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FIRST TRAINING COURSE ON OBSTETRIC AND PERINATAL COMPLICATIONS

MOTHERCARE/LA PAZ REGIONAL SECRETARY OF HEALTH

SUPERVISORY REPORT

PRESENTED BY:

CIENTIFICA CONSULTORA SRL

IN CONSIDERATION OF:

MOTHERCARE

LA PAZ - BOLIVIA

1997

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FIRST TRAINING COURSE ON OBSTETRIC AND PERINATAL COMPLICATIONS

MOTHERCARE/LA PAZ REGIONAL HEALTH OFFICE

SUPERVISORY REPORT

Dr Miguel A Ugalde Castro - SUPERVISOR

1 INTRODUCTION

MotherCare Bolivia, in agreement with the National Secretary of Health, developed a strategy for contributing to the National Health Plan in the accelerated reduction of maternal and perinatal deaths. Following the conclusions and recommendations of the study of Barriers and Feasibility Mechanisms performed by MotherCare Bolivia in 1996, a joint decision was made regarding the need to train health care personnel from the areas and districts of the Regional Health Secretary of La Paz in the handling of obstetric and neonatal complications. Said training had to be based on the standardized norms, procedures and protocols, in addition, the performance of the health care personnel had to be evaluated periodically and learning programs in obstetric and neonatal procedures had to be incorporated in the College of Medicine and in the Nursing and Nursing Assistance Schools, thereby bringing these up to date.

The main objective of this training was to ensure that the trained health care personnel, upon returning to their services, be capable of interrelating with the community in their customary medical practice, be able to define and develop plans, and be equipped to take the appropriate actions to adequately treat or refer high risk patients and save the lives of mothers and children in these stages.

2 COURSE PLAN

The training during the course consisted of 2 specific areas pursuant to the curriculum:

- a Interpersonal Communication and Counseling (20 hours)
- b Diagnosis, handling, treatment and referral of obstetric and neonatal complications (56 hours)

2.1 Programs

There was a lack of program continuity in the topics during the first week. The problem resolution method in the program was interwoven with interpersonal communication issues, making these "repetitive" during the presentations. On the other hand, the topics on the Maternal and Perinatal Health Situation in Bolivia and Maternity and Childhood Safety were presented the second day after Barriers and Feasibility Mechanisms, thus interfering in

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their harmonious development

2 2 Schedules

The schedules established in the program were complied with in a satisfactory manner

a The first week (on a non-continuous schedule), from 8 00 a m to 12 00 noon and 2 00 p m to 6 00 p m , 1st phase, corresponded to the module on Interpersonal Communication and Counseling, MEHA, the Maternal and Perinatal Health Situation in Bolivia, and aspects of Maternity and Childhood Safety (National Secretary of Health Programs)

b The three following weeks, from 2 00 p m to 6 00 p m , 2nd phase, corresponded to obstetric and perinatal complications, sexuality and gender, recording information, and handling the newborn

2 3 Delivery of materials

The following materials were given to all the participants

IEC Module

Manual on Care for the Woman and the Newborn

Manual on Technical Procedures

Participant Guide

Manual on Verification Lists

Guide Manual for Recording Information

MotherCare called for the development of materials as well as clothes to be worn in the wards to consist of 12 pajamas with chinstrap caps and booties to be lent to those going into the special wards (delivery, etc)

3 PHYSICAL LOCATION OF THE TRAINING

3 1 Clinical Practice

The internment wards and the out-patient consultation services of the de la Mujer Hospital of the City of La Paz and the hospital complex of Miraflores were used for the clinical practices These consist of

Prenatal out-patient consulting rooms

Gynecology out-patient consulting rooms

Maternity, pre-delivery and delivery internment wards

Neonatology internment wards

Neonatal, maternity and gynecology nursing wards

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The practices and shifts were programmed according to role from 8 00 a m to 12 00 noon and 8 00 p m to 8 00 a m , respectively The course participants were assigned a letter from the alphabet by drawing, and were distinguished by colors (Physicians/blue, Licensed Nurses/red and Nursing Assistants/black) They were assigned to rotation in 5 services (Maternity, Neonatology, Out-Patient Consulting in Gynecology, Out-Patient Consulting in Prenatal care and nursing wards) on calendar days, the scheduling appeared on papelografos* placed in everyone's view

3 2 Theory classes

The Reproductive Health Ward at the Hospital, located on the 2nd floor near the maternity internment wards, was used It is large enough for 20 students The room has an acrylic board, shelves, soft chairs and a desk to hold materials It also has a VCR The adjoining room is suitable for tea services and as a study area It has a bathroom

Next door to this room is a classroom which was used to substitute the aforementioned one and which was fitted with window to window curtains by MotherCare

There is also an annex to leave materials under lock and key across from both rooms which can be used as a dressing room and to store materials and eventually as a snack room It has a sink, dishwasher and bathroom Metal plating has been installed for security purposes

3 3 Instructors

The following people participated as trainers in this first course

Gloria Peñaranda (Licensed Nurse)
Felicidad Lafuente (Licensed Nurse)
Dr Manuel Díaz
Dr Rubén Aráoz
Dr Ramiro Pando
Dr Fernando Alvarez

The following acted as training facilitators at the services

Specialists, residents, nursing personnel and nursing assistants In addition, trainers performed the role of guardian on a weekly basis per specific area The first three monitored the practice session training work during the rotations in the Neonatology Services and the other (3) did so in the Maternity and Gynecology Services

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3 4 Training Methodology

During the workshop, interactive teaching and learning techniques were developed through group work, handling cases, dramatizations, role playing, interpersonal communication exchanges and ice-breaking

4 PARTICIPANTS

Of the list of 21 participants scheduled to be in the Workshop, 16 (76%) showed up on the first day. The following day, one was added, and on the third day another, for a total of 18 (86%) who attended regularly. Two excused absence slips were requested during the course.

Of the list, the following DID NOT attend the course

Dr Edwin Trujillo (de Viacha Hospital)
Dr Carlos Ergueta (Los Andes Hospital)
Dr Gonzalo Córdova (Los Andes Hospital)

5 ACHIEVEMENTS AND RESULTS

The following evaluations were performed during the workshop

5 1 Pre- and post-tests

In the case of Module I of the IEC, the pre-tests were carried out at the start of the sessions on Monday the 17th. The post-tests were carried out at the end of the week.

The pre-tests regarding obstetric and perinatal complications and complications in the newborn were carried out jointly before starting the afternoon sessions and the post-tests were given at the end of the afternoon.

The following tests were not carried out because of confusion.

5 2 Daily evaluation

These tests were carried out every day although they were used partially to clarify doubts, improve skills or to fill in gaps through rapid reading.

5 3 Trainer evaluation

These tests were performed at the end of each week (total of 4 weeks).

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All the evaluation materials were submitted weekly, in order and paginated at the office of *Científica Consultora srl*, which was in charge of the intake, recording and analysis of information

The results and the information analysis are in the attached Annex

6 WORK PLANS DEVELOPED BY THE PARTICIPANTS

Expected work plans were developed (see course archive documents, n=18) and each of the participants submitted his or hers at the end of the course. Three of them were presented and discussed. The problems identified were the following

- The community's lack of knowledge and recognition regarding obstetric and perinatal complications
- The lack of knowledge regarding the offered services
- The lack of training of the "Responsables Populares de Salud," community leaders, midwives and others who intervene the areas of referral and support

The need to create "attention flows" documented in panels for the services and the community and their interaction for problem resolution was observed, in addition to the need to develop historic reports of each service's intervention in the health care process. The latter process will serve as feedback for the new health care personnel as work with the community progresses

7 LESSONS LEARNED

7.1 Course strengths and weaknesses

a. Of the theory and practice classes. These were conducted with interest and active participation by the trainers. There is already a schedule of the practice roles which, once it is improved and adapted to the amount of students participating in the workshop, will be used as the basis for the program with small modifications.

b. 95% of the theory classes included working in groups, handling cases and dramatizations. Notwithstanding, there was little use of the ice-breaking dynamic.

The topics which, due to their complexity, merited great effort by the trainer in order to improve comprehension, and are still handled in a masterly manner and with abundant technical content and were partially adapted to the group context of the students were the following

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- Hypertension caused by pregnancy, pregnancy hemorrhages, gynecological-obstetric infections, breast infections, causes of respiratory arrest, frequent infections in the newborn and other problems in the newborn. The very interactive topic of MELA still has a great deal of technical content
- The topic of Sexuality and Gender was sufficiently motivating, even on Saturday. The content in terms of hours was sufficient
- Support and intervention by the neonatologist was needed for the theory-practice topic of resuscitation of the newborn at the end of the afternoon

The topic of Recording Information is very complex and not very explicit. Although the learning materials are technically important and interesting, they do not adapt to the level of the students and therefore require an adaptation of the contents. It is not interactive and has too much reading material for the overburdened student who must also read on other topics.

b Of the participants Pursuant to the lists, 5 physicians, 2 Licensed nurses and 11 nursing assistants attended. These health care personnel have different degrees of schooling, and some have very large gaps in their knowledge of the basic technical health language, which makes comprehension and the use of proper language in Spanish (*castellano*) during the training difficult. This event redounds in lack of motivation, especially in the general physician who has a greater degree of comprehension.

c Of the tests performed Excessive amount of tests. The documents created for the pre- and post-tests generally contain current and technical Spanish words which are not adaptable to the level of education, especially in the nursing assistants. This is exaggerated in the topic on recording information.

The formulation of questions is varied and there are different degrees of complexity which, in some cases, make their comprehension and answering difficult. In some cases, the theory class did not correlate the topic taught with the post-test results because it was not objective and lacked follow-up.

d Of the program content There was lack of continuity in the interpersonal communication program. There was an error in the program transcription since the course program identified in the curriculum is adequate.

The topics of prenatal care and low risk delivery should be

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introduced into the program before the topics of complications, this would allow an adequate and timely training in the services. The topic of Recording Information complied in part with the objectives.

e Of the schedules There was dissatisfaction with the night shift because of redundant inactivity, lack of support and indifference by the personnel on duty. There was difficulty in the regular attendance on Saturday.

f Of the materials Sometimes some of the tests were missing.

g Of the logistics Attendance and Communication Cards were passed out to all Services Personnel, Duty Chiefs, Ward Chiefs, and General Personnel (see cards sent, annex) regarding the passage of the students through the different services during the morning and evening.

8 CONCLUSIONS AND RECOMMENDATIONS

8.1 For the program

The following modification is suggested: Start with the topics from the National Secretary of Health and then continue with the topics of Interpersonal Communication and Counseling, Problem Resolution Method, and then MELA.

The topics Prenatal care, Low Risk Delivery and Care for the Newborn should precede the topics on complications in their respective weeks.

It is suggested that the subject of Recording Information be standardized in the training "type methodology" used in the Workshop and that the schedule be maintained in a suitable and uniform manner.

8.2 For the schedule

It is recommended that the 13:00 to 15:00 shift be changed to 14:00 to 18:00 (afternoon schedule), thus providing more objective continuity and support by specialized personnel in the theory-practice classes.

8.3 For the training methodology

The trainer should use the materials and exercises contained in the modules with greater interest, paying special attention to the importance of interactive work and ice-breaking.

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The topic of Recording Information should standardize the training methodology with group work and generate active participation by the student

8 4 For use of materials

Emphasis should be made on the use of materials in the laboratory for the morning practice session. As such, the Practical Training Laboratory should be put to use. Use of the audiovisual materials should be made in order to improve the students' interest in special topics

8 5 For the evaluation tests

The number of tests should be reduced to

a Use of one pre-test AT THE BEGINNING OF THE WORKSHOP (1st activity)

b Use of post-tests AT THE END OF EACH SESSION in the following manner

- after interpersonal communication and counseling and MECLA
- after gynecological-obstetric sessions
- after the neonatal sessions

The trainers should read the daily evaluation at the end of the afternoon for reinforcement, to clarify doubts and to improve skills for the next day before starting the next day's topics

The evaluation of the trainers should be performed at the end of the week's interventions and should identify each one specifically

8 6 For the Materials and others of logistical order

The evaluation materials should be provided with due notice and in sufficient quantities

The desk materials papelografos*, paper, markers, etc, should be provided only one time before the course, in sufficient quantity according to the planning established by the trainers, who will be the ones to return the leftover materials to the administrator at the end

An attendance record book will be kept and the workshop will be started by filling out a "registration card" with each participant's information

Report from the First Course on Obstetric and Perinatal Difficulties

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EVALUATION OF THE FIRST TRAINING COURSE FOR HEALTH CARE PROVIDERS
- LPZ

In order to carry out the evaluation of the First Training Courses in La Paz, a meeting was held with the participation of people from MotherCare, the course coordinators, the supervisor and the trainers

The information obtained by the trainers was organized by topic and summarized in the following table

EVALUATION TOPICS	COMMENTS	SUGGESTIONS
CURRICULUM SCHEDULE AND ORDER OF PRESENTATION OF TOPICS	Some problems regarding the order of the topics occurred during the first week	It was agreed to start the second course covering the topic of national health care policies under the charge of the SNS The topic of Barriers and Feasibility Mechanisms will be continued later in order to finish with interpersonal communication and counseling
COURSE TOPICS	It was reported that the topic of Recording Information did not contribute in an important manner because there was no continuity and its purpose was not properly explained	It was determined that for the second course, an agreement would be made with the party in charge in order to ensure their impact

<p>PRACTICE COURSE Objectives</p>	<p>It was observed that there is little monitoring of the practice activities, especially at night, which affects the achievement of the objectives</p> <p>It was clarified that there are few opportunities for student participation in direct practice activities</p>	<p>The position of the trainers is that it is not necessary to further systematize the practice</p> <p>The trainers concluded that the participants should not have excessive expectations regarding the hospital practice</p> <p>The verification lists should be filled out at the service</p>
<p>Method</p>	<p>The methodology was not applied in a very systematic manner and the verification lists were not used consistently for follow-up</p>	<p>It was recommended that a performance evaluation be carried out during the field supervision. More instructions should be included in the evaluation formats</p>
<p>Evaluation</p>	<p>The practice of the course has not been evaluated in a systematic manner. There is no systematic process for the evaluation of the practice</p>	<p>The evaluation system of practice in simulated situations should be tooled further</p>

<p>COURSE PARTICIPANTS</p> <p>Participants</p>	<p>The student population has been sufficiently heterogeneous as to present some difficulties in the application of the course methodologies</p> <p>With few exceptions, the attendance and punctuality of the participants has been good</p>	<p>It has been explained to the trainers that the training precisely seeks to confront the diversity of the participants in order to allow for team work between the physician, the nurse and the nursing assistant</p> <p>A greater monitoring of attendance has been requested by introducing a daily attendance book</p> <p>It is recommended that the students carry a program identification card</p>
<p>Coordinators</p>		<p>Greater participation by the course coordinators is recommended</p>
<p>Supervisor</p>	<p>Good work by the supervisors</p> <p>Good coordination</p> <p>Permanent presence of the supervisor</p>	<p>It is recommended that the supervisor carry out more follow-up of the application of the course methodology, especially in practice situations</p> <p>The supervisor should be more actively involved in the evaluation</p>

Report from the First Course on Obstetric and Perinatal
Difficulties

MOTHERCARE/Científica Consultora srl

EVALUATION OF THE FIRST TRAINING COURSE ON OBSTETRIC AND PERINATAL RISK - CBB

In order to carry out the evaluation of the First Training Courses in Cochabamba, a methodology was developed which allowed the trainers, based on group work, to review the scope of this first experience and to propose strengths, weaknesses and suggestions to improve the conditions in the second course

The evaluation yielded the information contained in the following table

EVALUATION TOPICS	STRENGTHS	WEAKNESSES	SUGGESTIONS
CURRICULUM	Complete and adequate	Topics not suitable for the corresponding level of care For ex , amniocentesis or fetal monitoring Inadequate expectations by the participants	Adapt content by levels, profession or occupation Clarify the level, characteristics and purposes of the course to the participants in a timely manner
SCHEDULE AND ORDER OF PRESENTATION		The topics do not follow a logical order in their presentation Too much time dedicated to MELA	Organize the course topics according to a logical order Decrease the time dedicated to MELA
COURSE TOPICS	Complete and adequate	Inapplicable aspects for the level of care	Adapt the topics according to the available resources and level of care

✓

SCHEDULES	Sufficient time	Not all topics can be developed with sufficient time Use of the class schedules on other recommendation s	Readapt schedules Give more time to the practice sessions
THEORY COURSE Objectives	The objectives were complied with despite the group's heterogeneity	Difficulties in comprehension for the nursing assistants	Form homogeneous groups Include the basic perinatal history and partograma*
Method	Adequate methodology	The physician limits the participation by the nursing assistants	Form homogeneous groups and use adequate methodologies
Evaluation	Was carried out in an adequate manner	There is no knowledge on the students' part regarding the purpose of the evaluation There is a tendency to fill it out without any definite criteria	Adequate information should be given regarding the use of and need for the evaluation

<p>PRACTICAL COURSE Objectives</p> <p>Method</p> <p>Evaluation</p>		<p>Compliance was not uniform Broad content Few cases</p> <p>Individual practice sessions made the teaching and the work with clinical cases difficult</p> <p>The topics cannot be evaluated due to lack of cases The evaluation is more theoretical than practical Little time</p>	<p>Readapt the organization of the practice sessions</p> <p>Make work groups based on 2 or 3 people to optimize work Distribute topics by group and area The verification lists should be filled out at the service</p> <p>Include more instructions on the evaluation formats</p>
<p>LOGISTICS Environment</p> <p>Support</p> <p>Materials</p>		<p>Small environment not suitable for group work No bathroom</p> <p>Excellent</p> <p>There were some small problems with the donation of materials Equipment and audiovisuals</p>	<p>Review the conditions of the environment See if it is possible to use the DIDES</p> <p>Provide for the donation of materials in general and video in particular</p>

<p>COURSE ACTORS Participants</p> <p>Coordinators</p>	<p>Good coordination Permanent presence of the supervisor</p>	<p>Excessive self- sufficiency by the physicians Group was too heterogeneous which made teaching difficult Poor level among the nursing assistants Punctuality problems The snack schedule is not complied with</p>	<p>Greater supervision in compliance with class schedules</p>
<p>OTHERS</p>		<p>There is no cafeteria</p>	<p>Think about providing cafeteria facilities</p>

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English Extra

FINAL REPORT ON THE SECOND TRAINING COURSE ON OBSTETRIC AND
PERINATAL COMPLICATIONS

LA PAZ

PRESENTED BY:
CIENTIFICA CONSULTORA SRL

IN CONSIDERATION OF
MOTHERCARE

LA PAZ - BOLIVIA

1997

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- 8 Conclusions and recommendations

MOTHERCARE - DEPARTMENTAL HEALTH OFFICE
SECOND TRAINING COURSE
LA PAZ

FINAL REPORT ON THE SECOND TRAINING COURSE

1 Course needs and objectives for health care providers

According to the program established by the Course Coordinators, MotherCare and the Regional Secretary of Health, the second training course was carried out from March 31 through April 25 of this year, pursuant to the conclusions and recommendations contained in the evaluation of the first course. Following the conclusions and recommendations of the first supervisory report, some modifications of a technical nature were made.

See general objectives of the first Supervisory Report

2 Course plan

The training during the course, as in the previous one, covered 2 specific areas according to the established curriculum:

a Interpersonal Communication and Counseling

b Diagnosis, handling, treatment and referral of obstetric and neonatal complications

Practice activities in the service were also planned according to what was established:

2.1 Programs

The program presented in the first course was modified pursuant to the conclusions and recommendations from the evaluation:

2.2 Schedules

The schedules established in the program were complied with in a satisfactory manner:

a The first week (on a non-continuous schedule), from 8 00 a m to 12 00 noon and 1 00 p m to 5 00 p m

b The three following weeks in the afternoons, from 1 00 p m to 5 00 p m

c Practices and shifts were programmed according to role from 8 00 a m to 12 00 noon and 8 00 p m to 8 00 a m, respectively and pursuant to the methodology used in the first course, the scheduling appeared on papelografos* placed in the view of all the participants and tutors

2.3 Delivery of materials

The following materials were given to all the participants

A IEC Module I

- Manual on Care for the Woman and the Newborn
- Manual on Technical Procedures
- Participant Guide
- Manual on Verification Lists

3 Physical location of the training

3 1 Clinical Practice

The already established wards at the de la Mujer Hospital of the City of La Paz were used

- Prenatal out-patient consulting rooms
- Gynecology out-patient consulting rooms
- Maternity, pre-delivery and delivery internment wards
- Neonatology internment wards
- Neonatal, maternity and gynecology nursing wards

3 2 Theory-practice classes

The following were used the auditorium equipped by MotherCare and the Reproductive Health training classroom located on the 2nd floor of the Hospital, the latter was set up as a continuous Practical Training Laboratory

3 3 Instructors

The following people participated as trainers in the 2nd course

Alicia Chambi (Licensed Nurse)
Felicidad Lafuente (Licensed Nurse)
Dr Gustavo Mendoza
Dr Segundino Ortega
Dr Carmen Rosa Melgarejo
Dr Rosemary Peñaranda

The following acted as training facilitators (tutors) at the services

Specialists, residents, nursing personnel and nursing assistants
Student groups were distributed and assigned to a tutor
Contrary to the first course, this time the tutor maintained and monitored his or her own group during the entire practice session training for the last three weeks, following the respective evaluations (baseline and others)

3 4 Training Methodology

Mainly interactive teaching and learning techniques were developed during the workshop through group work, handling cases,

dramatizations, role playing, interpersonal communication exchanges and ice-breaking

4 Participants

22 participants were registered 6 physicians (including two specialists, one obstetrician and one pediatrician from the Los Andes Hospital, respectively) and 16 nursing assistants

Of the original list sent by the Regional Secretary, Nursing Assistant Elías Jimenez (Health Care Post Hilata Centro, Viacha) DID NOT attend the course

Nursing Assistant Rene Condori (Batallas Hospital, Ingavi District, L A) substituted for Nursing Assistant Elda Quispe

5 Achievements and results obtained in the course

The following evaluations were performed during the workshop

5 1 Pre- and post-tests

The pre-test (SOLE DOCUMENT) was carried out on the first day, it consisted of 17 pages with 60 questions covering all the modules before touching on Interpersonal Communication topics

The Post-Tests were carried out separately at the end of each week on the advanced modules given during that time

5 2 Baselines and verification lists

22 baselines were performed at the start of the practice week in order to evaluate clinical and interpersonal communication skills Some problems of a methodological nature occurred during their application

Verification lists from all the students were developed during different periods in the course, this material was submitted to Veronica Kaune from MotherCare for evaluation

5 3 Daily evaluation

These tests were carried out every day and were used partly to clarify doubts, improve skills or to fill in gaps through rapid reading at the end of the day

5 4 Trainer evaluation

These tests were performed at the end of each week (total of 4 weeks)

2nd Course on Obstetric and Perinatal Complications/La Paz
MotherCare/Científica Consultora srl

All the evaluation materials were submitted weekly, in order and paginated at the Offices of CIEC/Científica Consultora, which was in charge of the intake, recording and analysis of information

Contrary to the first course, the analysis of the results was available quickly in the form of separate tables on the various students and trainers

6 Work plans developed by the participants

Expected work plans were developed (see course documents, WORK PLANS, n=22) and the copies were filed. The originals were returned to the students for the corresponding follow-up in the field supervisions

7 Experiences learned

7.1 Course strengths and weaknesses

Of the theory and practice classes

a The trainers assumed their roles with great responsibility and conducted the classes with a high degree of participation, although the lack of "working in pairs" was observed as had been predicted in the organizational meetings

b All the theory classes included group work, handling cases and dramatizations

c Some topics of technical content were only partially adapted to the objectives of the modules since their general comprehension took too much time

d The topic of Sexuality and Gender, always a motivating one, took place on Thursday morning which substantially facilitated its use

e The topic on Recording Information did not take place and left gaps in the training which were not filled

f Although there was a "strike" in the out-patient consulting services during 2 consecutive weeks, practices were conducted in the laboratory and in the internment wards

g The learning laboratory is equipped and ready for operation when required by the trainer

Of the participants

a Attendance by the participants at the workshop was good although there were several incidences of tardiness and some justified permissions to be excused

b The participants demonstrated much interest in the process The group showed a high degree of participation Two specialists who intervened with great regularity also contributed their support in the work groups

Of the tests performed

a There were no difficulties in administering the pre- and post-tests

b There were difficulties in responding to the following questions

- All the MELA questions
- Question 20 because of lack of option e
- Question 57 because of ambiguity in its enunciations
- Question 60 because of lack of ALL option

c There are very complex questions on gynecological-obstetric topics for the trainee level which do not objectify the learning vs teaching results which are sought in this process

Of the program content

a The program is adequate

b The topics of prenatal care, low risk delivery care and care of the newborn should precede the topics on complications, which would permit a suitable training according to the objectives

c The theory topics, which are defined by diagnosis, for example placenta previa, uterine rupture, etc , methodologically suggest that the personnel should know how to "diagnose the pathologies with precision" by the end of the training, a "complex instruction" which does not objectify the knowledge of gynecological-obstetric hemorrhages in general The curriculum should therefore be modified in connection with the main objectives of the instruction for first and second level personnel (nursing assistants in greater number, nurses, and general physicians), emphasizing group work in the diagnosis of gynecological-obstetric hemorrhages in general, manners of detection and timely referral, without entering into the field of specialty diagnosis which even at this level is

pretty complex

d The topic on Recording Information was not given

Of the schedules

a The students complied satisfactorily with their shifts
The specialists attending the course attended complied only
in part

b There were difficulties in the attendance in the theory
classes

c Attendance was monitored with the attendance book

Of the materials

a Some of the materials were incorrectly paginated and did
not appear to exist in the corresponding modules

8 Conclusions and recommendations

8 1 For the training methodology

a The trainer should use the materials and exercises
contained in the modules with greater agility, paying
special attention to the importance of interactive work and
focusing the results on Levels of Care I and II

b The topic on Recording Information should be complemented
with future courses

8 2 For use of materials

a Greater use should be made of the laboratory materials
for the morning practice sessions

8 3 For the use of the evaluation tests

a The questions and answers observed in the pre- and post-
test should be corrected and improved

b The trainers should read the daily evaluation at the end
of the afternoon for reinforcement, to clarify doubts and to
improve skills for the following day before starting the
next day's topics

8 4 For the Materials and others of logistical order

a The teaching programs and materials should be provided

with due notice, in sufficient quantities, and should be properly paginated

b The laboratory materials should be submitted under inventory and their intake should be recorded in the active assets by the de la Mujer Hospital's administration so there are no problems in handling These should be provided with a loan and return book for the trainer, thus facilitating the auto-control and flow of the system

COURSE ON OBSTETRIC AND NEONATAL COMPLICATIONS
EVALUATION OF THE SECOND COURSE
LA PAZ

In order to carry out the evaluation of the Second Training Courses in La Paz, a meeting was held with the participation of the course trainers, the coordinators, and the supervisors. At this time, a review of the scope of this second experience was carried out, analyzing the achievements and, especially, compliance with the recommendations of the evaluation of the first course. Following are the main comments and recommendations. It is important to note that this second course was conducted in the middle of a prolonged strike in the health care worker sector.

EVALUATION TOPICS	STRENGTHS	WEAKNESSES	SUGGESTIONS
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<p>STUDENT PERFORMANCE</p>	<p>There was an agile system of information on the students' performance, in terms of both the pre-test and the post-test</p> <p>The trainers had the results of the students' performance in time to make decisions with regard to the content of the modules</p> <p>There were individualized records of the students' performance</p> <p>During the second course, it was observed that the participants had much more favorable expectations with regard to the event, in response to better information on the objectives of the training</p>	<p>Some errors in the structure of the questionnaires were identified and need to be corrected</p> <p>There were problems in the recognition of the allowances for some of the participants which affects their motivation</p> <p>There are some institutions which have shown a lack of interest in attending the course</p> <p>It has been noticed that many of the course participants do not belong to the districts in which MotherCare is working, which reduces the coverage the project has committed to</p> <p>Both the physical capacity of the</p>	<p>The structure of the individual reports on the students' performance should be maintained since it was shown to be of great importance in their motivation</p> <p>It should be insisted upon to Dr Cornejo that the attendance of the students who have been released from their work responsibilities and are receiving the benefits of the "declaratoria en comisión" be guaranteed</p> <p>It is recommended that the future training course participants be from districts involved in the MotherCare project</p> <p>If the coverage goals established</p>
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		<p>and the capacity of the hospital to offer practice sessions does not allow more than 25 people</p>	<p>courses are not met, then it is recommended that an additional one be held</p> <p>In order to maintain the interest and collaboration of the participating hospital personnel, it is recommended to Dr Suarez that the student presentation notes be given to the medical residents and to the physicians on duty</p>
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<p>BEHAVIOR OF THE MODULES Module I</p>	<p>The docent guide was retooled and simplified to offer better assistance without generating confusion</p> <p>The printed materials are all available</p> <p>Although the achievements were interesting, it was noted that these could have been greater since the content of the CI/C are reinforced throughout the course</p>	<p>The corresponding section (fifth) was distributed without the materials and printouts</p>	<p>It is recommended, for experimental purposes, that the CI/C retest be applied at the end of the course</p>
<p>MELA Module</p>	<p>The problems identified during the evaluation of the first course were overcome</p>	<p>Problems with the pre- and post-test were detected and must be corrected</p>	<p>It was suggested that all the questions be eliminated or substituted and that other ones which are relevant to the content of the course be added</p>
<p>Module II</p>	<p>The subject was well-liked and the people were very satisfied with it</p>	<p>No problems</p>	

Module III		The information on student performance indicated scarce use of Module III	It is recommended that the model be reviewed in light of the central objective of the course since it was stated that much of the content of the module should not be taught to the nursing assistants This would allow for the adjustment of the contents and, logically, of the criteria for their evaluation
Module IV		It was agreed that not enough time had been assigned to said module	Assign the necessary time to incorporate the topics on the Normal Newborn
Modules IV and V	No important problems came to light The problems perceived during the first course were resolved		

<p>BASELINE</p>	<p>During the second course, and as recommended by MotherCare/USA, the measurement of the skills during practice performance was introduced. This was called the Baseline</p>	<p>Although a guideline was given that the Baseline should be applied during the first week of the course, due to the difficulty posed by applying it under performance conditions, the measuring took place throughout the course</p>	<p>The minimum conditions needed to achieve the application of the Baseline, pursuant to the purpose for which it was created (as the initial measurement for follow-up in the field), should be clarified</p>
<p>VERIFICATION LISTS</p>		<p>The verification lists are excessively oriented to reflect pathologies</p> <p>The trainers reported "too many lists" with many items which tend to be repeated unnecessarily</p>	<p>It is recommended that the volume of the lists be reduced and that the repetitive items be deleted</p>

<p>COURSE ACTOR EVALUATION Trainers</p>	<p>The evaluation of the trainers by the students was generally very satisfactory as demonstrated by the reports attached to the corresponding report from the second course The evaluation reflects the high degree of satisfaction by the health care personnel at being able to count on an event which satisfies their professional background expectations</p> <p>It should be noted that the trainers' attitude toward the work group's heterogeneity has improved</p>	<p>The trainers show more confidence in the handling of different topics</p>	<p>Notwithstanding, it is recommended that the supervision continue supporting the section on Interpersonal Communication and Counseling, as well as compliance with the methodological criteria of the course</p>
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<p>Coordinators</p>		<p>There were problems in complying with the "Resolución Administrativa de Declaratoria en Comisión " Some cases had problems with the payment of allowances</p>	<p>It was recommended to Dr Cornejo that the students be informed on the rights conferred by the "declaratoria en comisión " Likewise, more care should be taken in working with the criteria for the selection of participants, thus achieving greater assistance from the districts initially committed to the process It was suggested that Dr Suarez be asked to exercise more control over the coordination process Likewise, it was recommended that the hospital coordination create a letter introducing the future students to the residents and physicians</p>
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Supervisors	The trainers were very satisfied with the roles and work by the supervision		It was suggested that the roles of the different course actors be explained to the participants in future courses
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<p>LOGISTICS Environment</p>		<p>It was insisted that the environments provided by the hospital not allow working groups of more than 25 people</p>	
<p>Equipment</p>	<p>The laboratory equipment and its use in the training process were highlighted</p> <p>MotherCare completed the donation of the equipment and supplies for the course and the trainers already have the facilities they did not have for the first course</p>	<p>It was indicated that to date, there was no official submission to the hospital of the equipment acquired by MotherCare and that this has repercussions on the responsibility of the hospital for the care of said materials</p> <p>Notwithstanding, it was clear that the materials would be officially submitted at the end of the training process</p>	<p>It was recommended that a request card for equipment and materials be used</p> <p>Likewise, the supervision recommended that the trainers should request their materials one week prior to the start of the course</p>

<p>Materials</p>	<p>The graphic materials are already in conditions to be distributed for the third course</p>	<p>There were some delays in the distribution of the materials and in the pagination of the documents</p>	<p>The reproduction of a partograma* was required with an alert form in large format to facilitate the presentation of the topic</p> <p>It was recommended that more audiovisual materials be obtained since these was very successful with the students</p>
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<p>INSTRUMENTS AND PROCEDURES</p>		<p>Although during the evaluation of the first course the inclusion of reading checks was recommended, this did not occur due to the students' little willingness to read</p>	<p>It was recommended that the directed reading be insisted upon, although for those who show reading difficulties, only the sections presented with the most clarity should be worked with. It was recommended that the interpersonal communication processes and model be emphasized as complementary to the individual or group reading, since this is generally the most common learning strategy among the nursing assistants.</p> <p>It was also recommended that the lack of precision in the pre- and post-test questionnaires be adjusted</p>
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<p>METHODOLOGY</p>	<ul style="list-style-type: none"> - All the trainers routinely employ interactive methodology - Notwithstanding, the trainers are not promoting reading checks - All complied with the content of the course, although there are still doubts regarding the adequate use of the verification lists in the practice sessions - Generally, the majority is capable of creating a good climate of group motivation 	<p>In spite of the fact that they all use interactive methodology, the majority of the trainers tend to stereotype it and do not use it creatively, such as by introducing variations and innovations</p>	<p>It is recommended that the supervision continue to support the trainers at the methodological level, especially those who still have problems with the didactic procedures</p>
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English

FINAL REPORT ON THE THIRD TRAINING COURSE ON OBSTETRIC AND
PERINATAL COMPLICATIONS

LA PAZ

PRESENTED BY
CIENTIFICA CONSULTORA SRL

IN CONSIDERATION OF
MOTHERCARE

LA PAZ - BOLIVIA

1997

CONTENTS

- 1 Course needs and objectives for health care providers
- 2 Course plan
- 3 Physical location of the training
4. Participants
5. Achievements and results obtained in the course
- 6 Work plans developed by the participants
- 7 Experiences learned
- 8 Conclusions and recommendations

MOTHERCARE - DEPARTMENTAL HEALTH OFFICE
THIRD TRAINING COURSE
LA PAZ

FINAL REPORT ON THE THIRD COURSE

1 Course needs and objectives for health care providers

The training curriculum was designed taking into account the results from the research on the training needs expressed by the health care personnel and the risk situation of pregnant women and their newborns due to the characteristic conditions of Level I (Health Care Posts and Health Care Centers) and Level II (District Hospitals) health care posts

The training program seeks to achieve the following objectives

- Train health care personnel in making appropriate decisions to preserve the life of mother and child in an obstetric or perinatal emergency and
- Improve the quality of services provided by physicians, nurses and nursing assistants in the areas of interpersonal communication and counseling (IC/C) and competence in the diagnosis, handling, treatment and referral of obstetric and neonatal emergencies

The training is directed toward health care personnel in the three aforementioned professions, at level I (Health Care Posts and Health Care Centers) and level II (District Hospitals) in La Paz

According to the program established by the Course Coordinators, MotherCare and the Regional Secretary of Health, the third training course was carried out from May 5 through May 30, 1997

In the evaluation of the second course, it was deemed appropriate to combine the topic on care for the healthy newborn with the topic on normal delivery

See general course objectives in the first supervisory report

2 Course plan

The training during the course covered two specific areas according to the established curriculum

a Interpersonal Communication and Counseling

b Diagnosis, handling, treatment and referral of obstetric and neonatal complications

Practice activities in the service were also planned according to roles

2.1 Programs (see documents from the course file)

The program presented in this course was modified pursuant to the conclusions and recommendations from the second evaluation

2.2 Schedules

The schedules established in the program were complied with in a satisfactory manner

a The first week (on a non-continuous schedule), from 8 00 a m to 12 00 noon and 1 00 p m to 5 00 p m

b The three following weeks in the afternoons, from 1 00 p m to 5 00 p m

c Practices and shifts were programmed according to role from 8 00 a m to 12 00 noon and 8 00 p m to 8 00 a m , respectively, and pursuant to the methodology used in the previous courses, the scheduling appeared on papelografos* placed in the view of all the participants and training tutors

2 3 Delivery of materials

The following materials were given to all the participants

- IEC Module I
- Manual on Care for the Woman and the Newborn
- Manual on Technical Procedures
- Participant Guide
- Manual on Verification Lists

3 Physical location of the training

3 1 Clinical Practice

The already established wards at the de la Mujer Hospital of the City of La Paz were used for clinical practices

- Prenatal out-patient consulting rooms
- Gynecology out-patient consulting rooms
- Maternity, pre-delivery and delivery internment wards
- Neonatology internment wards
- Neonatal, maternity and gynecology nursing wards

3 2 Theory-practice classes

Both training rooms were used

3 3 Instructors

The following people participated as trainers in the 3rd course

Gloria Peñaranda (Licensed Nurse)
Felicidad Lafuente (Licensed Nurse)
Dr Fernando Alvarez (Obstetrician)
Dr Ramiro Pando (Obstetrician)
Dr Rubén Aráoz (Obstetrician)
Dr Manuel Díaz (Obstetrician)

The following acted as training facilitators at the services

Specialists, residents, nursing personnel and nursing assistants

Student groups were distributed and assigned to a tutor. The tutor maintained and monitored his or her group during the entire practice training for the last three weeks, following the respective evaluations (baseline and others)

3.4 Training Methodology

Mainly interactive teaching and learning techniques were developed during the workshop through group work, handling cases, dramatizations, role playing, interpersonal communication exchanges and ice-breaking

4 Participants

24 participants were registered: 4 physicians and 20 nursing assistants

Dr. Nadir Castro Gallardo (Health Care Center Villa Adela District II El Alto) substituted for Nursing Assistant Dora Condori

5 Achievements and results obtained in the course

The following evaluations were performed during the workshop

5 1 Pre- and post-tests

The pre-test was carried out on the first day before touching on the interpersonal communication topics. The Post-Tests were conducted separately at the end of each week. The results are in the annex sections.

5 2 Baseline studies and verification lists

Baseline studies were performed at the beginning and end of the IC/Counseling course. A baseline at the beginning of the practice sessions on clinical skills and abilities (see annex) [sentence cut off]

Verification lists were developed for all the students during the IC/C during different periods throughout the course, this material will be subject to statistical analysis.

5 3 Daily evaluation

These tests were carried out every day and were used to clarify doubts, improve skills, or fill in gaps in learning.

5 4 Trainer evaluation

These tests were performed at the end of each week (total of 4 weeks).

All the evaluation materials were centralized on a weekly basis at the Offices of Científica Consultora, for the recording and analysis of information. See results of evaluation in the annex section.

Each student was given an evaluation booklet.

6 Work plans developed by the participants

The anticipated work plans were developed (see work plans under number 24 in the course documents file). The originals were returned to the students for the corresponding follow-up in the field supervisions.

7. Experiences learned

Course strengths and weaknesses

Of the theory and practice classes

- Lack of "work in pairs" by the trainers is an aspect which has not been modified despite the recommendations established in the evaluations
- All the theory classes included group work, handling cases and dramatizations
- The topic of Sexuality and Gender was developed substantially
- The topic on Recording Information did not take place
- Practice sessions were held in the laboratory and internment wards

Of the participants:

- 83% of the participants were nursing assistants
- Attendance by the participants at the workshop was fair, there were several incidences of tardiness and some justified permissions to be excused
- The participants demonstrated much interest in the process
The group showed a high degree of participation

Of the tests performed

- There were difficulties in responding to the questions in Modules II and IV. The possible questions and answers require, for the most part, additional adjustments

Of the program content.

- The program is adequate
- Modules II and IV are not adapted to the participants' level since they have a lot of technical content
- The topic on Recording Information did not take place

Of the schedules

- The students complied satisfactorily with their shifts
- There were difficulties in terms of punctuality in the attendance at the theory classes
- Attendance was monitored with the attendance book

Of the teaching modules

- There are observations in terms of fondo and forma in the contents of Modules II through IV. The observations should be submitted separately by the trainers in charge of developing the topics at the end of the course
- The modules contained proposals for very broad "learning objectives," taking into account that the majority of the participants (median 80%) are nursing assistants
- There are proposals for "asking and listening" in many topics which are not adapted to the topic on complications or are very ambiguous, the same occurs in the part on "observing and feeling "
- Lack of syntax and appropriateness in many of the topics which confuses the reader
- In terms of handling cases, some do not adapt to the level of the nursing assistants because of an excessive amount of medical terminology nor do they relate to the practice session exercise. There were also errors in technical appreciation
- Many of the laboratory topics on practical learning were not developed during the practice sessions and are ambiguous, others are difficult to demonstrate and therefore are not performed
- The procedures manuals do not correlate with the modules, there are still many which need to be developed pursuant to the objectives proposed in the training. Worse still are technical appreciation, grammatical, syntax and application errors
- The verification lists are not the most appropriate for evaluating the techniques and skills learned in the practice session. Therefore, they are not used adequately and are in fact not very useful

8. Conclusions and recommendations

For the training methodology:

- The methodology is adequate although the contents of Modules II through IV are too much for the level of the students, most of whom are nursing assistants
- The topic on Recording Information should be complemented in future courses or should be withdrawn from the program

For the training modules

- The modules, manuals and lists should be corrected in their different variants of theoretical and practical application
- The timely observations on Modules II through IV should be gathered from the trainers for modification or amendments in their validation process

Use of evaluation tests

- The type of questions and answers should be improved for all the modules with regard to the objectives by training topic

In relation to the logistical aspects and the participants.

- The need to make up a team of trainers who will be responsible for the continuity of the course should be proposed
- Since 83% of the participants are nursing assistants (similar to previous courses), it is suggested that the contents and objectives of the modules be modified substantially

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FINAL REPORT ON THE FOURTH TRAINING COURSE ON OBSTETRIC AND
PERINATAL COMPLICATIONS

LA PAZ

FINAL REPORT ON THE FOURTH TRAINING COURSE ON OBSTETRIC AND
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IN CONSIDERATION OF
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LA PAZ - BOLIVIA

1997

CONTENTS

- 1 Training course needs and objectives for health care providers
- 2 Course plan
- 3 Physical location of the training
- 4 Participants
- 5 Achievements and results obtained
- 6 Work plans developed by the participants
- 7 Experiences learned
- 8 Conclusions and recommendations

MOTHERCARE - DEPARTMENTAL HEALTH OFFICE
FOURTH TRAINING COURSE
LA PAZ

FINAL REPORT ON THE FOURTH COURSE

1 Training course needs and objectives for health care providers

The training curriculum was designed taking into account the results from the research on the training needs expressed by the health care personnel and the risk situation of pregnant women and their newborn children due to the characteristic conditions of level I (Health Care Posts and Health Care Centers) and level II (District Hospitals) health care posts

The training program seeks to achieve the following objectives

- Train health care personnel in taking the appropriate actions to preserve the life of mother and child in an obstetric or perinatal emergency, and
- Improve the quality of the services provided by physicians, nurses and nursing assistants in the areas of interpersonal communication and counseling (IC/C) and competence in the diagnosis, handling, treatment and referral of obstetric and neonatal emergencies

The training is directed toward level I (Health Care Posts and Health Care Centers) and level II (District Hospitals) health care personnel from the three aforementioned professions in La Paz

Pursuant to the program established by the Course Coordinators, MotherCare, and the Regional Secretary of Health, the fourth training course was carried out from June 23 through July 18, 1997

This fourth course was carried out following a three week break. This time was used to create attachments to the contents of the curriculum corresponding to Modules 3 and 4, and following the recommendations from the evaluation of the third course

July 16, a holiday in La Paz, was made up with additional hours throughout the course program

Course objectives

See general course objectives in the first supervisory report

2 Course plan

The training during the course covered two specific areas according to the established curriculum

a Interpersonal Communication and Counseling

b Diagnosis, handling, treatment and referral of obstetric and neonatal complications

Practice activities in the service were also planned according to roles

2 1 Programs (see course documents file)

The program presented in this course was the same as in the third course

2.2 Schedules

The schedules established in the program were complied with in a satisfactory manner

a) The first week (on a non-continuous schedule), from 8 00 a m to 12 00 noon and 1 00 p m to 5 00 p m

b) The three following weeks in the afternoons, from 1 00 p m to 5 00 p m

c) Practices and shifts were programmed according to role from 8 00 a m to 12 00 noon and 8 00 p m to 8 00 a m , respectively, and pursuant to the methodology used in the previous courses, the scheduling appeared on papelografos* placed in everyone's view

2 3 Delivery of materials

The following materials were given to all the participants

- Verification lists manual IC/C Module I
- New revised manual on care for women
- Same manual on care for the newborn as in previous courses
- Manual on technical procedures
- Participant guide

3 Physical location of the training

3 1 Clinical Practice

The already established wards at the de la Mujer Hospital in La Paz were used for clinical practices These included

- Prenatal out-patient consulting rooms
- Gynecology out-patient consulting rooms
- Maternity, pre-delivery and delivery internment wards
- Neonatology internment wards
- Neonatal, maternity and gynecology nursing wards

3 2 Theory-practice classes

Both training rooms were used

3 3 Instructors

The following people participated as trainers in the 4th course

Alicia Chambi (Licensed Nurse)
Felicidad Lafuente (Licensed Nurse)
Dr Gustavo Mendoza (Obstetrician)
Dr Segundo Ortega (Obstetrician)
Dr Carmen Melgarejo (Obstetrician)
Dr Rosmary Peñaranda (Obstetrician)

The following acted as training facilitators at the services

Specialists, residents, nursing personnel and nursing assistants

Student groups were distributed and assigned to a tutor The tutor maintained and monitored his or her group during the entire practice training for the last three weeks, having carried out the respective evaluations (baseline and others)

3 4 Training Methodology

Mainly interactive teaching and learning techniques were developed during the workshop through group work, handling cases, dramatizations, role playing, interpersonal communication exchanges and ice-breaking

4 Participants

26 participants were registered 6 physicians and 5 nurses and 15 nursing assistants

Dr Luis Sánchez replaced Dr Lidia Durán Nursing Assistant Blanca Condori substituted for Nursing Assistant Eulogio Huanca Licensed Nurse Basilia Villca from District I in La Paz was added

to the group

5. Achievements and results obtained

The following evaluations were performed during the workshop

5.1 Pre- and post-tests

The pre-test was carried out on the first day before touching on the interpersonal communication topics

The post-tests were conducted separately at the end of each week

5.2 Baseline studies and verification lists

The baseline studies were performed at the beginning and end of the IC/Counseling course. A baseline at the beginning of the practice sessions on clinical skills and abilities [sentence cut off]

IE/C follow-up lists were carried out for all the students during different periods throughout the course, these materials were given to Verónica Kaune for their respective analysis

5.3 Daily evaluation

These tests were carried out every day and were used to clarify doubts, improve skills, or fill in gaps in learning

5.4 Trainer evaluation

These tests were performed at the end of each week (total of 4 weeks)

All the evaluation materials were delivered on a weekly basis to the Offices of Científica Consultora for recording and analysis of information. See the results of the evaluation in the annex

Each student was given an evaluation booklet

6 Work plans developed by the participants

The anticipated work plans were developed (see annex 4, WORK PLANS, n=26) and were delivered to Verónica Kaune. The originals were returned to the students for their corresponding follow-up

7 Experiences learned

7 1 Course strengths and weaknesses

Of the theory and practice classes

- All the theory classes included group work, handling cases, and dramatizations
- The topic of Sexuality and Gender generated a high degree of participation
- Practice sessions were held in the laboratory and in the internment wards

Of the participants

- The majority of the participants were nursing assistants
- Attendance by the participants at the workshop was fair, there were some incidences of tardiness and some justified permissions to be excused
- The participants demonstrated much interest in the process
The group demonstrated a high degree of participation

Of the tests performed

- Many of the nursing assistants had difficulties in answering the pre- and post-test questions Many responded only to the questions they understood

Of the program content

- The program was adequate

Of the schedules

- The students complied satisfactorily with attendance and with their shifts
- Attendance was monitored with the attendance book
- Working hours were added to the weekday to make up for the July 16 holiday thereby totally completing the training module

Of the teaching modules

- The observations on the new modules should be submitted by the trainers who developed the topics at the end of the course

8 Conclusions and recommendations

8 1 For the training methodology·

- The methodology was adequate and did not present problems in its application

8 2 For the training modules

- The timely observations on Modules II through VI should be sent by the trainers for their modification or amendment in the validation process

8.3 Use of evaluation tests:

- The type of questions and answers should be improved in all the module pre- and post-tests

8 4 Regarding the logistical order and the participants:

- A team of trainers must be organized for the fifth and sixth course
- In order to continue with these courses, it is necessary to finish reviewing and editing the last drafts of all the training documents