Processing, and Analysis	714
Preparation and Publicatio. of Final Report	500
Dissemination Conference	400
TOTAL	<u>\$ 9,582</u>

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## PART 2: INTERIM CONSULTANT REPORT

Background

## A. Orientation

Dr. Ahmed F. El-Sherbini, Chairman of the Department of Family Health, High Institute of Public Health, Alexandria, Egypt, visited the APHA consultant in Chapel Hill, North Carolina, on September 20, 1979, to discuss the use of cost- and time-effective training methods for family planning and public health programs. Faculty from the University of North Carolina School of Public Health and School of Journalism and staff from the Research Triangle Institute and System Sciences, Inc. also attended the meeting. Dr. Sherbini's visit was financed with the support of AID/Washington. Mr. Lenni Kangas, Director, AID/TECH, provided special assistance.

Following the initial meetings and subsequent correspondence, the HIPH requested that USAID/Cairo provide support for a technical assistance assignment in training system design and staff development. The APHA consultant was invited to provide technical assistance to initiate the development of:

1. Locally-produced self-instructional training modules on a variety of health and family planning subjects.
2. A locally produced manual on the production of indigenous learner-focused training materials.
3. A process to develop a cost- and time-effective training system using innovative training technology.

The APHA consultant made a follow-up visit to Cairo and Alexandria in December 1979 to discuss the assignment with Dr. Sherbini and USAID/Cairo staff. (This stop-over was made en-route from Asia on a separately funded (non-AID) project.)

APHA's Washington staff helped implement the request from HIPH/Alexandria. USAID/Cairo and AID/NE/TECH/Washington designated APHA the most appropriate contractor for the project. Although APHA usually holds a detailed orientation for project staff, information was relayed by telephone and mail because of lack of time. Preparations were made to fulfill the assignment, and HIPH's original schedule was observed. The APHA consultant proceeded directly to Cairo, arriving February 4, 1980.

Discussions with USAID/Cairo staff were held before the consultant's departure to Alexandria on February 6. These discussions focused on health and family planning manpower development needs in Egypt. Specific emphasis was given to the "One America" project at HIPH. Dr. Brooks Ryder, Chief of Party for "One America," participated in the orientation meetings.

Dr. Sherbini introduced the APHA consultant to appropriate staff, provided office facilities, and obtained required assistance. The consultant's success is mainly due to the cooperation of Dr. Sherbini and his efficient staff.

## B. Activities

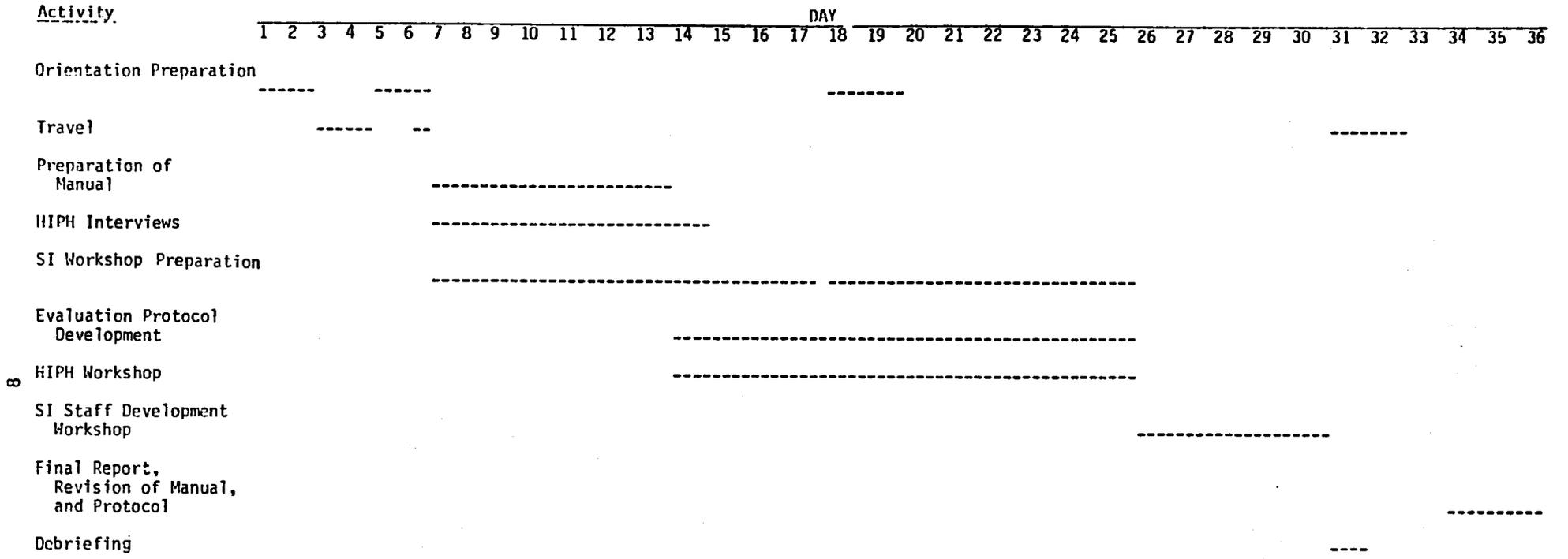
Figure 1 depicts the time allotted to each of the main tasks of the consultancy period, which had been set at "four to six weeks." At the end of the second week, a summary of the work was prepared (see memorandum of February 13, 1980). Staff agreed to adhere to the schedule.

Dr. Ryder described the goals, objectives, and workplan of the "One America" project and worked with the APHA consultant to coordinate "One America" and APHA project efforts.

The APHA consultant also worked closely with HIPH faculty who were preparing a two-week "Management for Training" workshop for mid-career Ministry

Figure 1  
TIMEPHASING

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of Health medical and health professionals from 26 governorates. The workshop was held February 16 - 28 at the Department of Family Health.

The Egyptian State Information Service Population and Family Planning Conference, held February 17 - 21, provided contact with several key leaders. The APHA consultant attended three sessions of the conference during a two-day visit to Cairo. (See Appendix E.)

The consultant made two visits to the Abbis-II Village Health and Training Center and two visits each to the Institute of Training and Research in Family Planning, in Alexandria, and the Rural Health Project of the Ministry of Health, in Cairo.

During the assignment, a three-day workshop was held March 1 - 3 for 17 HIPH faculty.

The purpose of the workshop was to:

1. Develop a cost- and time-effective training method for Egypt using self-learning techniques.
2. Create indigenous examples of self-learning modules.
3. Prepare a manual to guide trainers in the methods of Egyptian self-learning.

C. Recommendations

Following discussions with all parties concerned, APHA's consultant recommended that HIPH and USAID/Cairo conduct the following activities:

1. Continue pre-testing, revising, and field-testing the first draft modules and the manual on health and family planning produced at the workshop.
2. Evaluate the results of the study detailed in the protocol developed during the assignment.
3. Apply the findings of the first two steps in developing cost- and time-effective training methods at the HIPH,

the Abbis-II Training Center, and in other health and family planning training programs.

4. Share the results of this project with other health agencies and family planning agencies as part of a cooperative effort to expand national health family planning manpower development training systems.

A detailed workplan to implement these recommendations was prepared during the assignment with the help of appropriate HIPH staff. A budget was projected and discussed with USAID/Cairo.

HIPH and USAID/Cairo staff could foresee no serious problems with the projected implementation or funding of this activity. (The APHA consultant has been requested to review the revised modules.)

The consultant will return to Alexandria--probably in September 1980--as soon as the HIPH and USAID/Cairo confirm that the second phase of this project should begin.

### Summary

This assignment focused on training system design for staff development, in-service training, and health and family planning manpower development. To facilitate training system design, specific attainable goals were outlined and achieved.

The purpose of this project was to assist Egypt in its efforts to promote national health and family planning manpower development and to train system designers. The development and evaluation of locally produced programmed-learning modules can be useful in planning national and innovative training strategies.

Appendix A  
OFFICIALS CONTACTED

## Appendix A

### OFFICIALS CONTACTED

The following key contacts provided invaluable insight and professional and personal assistance, and made possible the performance of the duties of this consultancy.

#### HIPH Department of Family Health

Dr. Ahmed F. El-Sherbini, Chairman  
Dr. Sawsan Fahmy, Deputy Chairman  
Dr. Emad Eid, Assistant Professor  
Dr. Mona Mortada, Programmed Learning Project Coordinator  
Dr. Enaya Abdel Kaker, Management Training Coordinator  
Dr. Soheir Mekhemar, Lecturer

#### HIPH Department of Health Administration

Dr. Naila Amer, Senior Lecturer

#### USAID/Cairo

Dr. Merrill M. Shutt, Chief, Health and Family Planning  
Tomas H. Reese III, Population Officer  
Laura Slobey, Project Monitor, Health and Population Officer  
Dr. Stanley Applegate  
Mahlon D. Stuart, Acting Financial Analyst  
Rose Britanak, Health Officer

#### AID/Washington

Lenni Kangas, Director, NE/TECH  
David Piet, Program Officer, NE/TECH  
William Oldham, AID/TECH

Rural Health Planning Project, Ministry of Health

Dr. Ahmed Nagati, Director  
Dr. Arnfried Kielmann, Chief of Party  
Mike Reardon, Westinghouse  
Sharon Russell, Westinghouse

APHA

Barry Karlin  
Suzanne Olds  
Fedy Vieux-Brierre

The Population Council

Dr. Fred Shorter, Near East/North Africa Representative

One America

Dr. Brooks Ryder, Chief of Party  
Dr. Abdel Omran, Consultant

Appendix B

WORKSHOP ON PROGRAMMED LEARNING:  
AGENDA AND REGISTRATION LIST

Appendix B

WORKSHOP ON PROGRAMMED LEARNING:  
AGENDA AND REGISTRATION LIST

AGENDA: PROGRAMMED LEARNING TRAINING, STUDY, AND EVALUATION

<u>Activity</u>	<u>Time</u>	<u>Manpower</u>
1. Workshop (See Separate Agenda)	3 days	Full Staff
2. Revision of Modules	11 days	Research Associate Consultants, Editor, Clerk Typist
a. Revise and Review Pre-tested SI Materials		
b. Pre-test Revised SI Materials		
c. Final Revision		
d. Final Editing		
e. Typing Final Copies		
3. Printing	21 days	Typesetter, Editor, Proof- reader, Artist, Typist
a. Typesetting, Proofreading, Typing		
b. Paste-up, Insert, Proof Corrections	(Unnecessary if mimeographed)	
c. Camera Work, Blue- print, Printing, Binding		
4. Distribution and Use	2 months and 2 days	HIPH Staff
a. Deliver to Treatment Groups		
b. Use PI Modules		

<u>Activity</u>	<u>Time</u>	<u>Manpower</u>
5. Evaluation	2 months and 20 days	Research Associate, Research Assistant, Programmer, Coders, Clerk Typist, Secretary
a. ON Construction (Including Pre-testing Revision)		
b. Contract Research		
(1) Training Interviewers		
(2) Data Gathering		
c. Data Analysis and Writing Study Reports		

High Institute of Public Health  
Alexandria, Egypt

WORKSHOP ON PROGRAMMED LEARNING: REGISTRATION  
(March 1 - 3, 1980)

Dr. Sawson Fahmy, MB, CHB, MPH, Dr. PH

Professor, Family Health, Department of Family Health, HIPH

Module Subject Area: School Health

Workshop: "Behavioral Development of Children Up to 6 Years"

Participants: Maternal Child Health Doctors

Dr. Emad Eid, MB, BCH, DPH, DCH, Dr. PH

Assistant Professor, Family Health, Department of Family Health, HIPH

Module Subject Area: Maternal and Child Health

Workshop: "Family Health"

Participants: Trainers of Village Health Workers

Dr. Soheir Mekhemar, Dr. PH, Diploma HED, Diploma Hospital Administration

Lecturer, Family Health, Department of Family Health, HIPH

Module Subject Area: Community Health Nursing Delivery System and Education

Workshop: "Antenatal Care"

Participants: Nurses

Dr. Ahmed Wasfy, MD, DCH, DPH

Senior Lecturer, Family Health (School Health), HIPH

Module Subject Area: School Health Problems, Prevention and Management

Workshop: "Malnutrition Among School Children"

Participants: School Health Doctors

Dr. Soheir Bayoumi, PH Dr. in PHN

Lecturer, Public Health Nurses, Department of Family Health, HIPH

Workshop: "Personal Hygiene"

Participants: School Teachers

Dr. Mona Mohamed, MPH

Assistant Lecturer, Department of Family Health, HIPH

Module Subject Area: Maternity Care

Workshop: "Family Planning"

Dr. Kamilia Mostapha, MPH

Assistant Lecturer, Department of Family Health, HIPH

Workshop: "IUDs as a Birth Control Measure"

Participants: Doctors, Nurses

Dr. Enaya Abdel Kader, Dr. Degree, PH (School Health)

Lecturer, Department of Family Health, HIPH

Module Subject Area: School Health

Workshop: "Effects of Visual Environment on the Health of School Children"

Participants: School Health Doctors

Dr. Ibrahim El-Kerdany, PHD of PH (MH)

Lecturer of MH, HIPH

Workshop: "Objectives of Family Planning"

Participants: Local Leaders

Dr. Abla Ibrahim, MB, CHB

Instructor, Department of Family Health, HIPH

Workshop: "Care of Elderly People"

Participants: Public Health Physicians

Dr. Mofida Kamal

Module Subject Area: Maternal Child Health

Dr. Nihad Dabous, MB, CHB

Instructor, Department of Family Health, HIPH

Workshop: "Pre-natal Counseling"

Participants: Maternal Child Health Doctors

Dr. Samia Nosseir, B.S.

Preschool CC (for MCH Physicians)

Module Subject Area: Maternal Child Health

Workshop: "Preschool Child Care"

Participants: Maternal Child Health Doctors

Dr. Olfat Daruish, MD, MPH (HE), Msc Nutrition and Ph.D Nutrition

Associate Professor

Module Subject Area: Nutrition

Workshop: "Malnutrition (Protein Energy) for  
Preschool Age"

Participants: Public Health Nurses

Dr. Samia Galal, Ph.D, "CE," SE

Associate Professor, SE

Module Subject Area: Industrial Waste Control

Workshop: "Industrial Pollution Abatement for a  
Specific Industry"

Participants: Decision makers in Industry

Dr. Amal Khairy, F. MD of PH (HIPH)

Associate Professor

Module Subject Area:

Rural Epidemiology

Workshop(s):

"Epidemiology of Helminth Diseases"  
"Endemic Diseases - Helminth  
Diseases in Rural Areas"

Participants:

Rural General Practitioners

Dr. Naila Amer, MD, MPH, Dr. PH

Senior Lecturer

Module Subject Area:

Public Health Administration

Workshop:

"Evaluation of Family Planning  
Services"

Participants:

Directors of Family Planning Centers

Dr. Hanaa Ismail, PHD, Pravour and Food Chemistry Bristoc University U.R.

Assistant Lecturer

Workshop:

"Analysis of Natural and Artificial  
Food for Six-Month Babies Infant  
Food Analysis"

Participants:

Public Health Chemists

Note: The address for HIPH is:

High Institute of Public Health  
165 Horria Avenue  
El Hadra, Alexandria  
Egypt

Appendix C  
EVALUATION STUDY PROTOCOL  
(COVER PAGE AND TABLE OF CONTENTS)

FACTORS RELATED TO LEARNING IN PROGRAMMED INSTRUCTION  
FOR TRAINING HEALTH WORKERS FOR  
COMMUNITY-BASED HEALTH IN EGYPT

Health Training System Project  
High Institute of Public Health  
Department of Family Health  
(HIPH/FH)

February, 1980

AID/DSPE-C-0053

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HIGH WORK PLAN FOR PROGRAMMED INSTRUCTION TRAINING AND HEALTH TRAINING SYSTEM PROJECT

	FEB.	MARCH	APRIL	MAY	JUNE	JULY
1. Revised Module Revised Questionnaire	xxxx	xxxx	xxxx	xxxx		
2. Site Orientation- listing - Sampling		xxx				
3. Pretest 4 Modules & Questionnaires			xx			
4. Revised Module & Questionnaire			xx			
5. Printing Module & Questionnaire				xxx		
6. Training Supervisor		x				
7. Recruit & Train Interviewers				xx		
8. Administration of the 4 Modules				x		
9. Interviewing & Data Gathering				xx	x	
10. Data Processing ) ) edit:					xxxx	xxxx
11. Data Analysis ) ) coding:					xxxx	xxxx
12. Preparation of Workshop					xxxx	xxxx
13. Implement Workshop					xxxx	xxxx
14. Preparation of Final Report						x
15. Planning for a Possible 2-3 Year Larger Project						xx
16. One-Day Conference to Disseminate Results of Study.						x

**Best Available Document**

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Appendix D

A MANUAL FOR HEALTH TRAINERS IN EGYPT  
(Cover Page, Table of Contents, and Introduction)

PROGRAMMED INSTRUCTION

AND

PROGRAMMED LEARNING

التعليم المبرمج

و

التعليم المبرمج

A MANUAL FOR HEALTH TRAINERS

IN EGYPT

March 1980

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## PREFACE

This is a text on how to program self-instruction for health workers serving at the community level. It has been written in Alexandria, Egypt, at the Department of Family Health, High Institute of Public Health (HIPH/FH). It is appropriate that a text to serve health and family planning programs be produced at the oldest school of public health in the Middle East. The authors of this text are all experienced in the training of doctors, nurses, midwives as well as para-professional health workers\*.

There may be some questions concerning why an established health institution would seek to pioneer new methods of training health personnel. Egypt has produced an impressive number of exceptional health personnel which serve in her own country and in several other nations as well. There are a number of established training methods which are increasingly utilized in developing countries through the intervention of international agencies.

The authors of this book feel convinced that there is a need for increasing numbers of local health workers and to improve their in-service training. These demands constitute a challenge for all concerned with upgrading health manpower development to find more effective and efficient methods of training. HIPH faculty and staff are especially impressed with the success of indigenously produced training materials which are learner-centered. The process of continuously updating instructional training material according to feed-back from learners appears to be basically sound pedagogy. These and other assumptions will be vigorously tested through evaluative research now being conducted at the High Institute of Public Health which will test Egyptian authored self-instructional modules.

An important step in this process is the production of this manual on how to produce self-instructional learning materials. Institutions and individuals training staff for service among rural and low income urban areas are invited to seek further information from the Department of Family Health, HIPH, Alexandria, Egypt, c/o Dr A. F. El Sherbini  
Chairman  
165, El-Horria Avenue  
El-Hadarah, Alexandria

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\*This text is jointly authored by Dr A.F. El Sherbini, Chairman of the Department of Family Health, HIPH and HIPH faculty members as listed on title page.

The HIPH health training system approach emphasizes local production of materials for training. However, an intensive review of learning system design has been conducted which included many other sources. The material in this text includes concepts and examples from other systems as they are appropriate.

This text is produced in a loose leaf fashion to encourage revision and to promote its use by others in a modular or flexible fashion.

### Background

A primary purpose of this manual is to promote response and feed-back from trainers. A number of questionnaires and evaluation instruments are contained in this manual. It would be especially helpful if the readers' response could come in by way of suggestions for additions and improvement. The goal of the authors of this manual is to help serve the health needs in Egypt. The initial target is to promote improved health in demonstration training centres such as the HIPH model at Abbis 2 village (White Bird) "Ibis".

Thus, this manual was originally developed for the immediate needs of a specific village community in rural Egypt. Abbis 2 village continues to grow as the vital training link with Egyptian village life for HIPH innovations in training health workers. It is for this reason this manual is dedicated to the people living in Abbis:

This book is Dedicated to the People  
of Abbis "White bird" by the Authors

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Seminar/Workshop on Programmed Learning for Family  
Health Workers in Egypt

Edited by all the staff of the Department of Family  
Health, High Institute of Public Health, Alexandria,  
Egypt.

Dr. Prof. A.F. El Shernini	Chairman
Dr. Prof. Sawsan Fahmy	Professor
Dr Emad Eid	Assistant Professor
Dr Soheir Mokheimer	Lecturer
Dr. Ahmed Wasfy	Lecturer
Dr. Enaya Abdel Kader	Lecturer
Dr. Soheir Bayoumi	Lecturer
Dr. Mofida Kamal	Lecturer
Dr. Kamilia Mostafa	Assit. Lecturer
Dr. Mona Mortada	Assist. Lecturer
Dr. Nehad Dabbous	Instructor
Dr. Samia Noseir	Instructor
Dr. Abla Ayoub	Instructor

Appendix E  
EGYPTIAN STATE INFORMATION CONFERENCE  
PROGRAM AGENDA



الندوة القومية الدولية للسكان وتنظيم الأسرة في مصر  
١٧ - ٢١ فبراير ١٩٨٠ - القاهرة

POPULATION & FAMILY PLANNING IN EGYPT  
17th - 21th FEB. 1980 - CAIRO.

Committee Chairmen of Symposium

SUNDAY (February 17, 1980)

First Session:

1. Dr. Aziz Bindari - Chairman - Chairman Population & Family Planning Board.
2. Dr. Al Omran - Deputy Chairman - Professor School of Public Health, University of North Carolina.

Second Session:

1. Dr. Mohamed Sobhy Abdel Hakim - Chairman - Deputy Rector - Cairo University.
2. Dr. Reda El Sayed Kandil - Deputy Chairman - Director General Population Studies and Researches Centre, Mobilisation & Statistics Agency.

MONDAY (February 18, 1980)

Third Session:

1. Dr. M. Mubarak - Chairman - First Under-Secretary - Ministry of Health.
2. Mustafa El Guindy - Deputy Chairman - Under-Secretary, President Population Studies & Researches Centre, Mobilisation & Statistics Agency.

Fourth Session:

1. Dr. Aziza Hussein - Chairman - President Family Planning Association, President IPPF, Cairo.

Sixth Session:

1. Engineer Salah Eddine Zaki - Chairman - First Under Secretary Ministry of Housing.
2. Dr. A. Omran - Deputy Chairman - Professor School of Public Health, University of North Carolina.

WEDNESDAY (February 20, 1980)

Seventh Session:

1. Dr. John Rizk - Chairman - Professor American University.
2. Salah Galal - Deputy Chairman - Head of Scientific Section - "Al-Ahram" daily.

Eighth Session:

1. Dr. Amin Ibrahim Aly - Chairman - Under-Secretary for Social Welfare, Ministry of Social Affairs.
2. Dr. Halim Greiss - Deputy Chairman - Advisor, Ministry of Education.

THURSDAY (February 21, 1980)

Ninth Session:

1. Dr. Fouad Hefnawy - Chairman - Population Office, Al-Azhar University.
2. Dr. Reda S. Kandil - Deputy Chairman - Director General Population Studies & Researches Centre, Mobilisation & Statistics Agency.

Closing Session:

1. Dr. Aziz Bindari - Chairman - Chairman Population & Family Planning Board.
2. Mohamed Sharaf - Deputy Chairman - Under-Secretary for International Affairs, State Information Service.

Drafting Committee:

1. Dr. Donald Bogue.
2. Dr. Halim Greiss.
3. Dr. Gamal Noueir.
4. Dr. Hayfaa El-Shanawani.
5. Dr. Aziza Hussein.

2. Dr. Fathia Marsafawi - Deputy Chairman - Director General Family Planning Department, Ministry of Health.

TUESDAY (February 19, 1980)

1. Dr. Maher Mahran - Chairman - Secretary for Family Planning, National Democratic Party.
2. Dr. Gamal Noueir - Deputy Chairman - Advisor, National Research Centre.

Appendix F  
CORRESPONDENCE

M E M O R A N D U M

To : Dr Ahmed F. El Sherbini                      Date: February 13, 1980  
From : Dr Charles R. Ausherman  
Re : HIPH TRAINING SYSTEM DESIGN  
EGYPTIAN PROGRAMMED LEARNING AND STAFF  
DEVELOPMENT PROJECT

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This is to summarize the activities of APHA project consultancy contract AID/DSPE-G-0053 which began on February 1st, 1980.

During the first 12 work days of this assignment orientation and briefing arranged by APHA, AID and the HIPH and other related organizations have been conducted.

Specific discussions with key staff will be reported separately in my Interim Report to be filed no later than March 6.

In addition to travel from the U.S. and through Cairo this first 12-day time period has allowed the production of a first draft manual of a 52 page HIPH booklet for use in the production of Self-Instructional Modules by Egyptian health and medical educators. (Appendix A).

The purpose of this memorandum is to review our discussion of today which proposed activities of the next 16-18 work days will include the following:

1. Provide resource assistance at the Management for Training DAWRA (Workshop) to be held at the HIPH, Alexandria, February 16-28, which will include twenty mid-career Ministry of Health medical and public health professionals invited from 26 Governorates.
2. Concurrent with that activity the consultant will provide major staff leadership in the development and preparation of a three-day workshop for the HIPH staff on systematic learning to be held March, 1-3.
3. The Self-Instructional Modules produced during the March 1-3 workshop will be field tested and revised according to an evaluation protocol which is currently developed at the High Institute of Public Health. The proposed schedule for this evaluation study is attached to this memorandum as Appendix B.

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Date: February 13, 1980

4. The purpose of the evaluation study will be to test the manual, modules and self-instructional method in the context of Egyptian family health and family planning programs. You have helpfully observed that innovations in training require evidence of results. In fulfillment of this strategy to obtain the support of Egyptian health leadership the HIPH evaluation project will produce locally authored modules vigorously field tested and revised.
5. The final report and publication of this project will therefore require a period of several weeks of revision, testing data collection and analysis.

It is therefore suggested that we do not utilize the full allotment of 36 work days during this consultancy visit. May I request your concurrence of the attached time frame (Appendix C.) which allows some extra time for my return to Egypt later this year at a mutually convenient date when the field training and data are ready for analysis and final report preparation.

M E M O R A N D U M

To : Dr Ahmad F. El Sherbini

Date March 5, 1980

From : Dr Charles R. Ausherman

Re : HIPH TRAINING SYSTEM DESIGN  
EGYPTIAN PROGRAMMED LEARNING AND STAFF  
DEVELOPMENT PROJECT

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This is to further summarize the activities of APHA project consultancy contract AID/DSPE-G-0053 last reported in my memo of February 13, 1980. (Attached Memo of Feb. 13.)

The specific tasks accomplished:

1. Provided resource assistance at the Management for Training DAWRA (Workshop) held at the HIPH, Alexandria, February 16-28, which included eight mid-career Ministry of Health medical and public health professionals invited from 26 Governorates. (Appendix A).
2. Concurrent with that activity the consultant provided major staff leadership in the development and preparation of a three-day workshop for the HIPH staff on systematic learning held March, 1-3. Seventeen first draft modules were prepared by the participants. (List attached Appendix B).
3. The 17 Self-Instructional Modules produced during the March 1-3 workshop will be field tested and revised according to an evaluation protocol which was prepared and is being revised by staff of the High Institute of Public Health, Department of Family Health. The proposed schedule for this evaluation study is attached to this memo as Appendix C, (with a current draft of the protocol). The manual for training health trainers in the use of simplified self instruction has been developed and is being revised by HIPH staff and the APHA Consultant. (Appendix D.)
4. The final report and publication of the evaluation phase of this require a period of several weeks of revision, testing, data collection and analysis.

Next Steps:

The modules, manual and evaluation protocol are being revised by HIPH staff. USAID/Cairo is currently considering the feasibility of funding the evaluation study which will be held at the HIPH, Alexandria, Abbas II and two other localities to be selected. (Budget attached).

It is recommended that the APHA Consultant return to Alexandria to assist in the finalization of the above within six months for a period of not less than four weeks.

UNIVERSITY OF ALEXANDRIA  
HIGH INSTITUTE OF PUBLIC HEALTH  
DEPT. OF FAMILY HEALTH,  
165, El-Horria Aven.  
El-Hadrah, Alexandria.



جامعة الاسكندرية  
المعهد العالى للصحة العامة  
قسم صحة الأسرة  
١٦٥ طريق الحرية-الحفيرة الاسكندرية

March 3, 1980

Mr. Lenni Kangas  
AID  
Department of State  
Washington , D.C. 20523  
U.S.A.

Dear Lenni,

I am writing to express my thankfulness for giving me the opportunity to meet Dr. Ausherman.

It was a pleasure to work with him during the last month. He was of great help in assisting the Department of Family Health, HIPH in our staff development programs. The report of the progress of this project will be sent to you separately. We are pleased by the results which have produced a first draft manual on self instruction and several locally authored training manuals on health and family planning which are going to be field tested. I am looking forward for another visit by Dr. Ausherman to complete his important assignment which was beneficial to our Department.

I might tell you that the arrival of Dr. Brooks Ryder has released me from some burdens. He is of great help.

With my best regards and I am looking to have the chance to see you again in Egypt which you know well.

Sincerely yours,

A. F. El Sherbini, M.D.  
Prof. and Chairman  
Depart. of Family Health  
HIPH, Alexandria, Egypt

Copy to: Dr. C.R. Ausherman

UNIVERSITY OF ALEXANDRIA  
HIGH INSTITUTE OF PUBLIC HEALTH  
DEPT. OF FAMILY HEALTH,  
165, El-Horria Aven.  
El-Hadrah, Alexandria.



جامعة الاسكندرية  
المعهد العالي للصحة العامة  
قسم صحة الأسرة  
١٦٥ طريق الحرية-المنصورة الاسكندرية

26 February 1980

Dr R.L. Thiele,  
Dean, School of Allied Health  
and Social Professions  
East Carolina University  
Greenville N.C. 27834

Dear Dr Thiele,

I had the pleasure to read the Catalogue of your School which was shared by Dr Charles R. Ausherman. He was kind enough to discuss your program and inform me me about the activities in your School. I observed that there are some common interests between both our Schools.

I am the Chairman of the Department of Family Health. The theme of our work is that the family is the structural and functional unit of the society so it is an epidemiological unit as well a unit for health care through which individual health care could be achieved. I am suggesting to start a joint activity which would strengthen "Teaching and Training in family health for medical nursing and allied health professionals".

Dr C.R. Ausherman has been assisting in a staff development in our Department and is acquainted with our way of thinking. May I suggest that he formulates with the co-operation of your staff a joint project in this field. It is my hope that through this activity we can exchange staff, build educational material and train health and medical, nursing personnel at graduate level in this field.

I am looking for a stable long-term co-operation which would be of benefit for both our communities.

Sincerely yours,  
*Ahmed F. El Sherbini*  
Ahmed F. El Sherbini, M.D.  
Prof. and Chairman  
Dept. of Family Health  
HIPH, Alexandria University  
Alexandria, Egypt