

1. **Information**

- a. Americas Association for the Care of Children
- b. New Mother's Project
- c. \$44,003
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2. **The main goal of the project** is to provide a training program that certifies ten women residing in/near Jalapa, Nicaragua as ongoing trainers providing education on prenatal care, labor and delivery, breastfeeding, the new mother's health, nutrition, and infant development in the first year of life. The outcomes are to reduce the impacts of poverty in pregnant women and their babies living in rural Nicaragua. The focus includes two villages and Casa Materna (the Maternal House). The objective of the trainers is to provide education to 850 women during the two-year period.

3. **Objectives:** To provide a training program that certifies ten women residing in/near Jalapa, Nicaragua as ongoing trainers providing education on prenatal care, labor and delivery, breastfeeding, the new mother's health, nutrition, and infant development in the first year of life.

*The original objectives were:*

1. **Provision of three-phase training program to ten Nicaraguan women trainees.** Completed. The initial training to applicants, which there were 52 applicants, originally was one week, however the training ended up being two weeks. The 52 applicants requested, that regardless if they were accepted for the project they wanted to attend the initial training. We decided to grant the request and allow anyone who wanted to complete the first two weeks of training could stay as long as they committed to the full two weeks. All but two applicants completed the first two weeks. The original orientation included training for 8 hours a day for 10 days. There were 52 women who applied and attended and completed this 10 day training. From the 52 women who attended 10 were selected for the NMP team. Four additional women who were not selected asked to join the team knowing there would be no stipends. After the initial six months, two of the additional women left the group, the other two remained for the entire project. The NMP team decided to split the funds available evenly to the twelve committed members rather than have two volunteer their time. Twelve remained in the project through April 2018 when one of the members decided to go to Spain since the project was ending and she needed an alternative for a job.
2. **Performance Evaluations for each trainee for each Phase of training.** Completed The performance evaluations for the trainees were completed in a three-step process. Each trainee provided a self-evaluation; each trainee provided an evaluation of the group performance; and the trainers provided an evaluation of the each trainee through observation of field work, notes written in the field, analysis of data, and classroom time. Professional development was provided based upon the evaluations. By Phase 2 the trainees were developing their own criteria for performance in the project - professionally and personally - to use for the evaluation process. During Phase 3 the trainees developed their skills sufficiently to complete the analysis of the evaluations and of the project with a small amount of guidance.
3. **Certification of 10 Nicaraguan women trainees for prenatal and infant care, development, and education.** Completed. During the orientation the 52 women who attended received certificates. The twelve women who stayed for the entire project received certificates from the Colorado Department of Education which acknowledges 48 hours of their training and equivalent to the college course Infant Toddler Development. This is significant for those women who did not complete high school or never went to college.

4. **Weekly debriefing/planning meetings for trainees during each implementation phase.** Completed. Weekly meetings on Monday continued throughout the two years. Notes were taken each meeting and a copy of these notes are stored in the office of Community Education in Jalapa.
5. **Trainees provide weekly workshops in the three designated community locations.** Completed. The women exceeded the objective. A total of 813 women received workshops. The team visited a total of 14 communities, 11 more than the original designated community locations. The project team members (Trainees) provided workshops as well as storyhours and home visits to some of the women with more severe problems in the additional 11 communities.
6. **During Phase 2, all participants in the 3 designated communities receive weekly home visits.** Completed. A total of 384 women received home visits totaling 5202 visits in the two years of the project. There was not enough project team members, time, or funding to include home visits for all the women from all 14 communities. Of note, 92% of the women who attended the workshops wanted home visits.
7. **During Phase 3, all participants in the 3 designated communities receive monthly home visits.** Completed The women in this phase had older children - toddlers, as their child was born in the first two phases.
8. **One celebration/award ceremony planned & provided at the end of Phase 3 training, including invitations to potential continuation funding agencies.** Completed. A celebration was held where the women presented their data and analysis of the project to representatives from the Ministry of Health, Martin Luther University, Casa Materna, and two local organizations that work with women and girls. A total of 38 people attended plus the NMP project team members and AACC trainers.
9. **At the completion of each phase, comprehensive data analysis will be completed.** Completed. Each phase completed a comprehensive data analysis. The last phase was completed almost entirely by the project members themselves. Prior to the project none of the team members had any experience in collecting or analyzing data. The final spreadsheet showing the data analysis is uploaded to the dropbox. It is quite impressive.
10. **At the conclusion of Phases 1 and 2, reports are written to apprise the following phase.** Reports were written at the end of each phase, evaluations completed and adjustments to the project were made. An example is the retention of women. Only 48% stayed in the project through the middle of the project. During the mid term evaluation the project teams members developed a satisfaction survey and collected information from the women who left as well as a random sample of those who stayed in the program. Comparing the results adjustments were made and at the end and increase to 78% of the women stayed in the program
11. **Summary Report will be completed at the end of Phase 3.** Completed (this is the final report - the report from the project team members is uploaded to the dropbox).
12. **At the conclusion of project, an impact and cost effectiveness report will be presented to MINSA, Mi Familia, the Mayor's office, and Casa Materna to review for consideration of continuation funding.** This is ongoing as civil strife began April 19, 2018 prior to the end of the project. Transportation was limited or completely stopped in areas that were needed to go and present to the Ministry of Health and the Ministry of Family. There has been a presentation to Casa Materna and local representatives from the Ministries. The Municipality will hear the presentation once the civil unrest has settled as currently they have too much to do to keep the municipality calm. To date it has not. In addition, during September-October 2017 the hurricane season brought high amounts of rain and much flooding. During this time the project team members continued to visit the moms in the program (photos are uploaded). However, due to extended periods of travel time during the floods the number of women seen each day was less, so the program ended two months after the original date of the proposal.

**The project's criteria for success included:**

- a) **80% of the women in the project complete Phase 1.** 100% of the trainees completed the training. We do not have the exact percentage of participants who stayed in the project. It is estimated that through Phase 1 about 90% of the participants stayed.

- b) **60% of the women in the project complete Phase 2 and project team members receive certificates.** During Phase 2 we had an unexpectedly high percentage of women who left the project. This is when the project team members completed an intensive evaluation through satisfaction surveys and adjusted their delivery of the program. All project team members received certificates from the Department of Education, Colorado for completion of the Infant Toddler Expanding Quality program.
- c) **50% of the women in the project complete Phase 3 All NMP team members completed. (12 members).** By the end of the project 78% of participant women completed the project. Of the project team members, 11 of the 12 members completed the project through to the end. One left for Spain to find another job. The 12 exceeds the expectation that only 10 women would be part of the team and only four would be full time while 6 were substitutes. All 12 chose to work full time.
- d) **All ten trainees complete all trainings.** All NMP team members completed all trainings plus attended two years of a 4 day Conference on the Brain. (12 members).
- e) **Data collection from mothers and health clinics relating to mother and infant healthcare visits show a minimum 20% decrease in health clinic visits as compared to a control group of mothers and infants who are not part of the project.** Completed. With the data we were able to gather from the Ministry of Health, we had over a 65% of decrease in health clinic visits.
- f) **There is a 50% increase in family planning among the participant mothers as indicated by pre- and post-questionnaire** Completed. There showed a 75% of the women visited who were interested in family planning, increase their knowledge of service provided. We did not follow up with the women to see who was practicing as the Ministry of Health family planning team took over once we provided the women with the services available. The NMP team members believed it was their responsibility to introduce the services in Jalapa that are available, pass the names of the women interested in the services to MINSa and then step away from the process.
- g) **Pre- and post-assessments indicate an average of 50% increase in knowledge of pregnancy, labor and delivery, neonatal care, breastfeeding, nutrition, and early childhood development.** The assessments showed a 96% increase in knowledge and/or skills.
- h) **An understanding of early infant stimulation is demonstrated by new moms through skill assessments with a minimum score of 70%.** The assessments showed a 96% increase in knowledge and/or skills.
- i) **Participants attend a minimum of 70% of all workshops in each phase, as evidenced by attendance records.** Those participants who stayed with the program showed an average of 85% attendance rate, there were 40% of the women who showed a 100% attendance rate. Reasons for not attending included conflict of appointments, inclement weather, household moved to another location (This data is shown in the final spreadsheet uploaded to dropbox).

**The adjustments made to the original objectives for the second year of the project included:**

- a. NMP trainers went through a rigorous self-reflection process of the program as well as their own knowledge, skills, and attitudes. The NMP trainers received additional professional development in the areas of delivery so their visits were more hands-on, dynamic, and less rote learning and transmission of knowledge.
- b. In addition, assessment methods were learnt so the NMP trainers understood how to measure impact to gain a sense of areas for further program and personal development.
- c. Story hours were increased to include local schools near by the communities they provided workshops and story hours to the children while moms were attending the workshop.
- d. Satisfaction interviews of 25% of the women were taken during the program to help determine the adjustments needed in the program. In addition, when an area was identified as needing adjustments, the NMP trainers created a specific questionnaire to use to collect further data on the issue so their adjustment would better address the concern. A different selection of moms responded to the follow up questionnaire.

- e. Workshops expanded throughout the Jalapa Valley, based on the areas of the pregnant women. When a community was identified with 4 or more pregnant women, NMP trainers started to provide workshops to the moms. (Only the women in the focus communities of the program received consistent and weekly home visits). Eventually the women had their babies, workshops continued, and new communities were identified. Due to the limits of the program and number of NMP trainers, not all communities could receive workshops each week. The NMP trainers decided to attend some of the very outlying communities every other week to be able to include more communities in the program and still offer regularity in the delivery.
- f. A group of women from Escombray - one of the designated communities, joined together to create a baking cooperative to bake and sell their product after they were provided the training on how to construct a fuel efficient oven and given baking classes. The cooperative is still working, and they provided food for the end of the project celebration.
- g. Lastly, the NMP members developed an evaluation tool to determine the quality of their work and performance. The tool is uploaded to the dropbox. In terms of development, I believe this is one of the most profound documented impacts. I have worked with many groups in different countries, and the level of sophistication, clarity, and humanity show in this tool exceeds any I have worked with, including those in the US. Since the development I have shared the tool to other groups in Nepal, Palestine, Kenya, and the US.

5. Our organization did not go through any **significant program changes**.

**6. The most important lessons learned:**

- a. Expect more women interested in the work than the project plans for. Many women in Jalapa would like to work in this field, however due to financial constraints i.e. this is usually considered volunteer work, they are forced to seek other jobs including domestic help, servers, and selling goods on the streets.
- b. A holistic approach leads to better outcomes and to positive unexpected outcomes. There were quite a few outcomes that resulted from the topics that were indirectly related to pre-post natal care and child development. The baking cooperative is an example of this as well as the quality indicators. So the lesson is to include a more diverse menu of topics in the trainings and not to limit the focus.
- c. Teaching data collection at the onset of the project could yield more inclusive data during the first phase. We had chosen to wait until the women felt comfortable in the field with the information from the first training before providing and expecting data collection and analysis.

**7. Change within our organization:** The focus on data collection early in the project is important. Development of quality plans was critical for positive adjustments in the project. We have incorporated more focus on developing both plans and evaluation methods from the onset of our projects.

8. The **unexpected events** included the flooding from the hurricanes and the civil disruption April 29, 2018. The unexpected outcomes included the baking cooperative, the quality indicator tool, the NMP members producing their own end of project report and data analysis, and the number of women who wanted to enter the program. In addition, the women became close friends beyond professional co-workers.

9. NMP members did **change their strategy** once they realized the higher than expected number of women who left after the first six months of the project. Satisfaction surveys were developed to identify the gaps in the program. Adjustments were made in the pedagogy of the content as well as the location of some of the workshops to better accommodate the distance to attend the workshops. The tool to measure quality of the project, including content and delivery of content, was developed to self-assess and group assess performance.

10. How many lives have been touched:

- Approximately 1200 women and girls were directly impacted (Proposal estimated 830 women would be directly impacted)
- Approximately 1200 babies were impacted
- Approximately 480 children were directly impacted through story hour time
- Approximately 3200 (conservative estimate) other people including family members, neighbors, teachers, and other children were indirectly impacted.

11. **Measurement tools:**

- a. Feedback forms: these forms included questions relevant to the training, review for the week, or field work performance. Questions were developed one week prior to the weekly meeting each week. 15 minutes of the weekly meeting was spent on providing feedback. The responses were then collated and used the following week to adjust individual and group activities and performance.
- b. Field observations were provided by Alejandra Cardenas, Edis Cardoza, Deborah Young, and four other trainers. Professional development was provided to the NMP team members based upon the observations.
- c. Satisfaction surveys were developed and given to 25% of the women participating in the program. (Sample uploaded to the drop box)
- d. Pre-post written and oral assessments were given for each training. (Samples uploaded to the dropbox)
- e. Attendance records for NMP team members, story hours, home visits, and workshops. Included in the final spreadsheet of data and analysis from NMP members. (The specific numbers are on the spreadsheet and uploaded to the dropbox)
  - i. Example: ages of moms in the project

<i>Range of ages of moms</i> <i>Rango de Edades</i>	<i># of Mama</i> <i>Nº Mamás</i>	<i>% del Total</i>
11 - 15	24	6.27
16 - 20	125	32.64
21 - 25	112	29.24
26 - 30	71	18.54
31 - 35	33	8.62
36 - 40	17	4.44
41 - 45	1	0.26
<b>Grand Total</b>	<b>383</b>	<b>100.00</b>

Deserción organizada por razón de retiro

<b>Motivo Retiro (Motivation for leaving the program)</b>	<b>Cantidad Retiros (# of women)</b>
No quiso continuar (they do not want to continue)	94
Abortó (miscarriage)	4
Cuidar a Otro (had to care for another child or children)	2

Desconocida (unknown)	13
Embarazo Falso (false pregnancy)	2
Se Mudó (moved to another location)	31
Trabajo (had to start working)	20
Abandonada X PNM por Peligro y Transporte (too dangerous to travel)	12
<b>Total =</b>	<b>178</b>

- f. Field notes. Sample field notes are uploaded to the dropbox. An initial intake form was developed for NMP members to use as well as a form for each visit.
- g. NMP member self-reflection journals.
- h. Self and group performance evaluations. (Sample evaluations are uploaded to the dropbox)

12. We are writing another grant to see if the program can continue and possibly expand. The country is currently in turmoil, people are fleeing, and there are severe budget cuts and unemployment. The country is not in a position to absorb the program.

13. Budget is attached in separate document to show expenses.

14. Public recognition of the project in the Jalapa Valley is widespread. We are applying for another grant to continue the project since it was such a success. Other organizations in Jalapa are interested in partnering, including Casa Materna, Martin Lutero University, Ministry of Health, and local community leaders. We are also hoping to use this model in the Denver area with families who are refugees.

Documents uploaded to the dropbox as mentioned in this report:

1. Final data analysis in form of a spreadsheet
2. Photos
3. Summary report from NMP
4. Sample evaluation tools
5. Quality indicator tool for performance
6. Satisfaction survey
7. Sample - Pre-post assessments
8. Sample field notes from folders
9. Simple plans