

2nd Round Capacity Building Workshop

9th August to 14th August 2010

Ranchi

NHSRC – PHRN Capacity Building Programme

Day 1:

Session 1 title: Objectives of programme and overview of 5 days session to be taken up from

Resource Person: Haldhar & Shampa

Methodology: Slide presentation, Reading from book, discussion

Reference:

Sl no.	Key area of session	What key knowledge elements were transacted/explained ?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
1	Objective of the CB Workshop	To develop the planning skills in the team at the district level	Yes		4
2	Core content/Orientation on issue	Elaboration- Various thematic areas that have to be covered during this six days of training in the second round.	Yes	Explained the process of Preparing DHAP, PIP and ROP,	4
3	Situation Analysis - Data source, graphs charts, tables	Districts that were able to prepare their DHAP.	Yes	Developing skill in planning.	3
4	Understanding key Indicators	Presentation content of the DHAP and process needed	Yes		3.5
5	Analytical skills	-Facility Readiness, VHSC and ASHA HMIS			3.5

Session 2 title: Review of DHAP planning process in the state (Capacity Building for District Health Planning and Management)

Resource Person: Haldhar

Methodology: Ppt

Reference: PHRN Book 10&11

Sl no.	Key area of session	What key knowledge elements were transacted/explained ?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
1	Objective of the session	Objectives	Yes		3
2	Core content/Orientation on issue	<ul style="list-style-type: none"> ▪ Contents- district, block, village health plans ▪ Monitor, facilitate and evaluate. ▪ Annual plan as per IPHS. ▪ Facility development. ▪ Developing a Network. 	Yes		3.5
3	Situation Analysis - Data source, graphs charts, tables	<ul style="list-style-type: none"> ▪ Skills needed in the district for planning and management. ▪ Institutions needed for planning. ▪ Building Institutional Capacity. ▪ Level of Expertise Required- skills, cadre, specialists ▪ Training curriculum 	Yes		4
4.	Understanding key Indicators	First Round – Contents Second Round Contents	Yes		3.5
5.	Analytical skills	Expected Outcome from the Training.	Yes		3.5
6	Plan Preparation – objective, strategy and activities		No		

Sl no.	Key area of session	What key knowledge elements were transacted/explained ?	Yes, Partially, No,	Remarks	Evaluation score 0 to 5
7	Supervision Monitoring of Programme – Key Indicators		NO		
8	Output /Purpose of Group work	Consensus on developing DHAP for their respective district			3.5
9	Summary/Take Home Messages	Essentially need a strong team at the district for preparing their own DHAP			4

Session 3 title: Review of DHAP planning process in the state

Resource Person: Haldhar

Methodology: Ppt

Reference: PHRN Book 10&11

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, Partially, No,	Remarks	Evaluation score 0 to 5
1	Objective of the session	DHAP planning process- PILOT PHASE	Yes		3.5
2	Core content/Orientation on issue	Understanding of the process and problems and concerns emerged during process of planning for DHAP.	Yes		4
3	Situation Analysis - Data source, graphs charts, tables.	Discussion on problems and concerns	Yes		4
4.	Understanding key Indicators	Understanding the information required for planning – DHAP	Yes		4
5.	Analytical skills	HMIS Data to be the basis for planning to effect change	Yes		3

Session 4 title: Suggestive Framework of DHAP**Resource Person:** Dr. Dinesh Jagtap**Methodology:** Ppt, discussion and Interactive communication**Reference:** PHRN Book 10,

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
1	Objective of the session	Review of Previous Round Training- Goals Objectives strategy and Activities.	Yes		3
2	Core content/Orientation on issue	Goals and Objectives of NRHM	Yes		3
3	Situation Analysis - Data source, graphs charts, tables	NRHM Components- Part A,B,C,D,E – From funding perspective.	Yes		5
4.	Understanding key Indicators	Understanding the indicators of Child Health , Maternal Health and diseases.	Yes		4
5.	Analytical skills	IPHS Standards and planning confusions	Yes		3
6.	Plan Preparation –objective, strategy and activities	Reference Documents	Yes		4
7.	Supervision Monitoring of Programme – Key Indicators	Contents of DHAP document and detail clarification	Yes		4
8	Output /Purpose of Group work	Suggestive Framework for DHAP understood			3.5
9	Summary/Take Home Messages	Contents of DHAP, Referring the Framework for DHAP document preparation			5

Session 5 title: Planning for the Vulnerable Groups and Vulnerable Area**Resource Person:** Balram and V.R. Raman**Methodology:** Slide presentation, Interactive Discussion**Reference:**

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, Partially	No,	Remarks	Evaluation score 0 to 5
1	Objective of the session	Perspective on Vulnerable group – Defining it	Yes			4
2	Core content/Orientation on issue	Marginalization, exclusion and inclusion – Process that leads to such situation	Yes			4
3	Situation Analysis - Data source, graphs charts, tables	Rights Based Approach	Yes			2
4	Understanding key Indicators	Need for addressing vulnerability – Power issue	Yes			4
5	Analytical skills	Understanding the Typology of Health Vulnerability	Yes			5
6	Plan Preparation – objective, strategy and activities	Need to map the vulnerable groups	Yes			3
7	Supervision Monitoring of Programme	Reflect-Benam (unnamed) community given space in the plans and monitor further	Yes			3
8	Output /Purpose of Group work	From general to specific problem and customizing solution for them	yes			3
9	Summary/Take Home Messages	Assessing vulnerability and planning for the vulnerable groups in a specific manner	Yes			4

DAY -2

Session 1 title: Managing District Health Systems and Services

Resource Person: V.R. Raman

Methodology: Slide presentation, reading from book, discussion

Case study presentation-group exercise, discussion on feasibility of these strategies in the respective district plan

Reference: PHRN Book 11, Lesson 1,2,3,4,

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
1	Objective of the session	Explained	Yes		3
2	Core content/Orientation on issue	Evolution of Financial Mgt- overview, RCH-2, NRHM- SPMU, DPMU, BPMU	Yes		3
3	Situation Analysis - Data source, graphs charts, tables	Defining Management and Administration – differences	Yes		4
4	Understanding key Indicators	Models of Management- Traditional, Human Relation, Human Resource, Human resource for Health (HRH)	Yes		4
5	Analytical skills	DHS Management- <ul style="list-style-type: none">▪Funding Sources- for district,▪Roles and Responsibility▪Management capacities▪Indices for better management.▪CMO office –functions and skills	Yes		4
6	Plan Preparation – objective, strategy and activities	DPMU: Roles & skills sets	Yes		4
7	Supervision Monitoring of Programme – Key Indicators	DPMU- has to have proper understanding of every aspect of the health issues, HR,	Yes		3

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
8	Output /Purpose of Group work	Discussion and Debate on Administration and Management	Yes		3
	Summary/Take Home Messages	Need for Managerial skills and administrative skills effective Health services	Yes		4

Session 2 title: Workforce Management**Resource Person:** Raman V.R.**Methodology:** PPT, Discussion, Group work**Reference:**

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
1	Objective of the session	Workforce Management	Yes		4
2	Core content/Orientation on issue	Workforce Planning	yes		3
3	Situation Analysis - Data source, graphs charts, tables	Work allocation	yes		3
4	Understanding key Indicators	Environments that influence HRH Behaviour- SEPC	yes		4
5	Analytical skills	Management for Performance- <ul style="list-style-type: none">▪ Health Outcomes▪ Motivation▪ Expectancies▪ Recruitment and pay▪ Posting transfers▪ Provide opportunities – CME process▪ Supervision, support and motivation▪ Team Performance▪ Appreciative Inquiry▪ Meetings- Critical issues▪ Alternative HR strategies	yes		5
6	Plan Preparation – objective, strategy and	Knowing the workforce and Management of various facilities – CHCs, PHCs, HCs	yes		4

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
	activities				
7	Supervision Monitoring of Programme – Key Indicators	Understanding ANMs – as workforce and supportive to Sahiya,	yes		4
8	Output /Purpose of Group work	Motivation to the workforce	yes		
9	Summary/Take Home Messages	Quality of HR, policy and Clarity of tasks reporting and motivational approach that dignifies the workforce	yes		4

Session 3 title: Group Assignments on - Workforce Management

Resource Person: Raman

Methodology: Worksheets- Guidelines, Discussion

Reference: Worksheets, Group exercise

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, Partially	No,	Remarks	Evaluation score 0 to 5
1	Group 1: Job Description for BPM	Planning for BPM Roles and Responsibility	yes			3.5
2	Grp-2 : Log frame for ANM Functions	Goal Objectives strategy and activities	yes			3.5
3	Grp-3 Rationalization of Human Resource for District	HR planning and distribution as per the level of Facility	yes			3.5

Session 4 title: Flexi Pool -Fund flow Management - NRHM**Resource Person:** CINI- Dr. Tapan Chakarborty**Methodology:** Presentation**Reference:** Power po

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
1	Objective of the session	Recommendation for flexi pool fund usage	Yes		3
2	Core content/Orientation on issue	Fund flow village level and sub centre level	Yes		3
3	Situation Analysis - Data source, graphs charts, tables	Fund Flow : CHC/PHC level	Yes		3
4	Understanding key Indicators	Recommendation for financial norms	Yes		2
5	Analytical skills	Receipt of NRHM Grant	Yes		3
6	Plan Preparation – objective, strategy and activities	Decision making for optimal and efficient use of funds	Yes		3
7	Supervision Monitoring of Programme – Key Indicators	Norms for managing funds and utilization	Yes		2
8	Output /Purpose of Group work	Audits	Yes		2
9	Summary/Take Home Messages	Proper understanding of the fund flow	Yes		2

Session 5 title: RSBY**Resource Person:** Mr Sudhir Jha**Methodology:** Discussions**Reference:** Handouts and Brochure

Sl no.	Key area of session	Was the key knowledge elements transacted?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
1	Objective of the session	RSBY – Rationale	yes		3
2	Core content/Orientation on issue	Details of RSBY	yes		3
3	Situation Analysis - Data source, graphs charts, tables	Benefits under RSBY	yes		3
4	Understanding key Indicators	Querries coming the participants	yes		3
5	Analytical skills	Suggestions for improving it	yes		3
6	Plan Preparation – objective, strategy and activities	-	N/A		
7	Supervision Monitoring of Programme – Key Indicators	-	N/A		
8	Output /Purpose of Group work	-	N/A		
9	Summary/Take Home Messages	Option for improving health care services through the fund mobilization to effect the change in Facility infrastructure and Services.			4

DAY 3

Session 5 title: Maternal Health

Resource Person: Sharat Pandey, UNICEF

Methodology: PPT, Discussions

Reference: Handout Brochure

Sl no.	Key area of session	Was the key knowledge elements transacted?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
1	Objective of the session	To build the planning skills of Maternal Health and plan as per need.	yes		4
2	Core content/Orientation on issue	Determinants of MD, Strategy to address MH	yes		4
3	Situation Analysis - Data source, graphs charts, tables	Understanding the reasons of Maternal Mortality in Jharkhand.	yes		3.5
4	Understanding key Indicators	MMR Trend			4
5	Analytical skills	Biological causes of, delays in ID or reaching to the facility	yes		3.5
6	Plan Preparation – objective, strategy and activities	Session could not be conducted because of lack of failure of power due to short circuit			
7	Supervision Monitoring of Programme – Key Indicators	Session could not be conducted because of lack of failure of power due to short circuit			
8	Output /Purpose of Group work	Session could not be conducted because of lack of failure of power due to short circuit			
9	Summary/Take Home	Plan should be based on the present situation	-		

Sl no.	Key area of session	Was the key knowledge elements transacted?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
	Messages	and there is a need to analyse the situation and understand the gaps			

Session title: Child health

Resource Person: Baruni Majumdar, UNICEF

Methodology: Slide Presentations, discussions

Reference:

Sl no.	Key area of session	Was the key knowledge elements transacted?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
1	Objective of the session	Understanding Child Health(CH) and basis for planning	Yes		3.5
2	Core content/Orientation on issue	Child Health Determinants	Yes		4
3	Situation Analysis - Data source, graphs charts, tables	Constraints in addressing CH Issues.	Yes		3
4	Understanding key Indicators	Strategies for CH- Training & Capacity Building, outcome oriented. SNCU, NBCU, NBC	Yes		3.5
5	Analytical skills	Logframe – goals objectives	Yes		3
6	Plan Preparation – objective, strategy and activities	Explained giving examples.	Partially explained		3
7	Supervision Monitoring of Programme – Key Indicators	-	Partially		3
8	Output /Purpose of Group work	N/A	N/A		

Sl no.	Key area of session	Was the key knowledge elements transacted?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
9	Summary/Take Home Messages		Various guidelines and protocols for setting up SNCU, New born corner etc.		3.5

Session title:

Resource Person: Dr Dinesh Jagtap

Methodology: Slide presentations, Discussions

Reference:

Sl. No.	Key area of session	Was the key knowledge elements transacted?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
1	Objective of the session	Understanding Cluster sample survey	Yes		4
2	Core content/Orientation on issue	Sampling methods	Yes		4
3	Situation Analysis - Data source, graphs charts, tables	Identifying key health issue(maternal , child health , family planning) and developing questionnaires for surveys	Yes		4
4	Understanding key Indicators	Understanding the indicators of the issue to be focused.	Yes		4
5	Analytical skills	Prepare questionnaire and dummy table	Yes		4
6	Plan Preparation – objective, strategy and	Will be based on the result of survey	Yes		4

Sl. No.	Key area of session	Was the key knowledge elements transacted?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
	activities				
7	Supervision Monitoring of Programme – Key Indicators	The team doing the study will be monitored and supervised by the team conducting the study.	Yes		4
8	Output /Purpose of Group work	Evidence through data sources and qualitative study .	Yes		4
9	Summary/Take Home Messages	Qualitative studies can be conducted to support any data findings and plan prepared as per the findings	Yes		4

DAY 4

Session 1, Title: Epidemic Control and IDSP

Resource Person: Dr P. Baskey

Methodology: Slide presentation, reading from book, discussion

Reference: PHRN Book 8, Chapter 6

Sl no.	Key areas of session	Was the key knowledge elements transacted?	Yes, Partially	No,	Remarks	Evaluation score 0 to 5
1	Objective of the session	Importance of disease surveillance	Yes			4
2	Core content/Orientation on issue	Types of Surveillance Specific Formats for surveillance Reporting – form-s, form L, EWS, ASHA and Community report –(1075-Toll free No.)	Yes			4.5
3	Situation Analysis - Data source, graphs charts, tables	Limitations and constraints in the earlier system. Necessity of timely and accurate reporting	Yes			3.5

Sl no.	Key areas of session	Was the key knowledge elements transacted?	Yes, Partially	No,	Remarks	Evaluation score 0 to 5
4	Understanding key Indicators	Objectives, components and structure of the proposed IDSP	Yes			3.5
5	Analytical skills	Challenges in integrating and using the IDSP	Yes			4
6	Plan Preparation – objective, strategy and activities	Significance of Epidemiological observation New diseases – subject of scientific	Yes			3.5
7	Supervision Monitoring of Programme – Key Indicators	Investigating an Outbreak – Etiology, source and further investigation- clinical laboratory investigation, Response	Yes			3.5
8	Output /Purpose of Group work	N/a				
9	Summary/Take Home Messages	New Reporting Mechanism- toll free number for anyone to report disease outbreak.				4

Session 1, title: Malaria

Resource Person: Dr Neelima Tirkey, supported by – Shampa Roy

Methodology: Slide Presentation, Reading from book, discussion

Reference: PHRN Book 8, Chapter 6

Sl no.	Key area of session	Was the key knowledge elements transacted?	Yes, Partially	No,	Remarks	Evaluation score 0 to 5
1	Objective of the session	Understanding and developing Analytical skills on planning	yes			4
2	Core content/Orientation on issue	<ul style="list-style-type: none"> ▪ Understanding Disease endemicity, ▪ Indices, ▪ Methods of analysis and prioritizing 	yes			4

Sl no.	Key area of session	Was the key knowledge elements transacted?	Yes, Partially No,	Remarks	Evaluation score 0 to 5
3	Situation Analysis - Data source, graphs charts, tables	Assignments/Group exercise were given based on <ul style="list-style-type: none"> • Dist Malaria Data 	yes		4
4	Understanding key Indicators	ABER, API, PF%, SPR, SFR	yes		4
5	Analytical skills	Calculating, prioritizing and planning .	yes		4
6	Plan Preparation – objective, strategy and activities	Situation specific plan – based on exercises through group work	yes		4.5
7	Supervision Monitoring of Programme – Key Indicators	This was also done through group exercise and presented on specific context relating to Malaria	yes		4
8	Output /Purpose of Group work	To develop the skill of planning among the team members as per the guidelines .	yes		4
9	Summary/Take Home Messages	Situation analysis and team consultation is essential for any planning of the disease.	yes		4

DAY-5

Session title: Approach to Planning for RCH – Under NRHM

Resource Person: Dr Dinesh Jagtap

Methodology: Discussion on handouts and worksheets, Group work

Reference: Operational Guideline for Maternal Health and Newborn care

Sl no.	Key area of session	Was the key knowledge elements transacted?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
1	Objective of the session	Process to achieve parity in Resource allocation and improvement in health outcomes relating to RCH	Yes		5
2	Core content/Orientation on issue	Various Facility level standard for maternal and newborn health	Yes		4
3	Situation Analysis - Data source, graphs charts, tables	Indicators institutional delivery , JSY money, present status of facility	Yes		3.5
4	Understanding key Indicators	Facility services and relative indicators- Emoc Cemoc, 24*7, SBA etc.	Yes		4
5	Analytical skills	Understanding the 8 principles for preparing the District plan for preparing plan.	Yes		4
6	Plan Preparation – objective, strategy and activities	▪ Understanding status of facility level preparedness. Setting up specific objectives, and designing activities for making each facility function, to the optimum level	Yes		4
7	Supervision Monitoring of Programme – Key Indicators	▪ Plan as per need and continuous monitoring and supportive supervision	Yes		4

Sl no.	Key area of session	Was the key knowledge elements transacted?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
8	Output /Purpose of Group work	▪ Facility level services understood.	Yes		4
9	Summary/Take Home Messages	▪ For each facility the services levels have been clarified and knowledge inputs increased.	Yes		4.5

Session title: Ensuring Facility Readiness

Resource Person: Dr Suranjeen Prasad

Methodology: Slide presentations, discussions , reading from Book

Reference:

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
1	Objective of the session	<ul style="list-style-type: none"> ▪ Understanding Facility Readiness. ▪ Planning for developing the facility ▪ Taking the leadership roles ▪ Bringing about change 	Yes		5
2	Core content/Orientation on issue	Facility level readiness and awareness about it to refer the emergency cases promptly	Yes		3.5
3	Situation Analysis - Data source, graphs charts, tables	<p>Some cases were given on and reflection on that :-</p> <ul style="list-style-type: none"> ▪ Cardiac Emergency ▪ Road Accident <p>Do we have HR Staffs needed, emergency kits, ambulance</p>	Yes		3.5

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, Partially	No,	Remarks	Evaluation score 0 to 5
4	Understanding key Indicators	<ul style="list-style-type: none"> •The basic indicators of Facility readiness – Services, drugs, preparation to meet emergency 	Yes			3
5	Analytical skills	<ul style="list-style-type: none"> •Being efficient in terms of service provider and Managers. •You should know what is the community perception – known to the people about the facility readiness. 	Yes			4
6	Plan Preparation – objective, strategy and activities	<ul style="list-style-type: none"> •Health issues prioritized on the basis of local pattern of disease- Situation analysis •Taking leadership role, •Identify key areas to improve. 	Yes			4
7	Supervision Monitoring of Programme – Key Indicators	<ul style="list-style-type: none"> •Significance of lead role and one individual who makes the difference and manages the team. 	Yes			4
8	Output /Purpose of Group work	Interaction , Open session where the entire house participated as a whole group .				4.5
9	Summary/Take Home Messages	<ul style="list-style-type: none"> ▪Being a Manager, able to identify Facilities that have ready facilities available. ▪Our input for making our facilities ready. ▪Standard protocols ▪Enlisting the procedures and guidelines of treatment and pasting it in the visibility of the facility surrounding for other staffs. ▪Essential requirements- Drugs, HR, 	Yes			4

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, Partially	No,	Remarks	Evaluation score 0 to 5
		<ul style="list-style-type: none"> Minimum stocks ▪ Mock Drill from time to time 				

Session title: Community Participation, ASHA and VHCs

Resource Person: Gurjeetji and Anup Hore

Methodology: Discussion on handouts and worksheets, Group work

Reference: PHRN Book a and Book 7

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, Partially	No,	Remarks	Evaluation score 0 to 5
1	Objective of the session	<ul style="list-style-type: none"> ▪ Developing proper understanding on Asha, VHC and Community Participation within NRHM. ▪ How to Plan for community participation within DHAP 	Yes			4
2	Core content/Orientation on issue	<ul style="list-style-type: none"> ▪ ASHA and Community Participation ▪ Community Health worker ▪ Community ▪ Community Participation ▪ ASHA selection, roles, incentive, Training, challenges 	Yes			4
3	Situation Analysis – Data source, graphs charts, tables	Narrating Case studies and anecdotes from the field.	Yes		Exceptionally well presented the case stories and case study approach for group exercise	5
4	Understanding key	Effectiveness of community mobilization	Yes			4

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, Partially	No,	Remarks	Evaluation score 0 to 5
	Indicators	and Sahiyya on health service delivery				
5	Analytical skills	Understanding the circumstances under which Sahiyya works and their positioning in the community and interface with the system.	Yes			4
6	Plan Preparation – objective, strategy and activities	Exercise for community Participation for DHAP	Yes			4
7	Supervision Monitoring of Programme – Key Indicators	Group exercise focused on planning for various hypothetical situation.	Yes			4
8	Output /Purpose of Group work	Positive change of the opinion of the participants regarding the role and responsibility of Sahiyya and plan for community participation in DHAP .	Yes			4
9	Summary/Take Home Messages	Being Innovative in all aspects and taking into account the context and design intervention when planning on community participation in the district.	Yes			4

Day 6:

Session title: HMIS

Resource Person: Dr. Ekta (NHSRC)

Methodology: Presentation,

Discussion on handouts and worksheets

Reference: Data Analysis worksheet –Jharkhand. Deoghar

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
1	Objective of the session	Objective of HMIS	Yes		4
2	Core content/Orientation on issue	Data- Evidence for planning Secondary and Primary data sources,	Yes		4
3	Situation Analysis - Data source, graphs charts, tables	Data of Deoghar, Lohardaga and Jharkhand- Tables and Graphs	Yes		4
4	Understanding key Indicators	All the health indicators and relevant data and mostly on Maternal Health indicators.	Yes		4
5	Analytical skills	Data analysis from diff sources and making comparison and understanding the real reasons for such difference. Data quality,	Yes		4
6	Plan Preparation – objective, strategy and activities	The basis of Planning- Where ?when? how? and why?	Yes		4
7	Supervision Monitoring of Programme – Key Indicators	Data collection systematized and regularized, comparison of various data for understanding actual facts. data entry error, developing inbuilt data validation rules.	Yes		4
8	Output /Purpose of Group work	HMIS data and their relevance for the planning	Yes		4
9	Summary/Take Home Messages	Data should be properly understood and analysed, minimizing data error	Yes		4

Sl no.	Key area of session	What key knowledge elements were transacted/explained/discussed ?	Yes, No, Partially	Remarks	Evaluation score 0 to 5
		and data manipulation. Use Microsoft Excel for Calculation and preparing charts			