
Retraining and Evaluation

Session 1 : Need based retraining of selected ASHAs

Day : 0

Time Required : 2 hours

Purpose

The purpose is to provide personal attention to those ASHAs who could not do well after four training workshops and field practice thereafter so that they can catch up with other ASHAs in the group before Workshop 6. To give these ASHAs an opportunity to learn and master the contents and skills of Training Workshop 1 to 4. To fill in the common gaps in the knowledge and skills found in their evaluation in 5th workshop.

Objective

At the end of the session the ASHA will be able to :

1. Receive a score of 50% or more in the knowledge test and 60% or more in skills evaluation.

Materials

- Worksheet 1 : Role play scenarios
- Worksheet 2 : Case presentation - Sepsis diagnosis and filling forms
- Worksheet 3 : Assessment paper
- Training Aid 1 : Answers to assessment paper (Worksheet 3)
- Progress record of work and training in the community for all ASHAs who are attending retraining
- Web camera with computer or video camera.
- Training Aid 2 : Score sheet of ASHAs.

Preparation

- Those ASHAs whose performance is unsatisfactory in the evaluation in workshop 5 are invited for the day's training.
- Organise a preparatory session with field supervisors and review the evaluation of each invited ASHA, done in Training Workshop 5 . Review the assessment paper of each ASHA to identify the common knowledge gaps and skill gaps of each ASHA from Training Workshop 5. Prepare a list of topics to be covered in this training.
- Ensure the availability of progress record of work and training in the community for all ASHAs who are attending retraining.
- Ensure the availability of enough copies of worksheet 1, 2 and 3 depending on the number of ASHAs.
- Make arrangements for recording the demonstration of skills by ASHAs with web camera or video camera.
- Arrange for external evaluators who will see the demonstrations and evaluate the skill of ASHAs.

Training Methods

Presentation and Discussion : (40 minutes)

Instructions to Trainers:

1. Have trainees sit in a large circle.

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2. Ask each trainee to state what they would like to relearn and revise. Prepare a list on board.
 3. Trainers and supervisors have prepared a list of topics to be covered in this workshop which they should tally with the list prepared on board with the help of ASHAs. All the common topics together with the remaining topics in either of the lists will constitute the content for this session.
 4. Trainer should refer to session 1 and session 2 from Revision, Practice and Evaluation of Training Workshop 5.
 5. The contents provided in session 1 and session 2 of the revision training should be used as per the need of the group identified earlier by trainers.
 6. Provide enough time for practice of skills depending on the need of each ASHA.
 7. While practicing skills one ASHA should give demonstration and others should observe it using skills checklist. All ASHAs should thus get an opportunity for demonstration and observation.
 8. For practice and evaluation of communication skills the role play scenarios provided in the Worksheet 1 should be used.
 9. To assess the capacity of diagnosing sepsis and filling forms, a case presentation has been provided in Worksheet 2.

Assessment of knowledge

1. Distribute Worksheet 3 : Assessment paper. Provide one hour time to ASHAs for completing the assessment paper. After one hour collect the papers and discuss each question with ASHAs. Ask for difficulties if any and provide explanation.

Assessment of skills

1. Evaluate each ASHA for only those skills in which she did not perform well in the evaluation conducted during Training Workshop 5.
2. Record this demonstration of skills by ASHAs with the help of Web camera.
3. Assess various skills of ASHAs using skills checklists provided in 'ASHAs progress record of work and training in the community' and record correctness of each step in the checklists under the column retest.
4. External evaluators should evaluate the demonstrations recorded with Web camera or video camera using skills checklists. Score the demonstrations and send the scores of ASHAs to the trainers.
5. Score the skills by counting all (✓) marks in each checklist. The trainer should see if still there are certain gaps in performance of skills. If yes more inputs and practice of those skills should be provided if time allows. If there is not enough time then the trainer should discuss the gaps with the supervisor who should observe the skills more carefully in the field and help ASHAs improve their performance.
6. In the previous month supervisors have assessed the behaviour and strengths of each ASHA in the village. This score should be discussed by the trainer and supervisor and recorded in the Training Aid 2.

Summary (5 minutes)

- Ask all ASHAs to share how confident they feel after this retraining.
- If there are still some concerns then ask them to continue reading the text in the reading material and discuss their problems with supervisor.

- Share the score on knowledge and skill assessment with ASHAs.
- Congratulate those who have done well. Encourage those who still lag behind and explain that they will reappear for retraining and evaluation.

Evaluation of the session

Objective	Assessment Method	Output
ASHAs will receive a score of 50% or more in the knowledge test and 60% or more in skills evaluation.	Assessment paper Skills evaluation by the external evaluator	The assessment paper completed by each ASHA and scored by the trainer Performance in this workshop on various skills recorded in ASHA's progress record by the trainer and assessment of the skills on the basis of Web camera recording