

# RE-INFORCEMENT OF CLINICAL MENTORSHIP PROGRAM FOR NURSES AND MIDWIVES

## Learning Session II: Project M&E Processes

Flavia Moetsana-Poka, Registrar,  
Lesotho Nursing Council  
22<sup>nd</sup> March 2017

# LESOTHO QUAD



# ARC Project Summary

What are we trying to accomplish?	How will we know if a change is an improvement?	What change will we make that will result in an improvement?
<p style="text-align: center;"><u>Overarching Goal</u></p> <p>To have competent and confident Nursing and Midwifery personnel who will provide TB/HIV and AIDS services in the selected hospitals and nearby health facilities in order to improve access of these services and reduce their prevalence.</p>	<p style="text-align: center;"><u>AIM Statement</u></p> <p>Nursing and Midwifery personnel will be knowledgeable, skilled and competent in the provision of TB/HIV and AIDS.</p>	<p style="text-align: center;"><u>Intervention</u></p> <ol style="list-style-type: none"> <li>1. Training of nurses and midwives to become mentors so they keep reinforcing the TB/HIV and AIDS management to fellow colleagues hence an improvement in the knowledge, skills and services regarding TB/HIV and AIDS.</li> <li>2. Draw the TORs for Mentors.</li> <li>3. Advocate for the recognition of the clinical mentors.</li> </ol>

# ARC Project Summary

What are we trying to accomplish?	How will we know if a change is an improvement?	What change will we make that will result in an improvement?
<p align="center"><u>Overarching Goal</u></p> <p><b>To have competent and confident Nursing and Midwifery personnel who will provide TB/HIV and AIDS services in the selected hospitals and nearby health facilities in order to improve access of these services and reduce their prevalence.</b></p>	<p align="center"><u>AIM Statement</u></p> <p><b>Increase number of clients accessing the TB/HIV and AIDS services and their adherence to treatment from 56% to 75% by July 2017.</b></p>	<p align="center"><u>Intervention</u></p> <ol style="list-style-type: none"> <li><b>1. Mobilization of the community</b></li> <li><b>2. 75% of TB/HIV clients will access and adhere to treatment.</b></li> </ol>

# Materials to Bring to March 2017 Learning Session

- The Lesotho preceptorship and mentorship framework for nurses and midwives 2016
- Pre and post test
- National guidelines for HIV testing and counselling - 2016
- National TB guidelines - 2013

# M & E PLAN

Objective 1	Activities	Anticipated Outcome	Indicator	Tools
<p><b>Identify and train clinical mentors in all nominated health care facilities by December, 2016.</b></p>	<p>1.Hold sensitization meeting for all nursing and midwifery stakeholders.</p>	<p>Holding of the stakeholders meeting</p>	<p>One stakeholders meeting held for 54 registered nurses</p>	<p>1. Invitation letters 2. Attendance list 3. Stakeholders Group photo</p>
<p><b>Identify and train clinical mentors from selected health facilities in Leribe district</b></p>	<p>2. Identify and train TB/HIV and AIDS clinical mentors in the selected health facilities.</p>	<p>10 Trained clinical mentors</p>	<p>10 clinical mentors trained</p>	<p>1. Training guidelines 2. Attendance list 3. Group photo</p>
	<p>3. Develop M &amp; E Tool to monitor and evaluate project outcomes</p>	<p>Developed Clinical mentorship and evaluation tool</p>	<p>M&amp;E tool developed</p>	<p>1. M &amp; E tool</p>



# GROUP PHOTO



# M&E Plan

Objective 2	Activities	Anticipated Outcome	Indicator	Tools
<p><b>Train 75% of the nurses, midwives and nursing assistants working in the identified health facilities in the North (Leribe) and Central regions on Nurse Initiated and Managed Anti-retro Viral Treatment (NIMART) by July 2017</b></p>	<p>1. Seek support from MOH and partners to identify the nurses who will facilitate trainings on NIMART</p>	<p>Availability of Facilitators to work with the QUAD members during the trainings.</p>	<p>One facilitator per facility available</p>	<p>1. Letter of request to District Health Management Team in Leribe district</p>
	<p>2. Develop an assessment tool to identify the knowledge and skills gap (pre and post-test)</p>	<p>Developed pre and post test tool</p>	<p>One pre and post test tool</p>	<p>Pre and post test questions</p>
	<p>3. Train nurses, midwives and nursing assistants on NIMART</p> <p><b>To be completed!</b></p>	<p>Trained Nurses, Midwives and Nursing Assistants on NIMART</p>	<p>10 trained Registered Nurses, and Midwives on NIMART</p>	<p>1. TB and HIV guidelines and 2. List of participants</p>



# M&E Plan

Objective 3	Activities	Anticipated Outcome	Indicator	Tools
<p><b>Monitor the step down trainings in all the identified health facilities by July 2017</b></p>	<p>1. Hold Clinical mentors' meetings to reflect on the progress.</p>	<p>Clinical mentors' meeting will be held</p>	<p>The number of meetings held</p>	<p>1. Invitation Letters 2. Progress report template 3. List of participants</p>
	<p>2. Compile quarterly reports from clinical mentors</p>	<p>Availability of Quarterly reports</p>	<p>The number of reports received from mentors</p>	<p>1. Reports writing template</p>
	<p>3. On-going monitoring of the clinical mentorship project</p>	<p>Continuous monitoring through site visits and clinical meetings</p>	<p>Number of supervisory meetings and site visits conducted</p>	<p>1. Checklist</p>

# M& E Plan

Objective 3	Activities	Anticipated Outcome	Indicator	Tools
<b>Evaluate the clinical mentorship project to identify successes and gaps by July 2017</b>	1. Conduct Monitoring and Evaluation of the project (Quad plus)	Evaluation of the project will be done at the end of the project.	1. Number of visits conducted 2. Results of facility re-assessment	1. Monitoring and Evaluation tool 2. Check list
	2. Compile the Monitoring and Evaluation report	Compiled report	One compiled report	Report writing template
	3 . Conduct facility re-assessment using the initial facility assessment tool.	Facility re-assessments will be done	Number of facility reassessments done.	1. Check list

# Input Indicators

1. 10 mentors identified and trained in the Leribe district
2. MOH mentorship (2016) and TB/HIV and AIDs guidelines (2016)
3. 3 Facilitators
4. One pre-and post test tool developed

# Process Indicators

1. Identified 10 clinical mentors from health facilities in Leribe district
2. Conducted one training for clinical mentors per selected health facilities
3. Conducted training using MOH mentorship (2016) and TB/HIV and AIDS guidelines (2016)
4. 3 Facilitators conducted the training
5. One Pre test to assess the pre existing knowledge and a post test to assess the knowledge gained.

# Output Indicators

1. 10 mentors trained from health facilities in Leribe district, of which 2 were Nurse Clinicians and 8 Registered nurses and midwives.



# Outcome Indicators

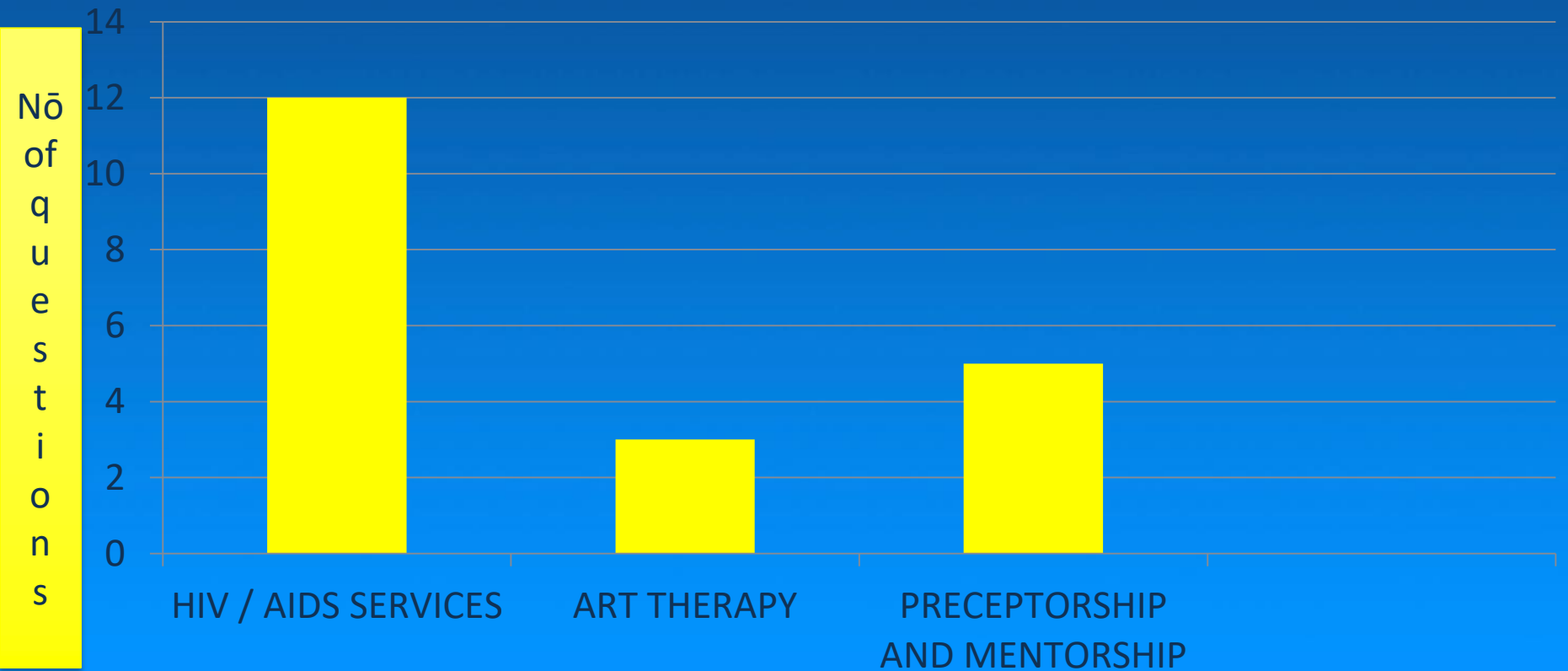
1. Knowledge and skills improvement marked based on the pre - and post test result
2. Project evaluation not yet done.

Input	Process	Output	Outcome
<ol style="list-style-type: none"> <li>1. 10 mentors identified and trained</li> <li>2. MOH mentorship (2016) and TB/HIV and AIDs guidelines (2016)</li> <li>3. 3 Facilitators</li> <li>4. One pre-and post test developed</li> </ol>	<ol style="list-style-type: none"> <li>1. Identified 10 clinical mentors from selected health facilities in Leribe district</li> <li>2. Conducted one training for clinical mentors per selected health facilities.</li> <li>3. Utilized the MOH mentorship and TB/HIV and AIDS guidelines</li> <li>4. 3 Facilitators conducted the trainings</li> <li>5. One Pre test to assess the pre existing knowledge and one post test to assess the knowledge gained</li> </ol>	<ol style="list-style-type: none"> <li>1. 10 mentors trained from health facilities in Leribe district, of which 2 were Nurse Clinicians and 8 Registered nurses and midwives.</li> </ol>	<ol style="list-style-type: none"> <li>1. Knowledge improvement marked based on the pre- and post test result.</li> <li>2. Project evaluation not yet done.</li> </ol>

# Project Baseline M&E Processes

- Baseline data gathered in Action Periods I and II was on pre-existing knowledge.
- Pre and Post test done.
- Data analyzed.
- We have learned that the identified mentors had some knowledge gaps on TB/HIV and AIDS management prior to training as evidenced by pre-test results.
- Post test results indicated that they had gained some knowledge.

# PRE AND POST TEST QUESTIONS DISTRIBUTION



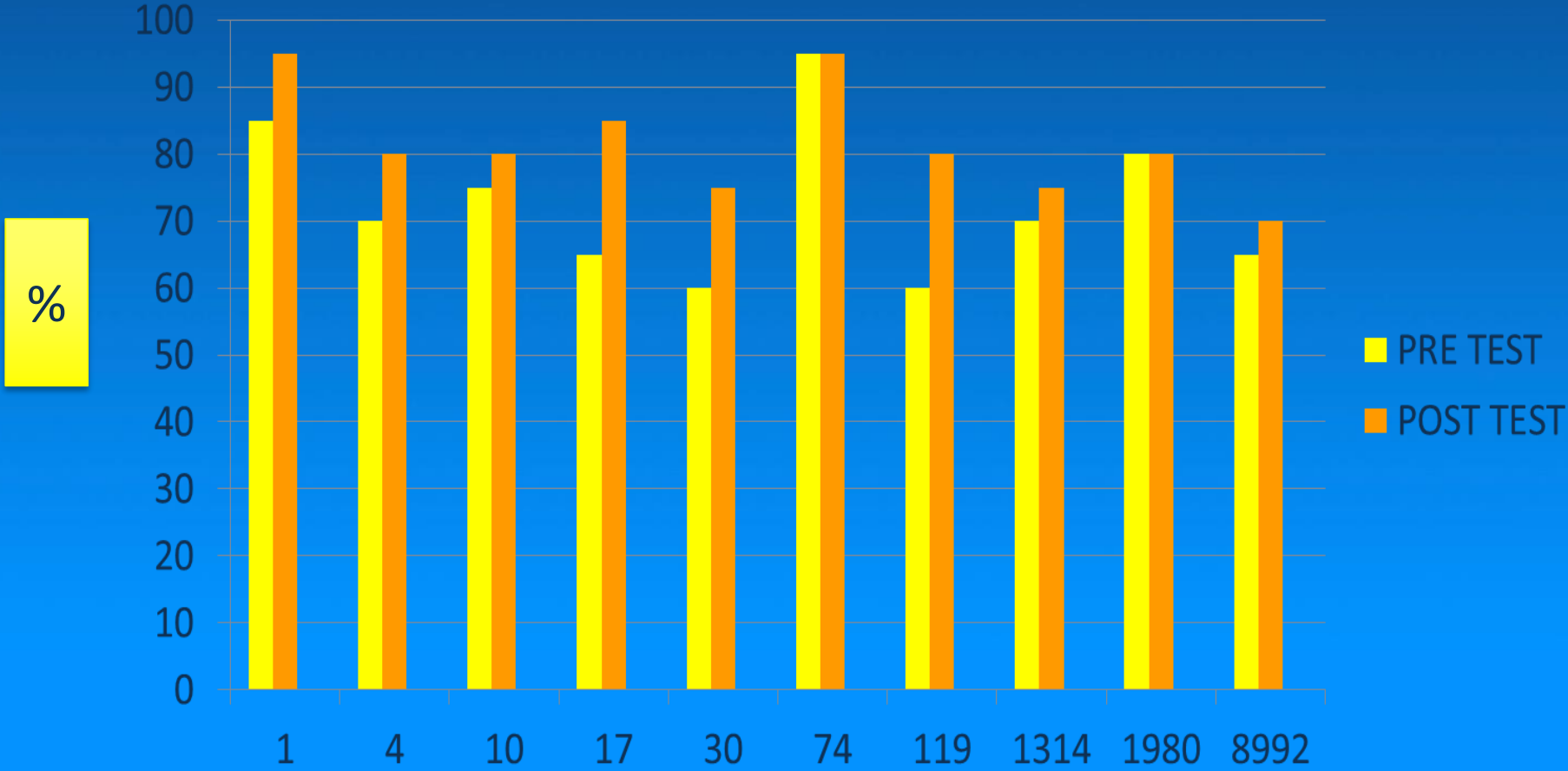
Questions  
Distribution

# PRE AND POST TEST RESULTS IN PERCENTAGE

PARTICIPANT'S OWN NUMBER	PRE-TEST RESULTS	POST – TEST RESULTS
01	85	95
04	70	80
10	75	80
17	65	85
30	60	75
74	95	95
119	60	80
1314	70	75
1980	80	80
8992	65	70
<b>AVERAGE</b>	<b>72.5</b>	<b>81.5 (9% diff)</b>



# COMPARISON OF THE PRE AND POST TEST RESULTS



# Way Forward (April-July 2017)

- Train additional mentors, nurses, midwives and nursing assistants.
- Conduct Monitoring and Evaluation of clients access to TB/HIV and AIDS services in Leribe district
- Align the project activities with the MOH activities and budget for sustainability.
- To conduct summative evaluation to determine the impact of the project.

# THANK YOU FOR YOUR ATTENTION

