

Continuing Professional Development Workshop Reports

Conducted by:

Friends of Liberia-Liberia Health Team (FOL-LHT)

Sponsored by/Submitted to:

Friends of Liberia-US (FOL-US) & GlobalGiving

FOL-Liberia Health Team January 2021 Workshop Summary Report

By Edwin Beyan and Team

Mr. Edwin Beyan/FOL-LHT Team Leader

Executive Summary

In addition to being a resource-limited country, Liberia also faces the problem of human resource development in areas such as continuing faculty development. One way to mitigate such a problem is to conduct a periodic professional development workshop. Therefore, the Friends of Liberia-Liberia Health (FOL-LHT), a group composed of five nurse educators and one computational Biologist, sought and received support from FOL-US and GlobalGiving with the overarching goal of improving the knowledge, skills, and attitudes of nursing and midwifery faculty in providing evidence-based instructions to their students and colleagues. This overarching goal aligns with the Liberian Board for Nursing and Midwifery standards of renewals of licenses based on attending and receiving a certificate from continuing professional development workshop.

The FOL-LHT successfully conducted the five-day workshop in Phebe, Suakoko, Bong County with 18 nursing/midwifery teaching faculty and a participant from the Liberian Board for Nursing and Midwifery in attendance. In other to maintain the gains and help solidify the nursing

and midwifery profession in Liberia, we recommend that another CPD workshop be conducted in January 2022.

Description of what was Done

With support from FOL-US, the FOL-LHT conducted an online needs assessment to determine what faculty in Liberian Board for Nursing and Midwifery (LBNM) accredited training institutions (TIs) do consider as priority areas to improve their knowledge, attitudes and skills in teaching. Inclusion criteria for participation in the needs assessment included LBNM accredited TIs and completion of an informed consent (see appendix 1). The results of the needs assessment showed that a little over 58% respondents were males, 82 % nurses, and 52 % with master's degree in Nursing/Midwifery Education. The five top priority areas selected by the participants included Curriculum Design and Development, Writing Research Proposal, Test Items Analysis/Banking, Evaluating Educational Programs, and Writing Objectives Using the Backward Design (Appendix 2).

Following data analysis, synthesis and interpretation from the online survey questionnaire, a budget plan of **11,389.35 United States Dollars** was submitted to and approved by FOL-US for their usual support (see appendix 3). The FOL-LHT also sought and received attestation letter (attachment 2) from the Liberian Board for Nursing and Midwifery (LBMN) for the conduct of CPD workshop for its nursing/midwifery faculty across Liberia. We then proceeded to inviting directors of 20 accredited nursing/midwifery TIs and LBNM to send one faculty member to attend the workshop. As usual, we opted to move the CPD workshop to Phebe for two reasons: 1) It is located in the central region of Liberia, hence providing easy access to everyone and 2) The venue was considered isolated and that could provide a means of participants concentrating on the workshop and minimize infection in the mist of the COVID-19 pandemic. For each of the session topics, facilitators administered pre- and post-tests to determine the level of participants' knowledge base and achievements

obtained at the end workshop. For confidentiality, each participant blindly selected an identification number ranging from 1 to 21. This ID # was to be used throughout pre- and post-test. Statistical analysis showed that on average, participants had knowledge level of 45% on the topics before attending the workshop and later increased to 76% at the end of the workshop. (See appendix 4). To ensure participants' knowledge-based retention, facilitators utilized interactive discussions, small group activities, and provided take-home learning resource materials uploaded with flash drives.

Evaluation of the Workshop by participants

Using the Likert Scale ranging from 5 to 1, with 5 being strongly agree and 1 being strongly disagree, participants were asked to evaluate the following areas: Curriculum development and design, course objectives using the backward design, Evaluating education program Test Analysis, Research Proposal, and Service and Venue. Overall, participants strongly agree or agree that they learned new things and the objectives of the workshop were achieved. Also, participants strongly agree or agree that the venue was suitable, training materials were appropriate, times were well managed, workshop was well organized, and food provided was of sufficient amount and good quality (see appendix 5). In closing, participants, and facilitators received reimbursement for transportation and lodging plus daily per diem (attachment 3)

Benefits of the Workshop to the Participants.

Each participant received flash drive uploaded with workshop resource materials plus other instructional and educational resources and links to international nursing organizations such as Global Nursing Leadership Institute (GNLI)/International Council of Nurses (ICN) and Stigma Theta Tau International (STTI). Participants also established communication networks aimed at sharing information pertinent to nursing/midwifery education in Liberia.

Problems encountered along the way

None

How Problems Were Solved?

None

Challenges in Spending Fund

Financial resources sufficiently covered demand for the faculty professional development workshop.

Change to original plan

We did not have any sufficient evidence or reasons to alter anything that could impact our original plan.

How information were collected about success

We conducted an end of workshop evaluation. The analyses and interpretation of our evaluation data show that our aims and objectives were sufficiently met.

What will be done differently in future.

Future workshop will be a one-week workshop arranged for both faculty and clinicians. Monday and Tuesday will be solely faculty and Thursday and Friday will be solely clinicians. In between on Wednesday, there will be combined session for both faculty and clinicians to discuss how theory and clinical practice can sufficiently align for the benefit of nursing and midwifery students and by extension, the patients. The joint session will also provide a forum where faculty and clinicians will share the impacts of the workshop on their profession and the nursing/midwifery community. Because of the short duration of both future workshops, we will increase the duration of daily attendance from eight hours to nine hours and slightly increase the daily per diem.

How the grant was spent

Name:

EDWIN BEYAN et TEAM

Address :

MONROVIA, LIBERIA

Purpose of expenditure:

2021 FACULTY WORKSHOP

Date (MM/DD/YY)	Description	Amount		
	Transfer Funds Received:	Budgeted		
	Including bank charges	\$22,880		
	After bank charges	\$22,760		
	Approved Budget for Faculty Workshop	11,389.35		
	Expenditure:		Used	Balance
	Transportation, lodging, and per diem for 21 participants	\$ 4,140	\$ 3,760	\$ 380
	Transportation, lodging, and per diem for six facilitators	\$ 2, 190	\$ 1,715	\$ 475,00
	Feeding 21 participants and six facilitators	\$ 2, 700	\$ 2, 700	\$ 0.00
	Infection prevention and control (IPC materials)	\$ 492	\$ 492	\$ 0.00
	Training hall rental	\$ 375.00	\$ 375.00	\$ 0.00
	Assorted stationeries, printing and duplication, printer	\$ 500.00	\$ 500.00	\$ 0.00
	Communication: internet data, local calls	\$ 200. 00	\$ 200. 00	\$ 0.00
	Flash Drives	\$ 250.00	\$ 00.00	\$ 250.00
	Miscellaneous	\$ 542.35	542.35	\$ 0.00
	Total	11,389.35	10,284.35	1105.00

Narrative to the variant in the budget.

By variant we mean a difference in expenditure. For instance, we originally budgeted \$ 4, 140 to cover transportation, lodging, and per diem allowances for 21 participants. Unfortunately, three participants could not participate in the workshop because their training institutions failed LBNM re-accreditation standards. Therefore the actual amount of money used for 18 participants' amounted to \$ 3,760. This difference constitutes a balance of \$ 380. Also we budgeted \$ 2,190 for facilitators transportation, lodging, and per diem. However, one facilitator could not attend due to extreme circumstances beyond control. This also means that the actual amount of money used for facilitators' transportation, lodging, and per diem amounted to 1,715, suggesting a balance of \$ 475,00. We also budgeted \$ 250.00 for 27 flash drives for the faculty workshop, but the flash drives were sent my Mr. & Mrs. Jim McGeorge. Hence total balance for the faculty CPD workshop is \$ 1,105.

NOTE: Mr. & Mrs. Jim McGeorge sent 48 flash drives for both faculty and clinicians. The clinicians flash drives will be mentioned in their reports.

Recommendations from Participants.

1. Continued FOL support for annual faculty and clinician CPD workshop.
2. Increase hours per topic.
3. Workshop should include other instructors, not only deans
4. Training should go to the Southeast.

Next immediate steps

1. Framing of FOL-Liberia Health Team constitution/article of incorporation to be modelled, but contextualized, after FOL-US constitution (in progress).
2. Registration of FOL-LHT with government of Liberia (in progress).
3. Arrange with LBNM and LNA to accept credit units from FOL-LHT CPD workshop.

Future plan: Jan. 2021

- a. Ensure participants give feedback activities six months after workshop
- b. Needs assessment online
- c. One week workshop Jan. 2022
 - a. Faculty Monday & Tuesday 8: 00am to 5:30pm
 - b. Joint session Wednesday 8: 00am to 5:30pm
 - c. Clinician Friday & Saturday 8: 00am to 5:30pm

Submitted by

Edwin Beyan

February 2021

On behalf of FOL-LHT

Appendix 1: Needs Assessment Informed Consent & Questionnaire

Part I: Informed Consent

Thank you for taking the time and effort to respond to this survey. The purpose of this survey is to identify what nursing and midwifery instructors could consider as the highest priority areas in nursing and midwifery education as outlined in the below content areas. When these priority areas are identified, we intend to address these gaps through workshops and other supportive measures. Be assured that the information you share here is confidential. Your participation in the survey is voluntary and you can withdraw anytime if you so desire. We don't perceive any potential harm to you in participating in this survey. Upon completion and submission of the survey to edwin_28beyan@yahoo.com, you will receive a five-dollar scratch card based on your GSM choice as a token of appreciation for your participation. Your continuation from reading this informed consent to filling in the questionnaire signifies you have voluntarily agreed to participate in this survey.

Part II: Liberia Nursing and Midwifery Education Needs Assessment Questionnaire

Date: _____

I. Background, Demographic, and Experience Information (bold your answer).

1. Sex.

a) Female

b) Male

2. Age

a) 20—30 years

b) 31—41 years d) 42—52 years e) 53—63 years d) 64

years and above

3. Classification/Occupation (bold your answer)

a) Nurse

b) Midwife

4. Highest degree earned: a) ASc. b) BSN c) BSc. d) MSNEd e) MSNMEd f) others (specify) _____

Instruction to questionnaire: For the following topics, please select by bolding the five top most important areas you think will further improve your knowledge, skills, and attitudes as a nursing/midwifery faculty.

1. Evaluating educational program
2. Writing course objectives using the backward design
3. Curriculum design and development
4. Test items analysis/banking
5. Test mapping
6. Participating in zoom conference
7. Writing research proposals

Appendix 2:Top Five Priority areas

No	Variable	Frequency
1	Curriculum design and development	17
2	Writing research proposals	16
3	Evaluating educational program	15
4	Test items analysis/banking	15
5	Writing course objectives using the backward design	11
6	Test mapping	8
7	Participating in zoom conference	7

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Appendix 3: Approved Budget

practicing nurses/midwives Continuing Professional Development Workshop Budget 2021

CODE	Activity Description	U/Cost	Qty.	Description	# of days	Total
1	Meals 21 participants					
1.1	Breakfast	5	21	Meals	5	\$ 525.00
1.2	Lunch	\$10.00	21	Meals	5	\$ 1,050.00
1.3	Dinner	\$5.00	21	Meals	5	\$ 525.00
	Sub-total					\$ 2,100.00
2	Meals facilitators					
2.1	Breakfast	\$5.00	6	Meals	5	\$ 150.00
2.2	Lunch	10	6	Meals	5	\$ 300.00
2.3	Dinner	5	6	Meals	5	\$ 150.00
	Sub-total					\$ 600.00
3	Lodging					
3.1	Lodging (participants)	\$25.00	19	Lodging	5	\$ 2,375.00
3.2	Lodging (facilitators)	\$40.00	3	Lodging	5	\$ 600.00
	Sub-total					\$ 2,975.00

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4	Local Transportation					
4.1	Local trans.(particip)	1	21	Transportation	5	\$ 105.00
4.2	Local trans.(facilitators)	1	6	Transportation	5	\$ 30.00
	Sub total					\$ 135.00
5	Per diem					
5.1	Per diem (participants)	10	21		5	\$ 1,050.00
5.2	Per diem (facilitators)	50	6		5	\$ 1,500.00
	Sub total 1					\$ 2,550.00
6	Transportation to and From Phebe (participants)					
6.1	Nimba (2 Nursing Schools)	10	2	Round trip	2	\$ 40.00
6.2	Bassa (1 Nursing School)	20	1	Round trip	2	\$ 40.00
6.3	Margibi (1 Nursing School)	10	1	Round trip	2	\$ 20.00
6.4	Lofa (3 Nursing Schools)	20	3	Round trip	2	\$ 120.00
6.5	Maryland (1 Nursing/Midwifery School)	50	1	Round trip	2	\$ 100.00
6.6	Bong ((2 Nursing/Midwifery School)	0	2	Round trip	2	\$ -
6.7	Monrovia (9 Nursing/Midwifery Schools and LBNM)	10	9	Round trip	2	\$ 180.00
6.8	Zwedru (1 Midwifery school)	40	1	Round trip	2	\$ 80.00

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6.9	Bomi county (1 nursing school)	15	1	Round trip	2	\$ 30.00
6.1	Transportation from counties (facilitators)	10	3	Round trip	2	\$ 60.00
	Subtotal					\$ 670.00
7	Training hall	75	5	day	1	\$ 375.00
8	Assorted stationaries and duplication					\$ 500.00
	Sub total 2					\$ 875.00
9	Procure IPC supplies to ensure COVID-19 Prevention					
9.1	Cloth Mask	Pc	2	\$ 1.00	26	\$ 52.00
9.2	Thermo Flash-Infrared for temperature taking in & out training hall	Pc	1	\$ 60.00	1	\$ 60.00
9.3	Batteries for thermoflash	Carton	1	\$20.00	1	\$ 20.00
9.4	Hand sensitizer, 350ml bottle	bottle	1	\$10.00	10	\$ 100.00
9.5	Paper towel	Carton	1	\$30.00	1	\$ 30.00
9.6	Detergent/liquid soap	Carton	1	\$30.00	1	\$ 30.00
9.7	Hand washing bucket with faucet (foot-press)	Pcs	1	\$200.00	1	\$ 200.00
10	Subtotal					\$ 492.00

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10.1	Communication for Internet and Local Calls	L/s	1	\$200.00	1	\$ 200.00
	Flash Drives		23	250		\$ 250.00
	Subtotal					\$ 450.00

CODE	Activity Description	TOTAL (USD)
	Meals	\$ 2,700.00
	Lodging	\$ 2,975.00
	Local Transportation (Within Phebe)	\$ 135.00
	Per diem	\$ 2,550.00
	Transporation to and From Phebe	\$ 670.00
	Training hall	\$ 375.00
	Assorted stationaries and duplication	\$ 500.00
	Procure IPC supplies to ensure COVID-19 Prevention	\$ 492.00
	Communication for Internet and Local Calls	\$ 450.00

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Subtotal	\$ 10,847.00
Contingency (5% of total budget)	\$ 542.35
Grand Total	\$ 11,389.35

[illegible]

Appendix 5: Workshop Evaluation

INSTRUCTIONAL EVALUATION					
Curriculum development and design					
Variable	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
I learned new things	9	7	1		
Objectives were met	9	8			
Writing course objective using backward design					
Variable	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
I learned new things	16	1			
Objectives were met	11	6			
Test item analyst/test bank					
Variable	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
I learned new things	12	4	1		
Objectives were met	14	3			
Evaluating Education Programs					
Variable	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
I learned new things	14	3			
Objectives were met	10	7			

Writing Research Proposal					
Variable	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
I learned new things	12	4	1		
Objectives were met	11	4	2		
SERVICE AND VENUE EVALUATION					
	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
Venue was suitable	11	3	1	1	1
Training materials were appropriate	9	6	2		
Times were well managed	4	10	2	1	
The workshop was well organized	10	7			
Food provided was of sufficient amount and good quality	9	6	2		

Summary of the evaluations	
Variable	Frequency
Strongly agree	63%
Agree	31%
Neutral	5%
Disagree	1%
Strongly Disagree	0%