Ghana-SickKids
Paediatric Nursing Training Programme:

Impact of Education as a Strategy for Children’s Health

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Bonnie Fleming-Carroll, RN(EC), MN
Associate Chief, Nursing & Interprofessional Education
The Hospital for Sick Children, Toronto
Overview

- Education as a Strategy
- Innovative Programming
- Sustaining successes
- Impact & Evaluation
- Lessons Learned
SickKids Global Child Health (GCH)
Education as an Innovation Strategy

Ghana-SickKids
Paediatric Nursing Training Program

- Educate a cadre of 1500 nurses in Ghana over the next 15 years
- Build capacity in Nursing Education
- Improve human resources for health
- Strengthen health Systems

Millennium Goal #4:
Reduce Child Mortality in Ghana
Passionate & Empowering Partnerships
Complexity of Change
Collaborative Learning Curriculum Development Model

DISCOVER
- Needs assessment
- Performance/learning outcomes

DREAM
- Core curriculum
- Review/develop core competencies

DESIGN/DEVELOP
- Learning objectives
- Content
- Teaching-learning methods
- Select & prepare facilitators

DELIVER
- Planned education
- Evaluate & revise

Include Partners, Stakeholders, Participants, Clients

Innovative Programming

- Based on Competencies needed to practice in Ghana context
- Practical Skill Development
- Leadership Module

Knowledge Integration
- Preceptors (nurses, physicians, leaders)
- Simulation
- Case based Learning
- Interactive programming
- Discussion format for enhanced Clinical Decision making

Special Student Projects

- Dedicated SickKids faculty working along side UG faculty
- Integration of SickKids clinical experts
Sustaining Successes

- Academic Accreditation
- Train the Trainer model
- National Recruitment strategy
- Financial support for students
- Preceptor Development
- Protected time for faculty
- Continued Faculty Development
- NMC Specialty Pediatric Exam for Certification
- Resources (simulation lab, computer lab)
Importance of Evaluation

• Understanding our impact
• Program improvement
• Program effectiveness and sustainability
• Informing future efforts
Evaluation: Performance Measurement Framework

Developed by Dr. Bonnie Stevens and the Joint SickKids/ Ghana Partners Evaluation Committee in a 2 day Evaluation Workshop in Ghana.

PMF consists of 18 indicators aligned with 4 overarching objectives:

1. To enhance pediatric knowledge and skills
2. To enhance leadership practice of nurses to improve child health outcomes
3. To sustain and grow pediatric nurse training
4. To enhance population access to pediatric nursing care
Results - Improved Knowledge and Skills
Results – Learners

• First 3 cohorts consisted of 154 nurses from all 10 regions of Ghana
  
  First Cohort – 39/40 passed
  Second Cohort – 50/50 passed

• All graduates were eligible to write the paediatric nursing licensing exam by N&MC.
  
  • 85 sat examination
  • 75% passed all areas on the first attempt
Learner Satisfaction

Using a 5 point Likert scale:

- Clinically-focused lectures 4.00
- Leadership development 3.97
- Clinical practicum 3.66
Results - Enhanced Leadership Practice

“Improving nurses’ abilities to document intake/output for babies with malnutrition using parent input”

“Teaching community health nurses at PML on early detection of childhood cancers”

“Preparation for Children having Surgical Procedures”

“Preventing home accidents—burn prevention/poison ingestion prevention”

“Teaching mothers how to make Oral Rehydration Solution to manage diarrhea at home”

“Family Centred Care: Parental Involvement in the Care of Children with Orthopaedic Conditions”
Results – Sustaining and Growing Paediatric Nursing
# Sustainability and Growth of Training

**Paediatric Nursing Training Programme: Enhancing Child Health in Ghana**

<table>
<thead>
<tr>
<th>Stage</th>
<th>Cycle 1 - Paediatric Nursing Certificate</th>
<th>Cycle 2 - Paediatric Nursing Certificate</th>
<th>Cycle 3 - Paediatric Nursing Certificate</th>
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<tbody>
<tr>
<td><strong>Design &amp; begin developing curriculum</strong></td>
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<td><strong>Seek approvals, accreditation, and secure logistics for Certificate Programme</strong></td>
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<td>Feb 2010 - Aug 2010</td>
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<td>Aug 2010 - April 2011</td>
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<td>May 2011 - March 2012</td>
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<td>Jan 2012 - Dec 2012</td>
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<tr>
<td>Jan 2013 - Dec 2013</td>
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<td><strong>CIDA Funding Period Time (until Dec 31, 2013)</strong></td>
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<td><strong>Future strategies (Jan. 2014 onwards; led by Ghana Partners)</strong></td>
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**Sustainability of Paediatric Nursing Education in Ghana**

- Paediatrics specialization in the Master’s in Nursing (*Potential*)
- Paediatric Nursing Professional Development Courses at the new Ghana College of Nurses (*Potential*)
- Post-Basic Paediatric Nursing Certificate
- Develop workplace profile, competencies, policies and procedures to support a quality workplace environment for Paediatric Nurses

Updated March 8, 2013
Increased Access to Pediatric Nursing Care

- 154 Students trained in 3 cohorts
- 10 regions of Ghana
Research Project:

Perceptions of key stakeholders of the impact of a Paediatric Nursing Training Program on child health in Ghana
Research Team

Principal Investigators:

• Dr. Ernestina Donkor, Dean, School of Nursing, University of Ghana, Ghana
• Dr. Bonnie Stevens, Chair, Signy Hildur Eaton/Paed. & Associate Chief of Nursing Research, SickKids, Toronto

Co-Investigators:

• Dr. Isaac Odame, Pediatric Haematologist, SickKids, Toronto
• Dr. Bamenla Goka, Head of Child Health Department, Korle Bu Teaching Hospital, Ghana

Joint Evaluation Committee

Clinical Nursing Research Coordinators
Research Questions

a) What are the perceptions of key stakeholders on the impact of training and change in practice since completing the PNTP?

b) What factors influence the application of newly acquired knowledge, skills and leadership abilities within the health care system in Ghana?
Target Groups

- Licensed Graduates of the program (N=64)
- Faculty of the program (N=3-5)
- Clinical Informants working with graduates (N=5-10)
- System Informants (N=5-10)
Mixed Methods Design

- **Approval**
  - Aug-Sept
  - Ethics Approval
  - Institutional Approval

- **Data Collection**
  - Oct-Nov
  - Questionnaires
  - Focus Group Interviews
  - One on One Interviews

- **Data Analysis**
  - Oct-Dec
  - Quantitative Tools: RedCap
  - Qualitative Tools: Nvivo

- **Reporting**
  - Dec
  - Government of Canada
  - MoH

- **Knowledge Translation**
  - Dec ++
  - Publications
  - Newsletter
  - New Project Proposals

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## Strengths & Opportunities

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<th>Opportunities</th>
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<td>Paediatric nurse specialists create an important strategy to enhance child health outcomes</td>
<td>Evaluation of program in terms of multiple stakeholders using multidisciplinary/agency PMF</td>
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<td>High degree of student engagement and satisfaction</td>
<td>Strategies to balance needs of faculty and students</td>
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<td>Strong support of collaborative partnership model required to secure education, infrastructure, policy, financing and regulatory elements for sustainability and scale-up</td>
<td>Evaluation of multiple factors including finances, policies, and critical educational resources</td>
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<td>Strong commitment to program and outcome evaluation</td>
<td>Capacity building and development of faculty and preceptors to sustain training</td>
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Capacity Building=Sustainability

Participatory needs assessment and planning
Systems-approach (retention, policy, finance, infrastructure)
Performance measurement framework
Engagement of policy makers and employers
Facilitation of accreditation, and licensing
Developing shared governance / leadership models
Integration of leadership into training
Dedicated human resources for education
Importance of Train-the-Trainer for sustainability
Collaborative curriculum and customization to context
Capacity Building=Sustainability

Impact
Thank You

School of Nursing, College of Health Sciences, University of Ghana
Ghana Ministry of Health
Ghana Health Service
Korle Bu Teaching Hospital
Nurses and Midwives Council of Ghana
Centre for Nursing, The Hospital for Sick Children
Centre for Global Child Health, The Hospital for Sick Children

Canada

Charles & Rita Field-Marsham Foundation