

APPENDICES

Appendix 1: Interview guide for nurse educators

Dear nurse educator, I would like to welcome you to participate in this study on the implementation of Competency Based Education and Training (CBET) for nursing and midwifery Programme. The aim of this study is to explore the implementation of CBET curriculum for nursing and midwifery programme that was adopted and implemented since 2008.

The study is informed by global and national literature on the CBET implementation fidelity. Being among the **KEY** implementers of the CBET curriculum for nursing and midwifery programme, you are requested to respond to the question that you will be asked. Feel free to share your experience in relation to this study.

Your participation in this study is highly appreciated. The feedback availed by you will be of great use to the nurse educators, nurse and midwives' students as well as the MoHCDGEC to improve the implementation of CBET curriculum for nursing and Midwifery program in Tanzania. This interview will not take more than an hour.

Date Code no..... Region..... District.....

Questions related to the study

A. Questions related to Adherence

1. How did you prepare sessions from the competency based curriculum? (Probe: Describe the process of preparing a session from CBET curriculum)
2. How fully did you manage to implement the CBC? (Probe: What influenced you to catch up with classroom, skills lab, clinical teaching plans? What were the challenges?)

B. Questions related to Dosage/Exposure (Number and duration of sessions)

3. From the module you facilitated how did you determine number of sessions? (Probe: How did you determine time for each session?)
4. How did you use the scheme of study when prepared lesson planning from the competency based curriculum?
5. How did you assess student's performance from the competency based curriculum? (Probe: what methods did you commonly use to assess students' performance, what were the challenges encountered?)

C. Quality of Delivery (Applying participatory teaching and learning methods)

6. What methods of teaching and learning did you commonly use? (Probe: What are the reasons for your preference of those methods?) What guided you in selecting those methods of teaching?
7. What challenges have you encountered in using participatory and interactive methods of teaching? (Simulation, demonstration, Case study, and Role play)

D. Perception about Competency based curriculum for nursing and midwifery programme

8. What challenges encountered in implementing CBET curriculum for nursing and midwifery programme?
9. What is your opinion on the implementation of competency based curriculum for nursing and midwifery programme?

- THE END -

THANK YOU FOR YOUR COOPERATION

Appendix 2: Questionnaire for nurse educators

Dear nurse educator; Since 2008 the MoHCDGEC adopted and started implementing the CBET curriculum. The aim of this study is to explore the implementation fidelity of the CBET curriculum for nursing and midwifery program in Tanzania, the study is informed of global and national literature review on the CBET implementation process. Being among of the key implementer of the CBET curriculum, you are requested to fill in the questionnaire as is required.

Feel free to answer the questions and provide your view in relation to this study. Your sincere commitment in answering the question is highly appreciated. The feedback availed by you will be of great use to the nurse educators, nurse and midwives' students as well as the MoHCDGEC to improve the implementation of CBET curriculum for nursing and Midwifery program in Tanzania. This questionnaire will not take more than one hour to fill in.

Date Code no..... Region..... District.... ..

A. Abiding to designed nursing and midwifery CBET curriculum (Adherence)

This section intends to explore how much you were able to abide in the plans, protocols and procedures when implementing nursing and midwifery CBET curriculum. Please, be honesty there is no right or wrong responses.

(Tick \surd YES or No as appropriate) on each of the statement listed in the table below:

Statement:	YES	NO
1. Did you have Curriculum (CUM) master plan that guided you in the implementation of nursing and midwifery CBET curriculum?		
2. During teaching and learning activities, were you able to abide to CUM master plan as was planned?		
3. Did you manage to cover classroom sessions as it was scheduled?		
4. Did you manage to keep up with the skills laboratory teaching plan as it was intended?		
5. Did you manage to Teach students at clinical area as was planned?		
6. Did you managed to assess students as per curriculum and assessment plan?		
7. Did you managed to provide assignment to students as prescribed in the nursing and midwifery CBET curriculum?		

8. What challenges did you face in adhering to the protocols and procedures?

- Time was not enough []
- Shortage of teaching staff []
- Lack of equipment/teaching resource []
- Too much work load []
- Not confidently understanding the curriculum []
- Clinical assessment tool not objective []
- No standardized assessment tool/guide []
- Low morale and commitment in teaching []
- Any other []

B. Teaching and learning modules in nursing and midwifery CBET curriculum (Dosage/exposure)

9. Which module did you facilitate in the last semester(s)?

(Share your experience for only one completed module of your interest) For the module that you facilitated using competency based curriculum for nursing and midwifery programme respond to the questions below. Be honest there is no right or wrong responses.

10. How many classroom sessions did you cover?

11. How many skills laboratory sessions did you cover?

12. How many clinical teaching sessions?

13. How many Students' assignments did you facilitated?

14. For the module that you facilitated what challenges did you face?

- Time was not enough []
- Shortage of teaching staff []
- Lack of equipment/teaching resource []
- Too much work load []
- It was difficult to interpret the competency based curriculum []
- Any other? (Specify) []

15. In formative assessment (Continuous Assessment) how many assessments did you offer to learners? (Tick \checkmark in the box below as appropriate)

Method of assessment	3	2	1	0
16. Written test				
17. Assignment				
18. Practical exams (OSCE/OSPE)				
19. Clinical examination				

20. In administering the methods of assessment above, what major challenges did you face?

- Time was not enough []
- Shortage of tutors []
- Lack of equipment/teaching resource []
- Too much work load []
- Clinical assessment tool not objective []
- No standardized assessment tool/guide []
- Any other? (Specify) []

C. Teaching and learning methods/strategies (Quality of delivery)

For the module that you taught (mentioned above) what teaching method did you **mostly** use? (Tick \checkmark where applicable) Please be honest in your response no right or wrong response.

Methods/Strategies of teaching and learning	Tick \checkmark
21. Lecture Discussion	
22. Group Discussion	
23. Tutorial	
24. Demonstration	
25. Clinical practical	
26. Assignment	
27. Seminars	
28. Gallery walk	
29. Role Play	
30. Case study	
31. Individual and Group Presentation	
32. Practice in skills laboratory	
33. Simulation	

34. What challenges did you face in employing the above teaching methods?

- Some methods needs more time []
- Difficulty terminology of the CBET curriculum []
- Big number of students []
- Shortage of teaching equipment []
- Need more training on using simulations and case study []
- Time constraints []
- Some methods need special skills to apply []
- Shortage of teaching staff []
- Any other? []

D. Nurse educators understanding on the concept of nursing and midwifery CBET curriculum

35. Do you understand the concept of CBET approach?

YES [] NO [] I don't remember []

If YES, Tick (✓) the correct response that correctly explain the concept of CBET

- CBET approach, the learning must involve individualized materials, flexible learning, continuous feedback to learner and individual learner must be actively involve []
- CBET approach is Head, Heart, Hands, more work to learners and less work to facilitators []

If NO, and you don't remember continue question no. 36

36. Did you attend any orientation on the implementation of the competency based curriculum for nursing and midwifery CBET programme?

Yes [] No []

If YES, continue no.37

If NO, continue question no. 40

37. How long was the training? 3 days [] 5 Days [] 7 Days [] 14 Days []

38. Did the orientation you attended prepare you for the implementation of CBET curriculum? Yes [] No []

39. If no what didn't help?

- Too short training time []
- Too tight training schedule []
- Any other (specify) []

40. What comments to you have in regard to the implementation of nursing and midwifery CBET curriculum?

- Good curriculum but need more time []
- Short time to accomplish curriculum requirement []
- Need adequate teaching and learning resources []
- All tutors need oriented on the implementation of curriculum []
- Trainers need to be oriented to assess the student []
- Any other (specify) []

E. Demographic information

(i) *Institution information*

41. Tick the item that identify your institution

1. Private [] 2. Government [] 3. FBO []

42. The total number of students in the class you teach are.....

(ii) *Participant information:*

43. Sex: [] Male [] Female Year of Birth.....

44. Your highest educational level is

- 1. Diploma in Nursing and Midwifery []
- 2. Bachelors of Science in Nursing (BScN) []
- 3. Bachelor of Science in Nursing Education (BScNE) []
- 4. Masters of Science in Nursing (MScN) []
- 5. Any other (Specify)..... []

45. Have you attended in either of the following training/education? Tick as appropriate to you

- 1. Masters of Science in Nursing Education (MSc-NE) []
- 2. Bachelor of Science in Nursing Education (BSc-NE) []
- 3. Advanced Diploma in Nursing Education (ADNE) []
- 4. Center for Educational of Development in Health (CEDHA) []
- 5. Teaching methodology Course []
- 6. Any other (specify).....

46. How many years you have been working as a clinical nurse prior joining teaching? ...

47. For how long have you been teaching before CBET approach?.....

48. For how long have you been teaching using nursing and midwifery CBET curriculum?.....

**THE END –
THANK YOU FOR YOUR TIME**