Newton & Einstein
Institute of Science and Technology

TERMS OF REFERENCE (TOR)

EDUCATION NEEDS ASSESSMENT - SOCIAL MEDIA FOR APLASTIC ANAEMIA REGIONAL TRAINING (SMAART PROJECT)

1. Introduction

Aplastic anemia (AA) is a rare but potentially fatal disorder, with a reported higher incidence in developing countries in comparison to the West. There is a wide gap in awareness of and knowledge of the disease in Africa that leads to delayed diagnosis and referral, inappropriate treatment, and mismanagement of pediatric and elderly patients. Newton & Einstein Institute of Science and Technology (NEIST) has received funding support from Pfizer to implement ''**Social Media for Aplastic Anemia Regional Training (SMAART)''** project. The institute intends to recruit a Consultancy firm / Consultant to identify and document educational needs of primary care physicians, hematologists and heamato-oncologists involved in the testing, diagnosis, and treatment of patients with AA and its complications in the East African Community. Information from this needs assessment will be used to design and deliver a social media educational initiative to improve awareness of and knowledge of HCPs involved in the diagnosis and management of patients with AA.

2. General Objective of the Assignment

The purpose of this consultancy is to identify and document educational needs of primary care physicians, hematologists and heamato-oncologists involved in the testing, diagnosis, and treatment of patients with AA and its complications in the East African Community.

Specific Objectives of this consultancy include;

1. To assess and identify knowledge gaps and opportunities for training primary care physicians, hematologists and heamato-oncologists involved in the diagnosis and testing of AA using social media in the East African Community

2. To examine educational tools and resources that can be used to reduce AA information barriers and enhance knowledge acquisition among primary care physicians, hematologists and heamato-oncologists involved in the testing, diagnosis, and treatment of patients with AA and its complications in the East African Community.

3. To make practical recommendation that can improve training via social media of primary care physicians, hematologists and heamato-oncologists involved in the testing, diagnosis, and treatment of patients with AA and its complications in the East African Community.

4. Scope of Assignment

This study will use an adapted Centers for Disease Control and Prevention (CDC) tool for educational needs assessment [1] to identify and document awareness and knowledge gaps of targeted HCPs involved in the diagnosis and treatment of patients with AA in Eastern Africa. This will help to identify areas to increase awareness, assess and identify knowledge gaps and opportunities for action in diagnosis and testing of AA and inform development of targeted educational tools and resources to reduce AA information barriers and enhance knowledge acquisition among targeted health workers.

The CDC education needs assessment tool is a training cadre resource tool designed for improving professional development offerings highlighting the vital steps involved in conducting a high quality needs assessment.

The tool includes a thoughtful and purposeful processes involved in conducting an educational needs assessment for HCPs that include planning, development of

questions, selection of data collection methods and analysis, prioritization and use of data in delivering high impact educational programs.

This tool will be adapted to capture data on;

i) knowledge gaps and opportunities of targeted HCPs relating to the awareness, early diagnosis and standardized treatment of AA and its complications;
ii) current understanding of risk factors among targeted HCPs of AA and its complications;
iii) educational tools and resources to reduce information barriers and improve knowledge acquisition using social media as an educational intervention for management of AA and its complications;
iv) effective ways to **improve** timely diagnosis and access to standardized treatment of patients with AA and its complications including care transition to specialty clinical centers of excellence for care ;
v) educational programs that can improve knowledge comprehension and lead to equitable and improved AA patient out comes

3. Outputs /Deliverables

This assignment has the following deliverables:

1. Inception report prepared including methodology and tools submitted to Newton & Einstein Institute of Science and Technology (NEIST)

2. Draft Needs Assessment report submitted to NEIST for input.

3. Final study report

4. Power point presentation/slide deck of the abridged version of the report.

4. Supervision

The selected Consultant will work under the supervision of the Education Planning Coordinator for the SMAART Project.

5. Duration of Assignment

The entire assignment is expected to be completed within 60 working days. The consultant will be expected to provide a work plan schedule that fits within this plan.

6. Qualifications and Experience Required

The consultant firm or individual will have proven experience of having carried out such an assignment before and shall have at least five years' of experience conducting education / training needs assessments for healthcare professionals.

The individual must have Master's degree in Internal Medicine, Medical Education or Public Health and with significant exposure in conducting education needs assessments for health workers in the East African Community. Consultancy firms provide proof of have staff with above expertise and experience.

Should have conducted similar assignments before with evidence of how effective their previous methods were.

Should be available to start work immediately.

be fluent in English and have a strong ability to produce a quality needs assessment report.

The firm/consultant's experience should be proven by at least two similar works (Completion certificates, testimonials, or recommendation letters).

Firms or individuals with experience in conducting training of healthcare professionals will have an added advantage.

7. How to Express Your Interest

If you meet the above requirements, submit your technical proposal (Not more than 5 pages) and financial proposal by close of business on the 12th December, 2014 by email to: info@neist.ac.ug. Please use **Consultancy for SMAART Project** as your subject line.

References

1. Centres for Disease Control and Prevention: Steps to conduct an educational needs assessment. Accessed on 12th May 2024. Available at: https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.cdc.gov%2Fhealthyschools%2Ftths%2Ftrainingcadre%2Fresources%2Fassessment_steps.docx&wdOrigin=B ROWSELINK