### Program Coordination Guidelines

\*\*Objective:\*\* Ensure effective collaboration and coordination with decentralized structures at the district level for the planning and implementation of health and nutrition project activities.

---

#### Responsibilities:

1. \*\*Collaboration with District Structures:\*\*

- Engage with relevant stakeholders including district health authorities, community leaders, and local health NGOs to foster partnership and collaboration.

- Facilitate regular communication and feedback loops to ensure alignment and address any challenges that arise during project implementation.

2. \*\*Technical Contributions in Coordination Meetings:\*\*

- Actively participate in key meetings organized by district health management leaders, providing essential technical insights and recommendations on health and nutrition interventions.

- Prepare reports and presentations to share project learnings, best practices, and data that align with national health priorities.

- Advocate for prioritization of health and nutrition interventions in alignment with national health policies and strategies.

3. \*\*Visibility of Nutrition International Activities:\*\*

- Promote the visibility of Nutrition International’s activities at the community and district level through community engagement activities, informational sessions, and local media.

- Coordinate with local partners to organize awareness campaigns, workshops, and training sessions to highlight the importance of nutrition and health interventions.

- Collect and disseminate success stories and impact narratives that showcase the outcomes of implemented programs, ensuring stakeholders and community members recognize the importance of health and nutrition initiatives.

---

#### Action Steps:

- \*\*Establish Regular Meetings:\*\* Schedule and conduct bi-weekly check-ins with district health management teams to discuss ongoing activities, challenges, and collaborative opportunities.

- \*\*Develop Technical Resource Materials:\*\* Create and distribute resource materials (guidelines, manuals, toolkits) that support the effective implementation of nutrition and health interventions.

- \*\*Engagement Strategies:\*\* Design and implement community engagement strategies that include feedback mechanisms to understand community needs and suggestions related to health and nutrition.

- \*\*Monitor and Evaluate:\*\* Track project implementation progress and outcomes through regular monitoring and evaluation, using feedback to make necessary adjustments.

- \*\*Report Outcomes:\*\* Prepare quarterly reports summarizing the progress of activities, challenges faced, and solutions adopted. Share these reports with stakeholders to ensure transparency and accountability.

---

#### Key Performance Indicators (KPIs):

- Number of effective collaborations established with district-level stakeholders.

- Frequency and quality of participation in coordination meetings.

- Level of community awareness and visibility of Nutrition International activities (measured through surveys or community feedback).

- Improvements in project outcomes as a result of collaborative efforts.

---

This program coordination framework will enhance the effectiveness of health and nutrition interventions by ensuring active collaboration, strategic alignment, and community engagement at the district level.

\*\*Capacity Building in Healthcare Delivery: Training and Mentorship Framework\*\*

\*\*Objective:\*\*

Enhance the skills and capabilities of healthcare workers, including community nurses, midwives, nurses, clinicians, community health workers, and volunteers to ensure effective service delivery of a standard package of interventions, with adherence to national guidelines such as Vitamin A Supplementation (VAS).

### I. Training Activities

\*\*1. Needs Assessment:\*\*

- Conduct surveys or focus group discussions to identify specific training needs of healthcare workers in the community.

- Assess current knowledge, skills, and gaps related to the standard package of interventions.

\*\*2. Design Training Curriculum:\*\*

- Develop a comprehensive training curriculum tailored to the identified training needs.

- Include modules on:

- Effective communication and community engagement.

- Delivery of essential health services.

- Understanding and adhering to national guidelines (VAS and others).

- Monitoring and evaluation techniques.

\*\*3. Training Methodology:\*\*

- Use a mix of teaching methods such as:

- Hands-on practical sessions.

- Role-playing and simulation exercises.

- Group discussions and interactive sessions.

- Case studies to apply learning to real-life scenarios.

\*\*4. Schedule and Logistics:\*\*

- Develop a training schedule that accommodates the availability of healthcare workers.

- Arrange for training venues, materials, and necessary equipment.

\*\*5. Implementation of Training:\*\*

- Conduct training sessions in a phased manner, ensuring all healthcare workers can participate.

- Utilize experienced facilitators and trainers to lead each session.

### II. Ongoing Mentorship and Support

\*\*1. Establish Mentorship Program:\*\*

- Pair experienced healthcare professionals with those in need of support.

- Develop a structured mentorship plan with objectives and expected outcomes.

\*\*2. Regular Follow-ups:\*\*

- Schedule regular check-ins and debriefing sessions with trained healthcare workers.

- Provide a platform for discussing challenges faced in service delivery and gather feedback.

\*\*3. Resource Availability:\*\*

- Ensure that healthcare workers have access to necessary resources, tools, and updated guidelines.

- Create a repository of guidelines and training materials that can be easily accessed.

### III. Monitoring and Evaluation

\*\*1. Develop Evaluation Criteria:\*\*

- Set measurable outcomes for the training and mentorship programs (e.g., improved knowledge, skill competency, and adherence to guidelines).

\*\*2. Conduct Evaluations:\*\*

- Use pre- and post-training assessments to gauge improvements in knowledge and skills.

- Gather feedback from participants on the effectiveness of the training and mentorship programs.

\*\*3. Continuous Improvement:\*\*

- Analyze evaluation data to identify areas for further improvement in training content and delivery methods.

- Adjust training curricula and mentorship programs based on feedback and emerging healthcare needs.

### IV. Sustainability and Community Engagement

\*\*1. Involve Community Leaders:\*\*

- Engage local leaders and stakeholders in the training process to foster community ownership and support.

\*\*2. Create Peer Support Networks:\*\*

- Establish networks for healthcare workers to share experiences, resources, and best practices.

\*\*3. Promote a Culture of Learning:\*\*

- Encourage ongoing professional development and encourage participants to pursue further education and training opportunities.

### Conclusion

By implementing a structured approach to training and mentorship, we can enhance the capacity of healthcare workers and ensure the effective delivery of health services, compliance with national guidelines, and ultimately improve community health outcomes. Regular monitoring and iterative improvement will be essential to sustaining the benefits of these capacity-building efforts.