

MUHAS UPDATE OF MEPI–KCMC PROJECT

Dr. Doreen Mloka
MUHAS

Competency Based Education (CBE)

- CBE is an educational process that focuses on what students can do or the qualities they should develop after they are taught.
- CBE involves the restructuring of curriculum, assessment and reporting practices in education to reflect the achievement of high order learning and mastery rather than accumulation of course credits.
- Discourages traditional education approaches based on direct instruction of facts and standard methods.

WHAT CAN YOU DO WITH WHAT YOU KNOW

(MUHAS tracer study 2009)

MUHAS implemented competency based curricula for all its 84 Programs in 2011

MUHAS observed number teething problems in implementing Competency based education.

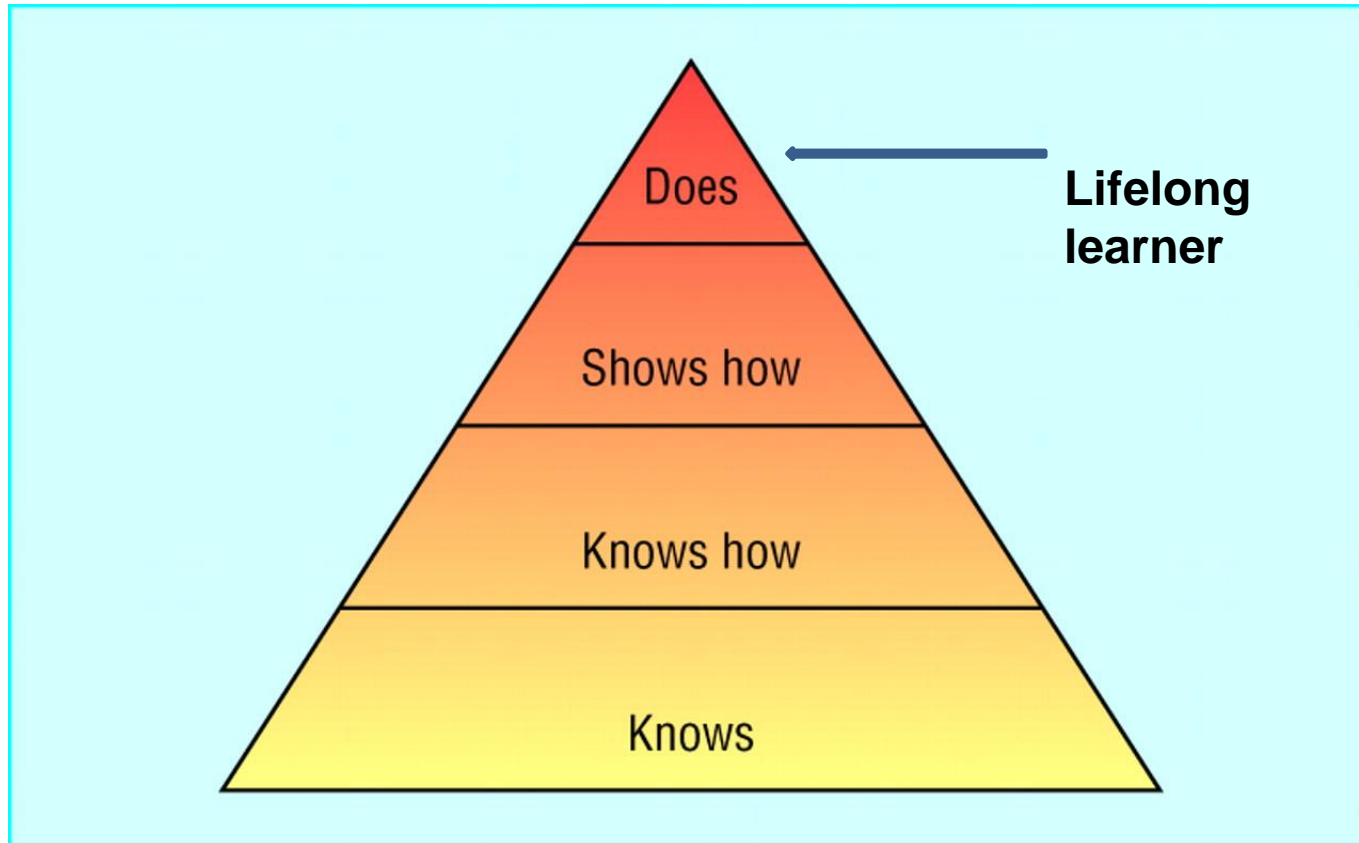
That would hinder MUHAS to achieve its strategic objective 2.

MUHAS Training Challenges

No department at MUHAS has the required 20 staff as per TCU regulations. Due to the limited numbers, most faculty concentrate on imparting knowledge at the cost of imparting no competencies .



Miller's Pyramid of Competence



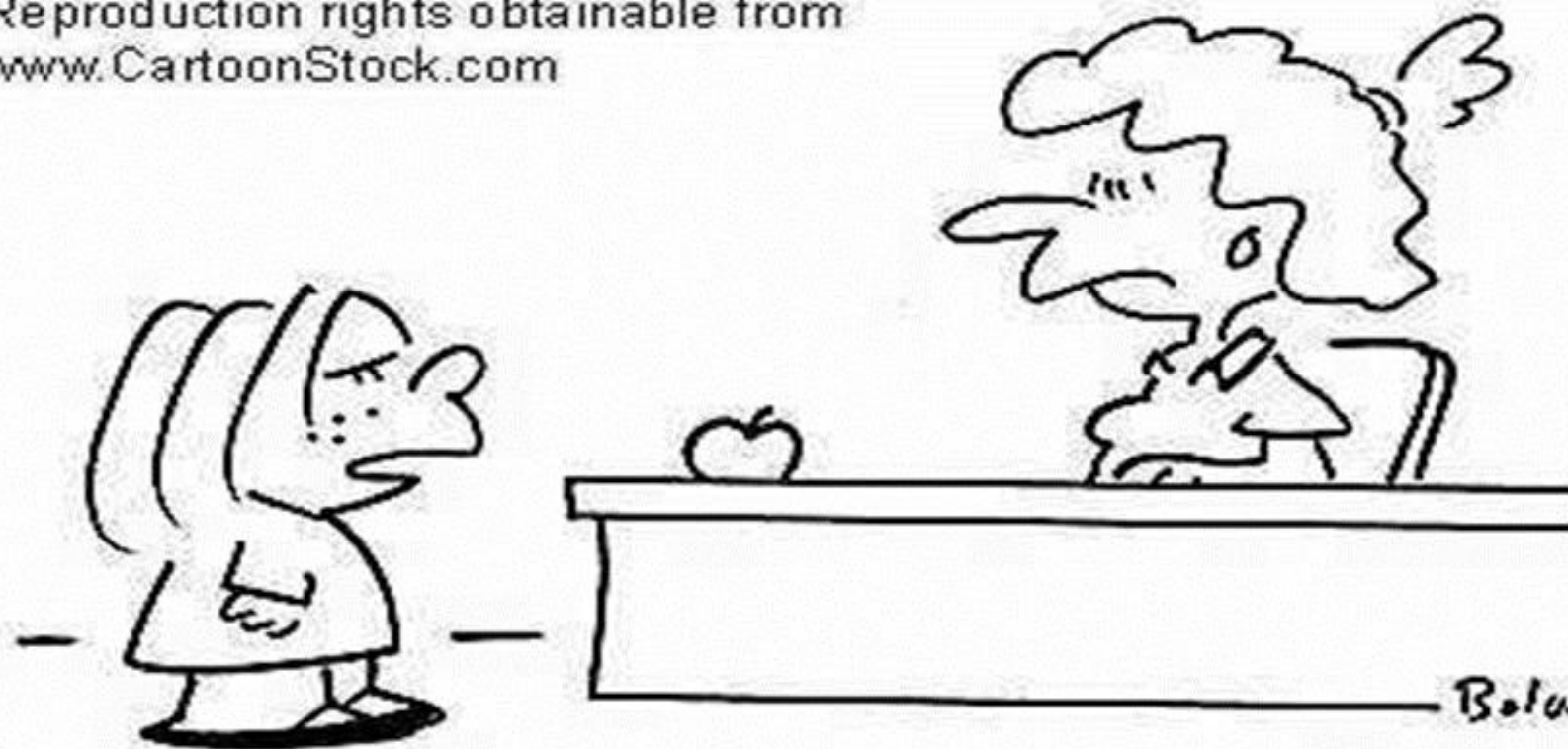
Norcini, J. J BMJ 2003;326:753-755

FOR CBE TO WORK , MUHAS NEEDS STRATEGIES TO OPTIMIZE USE OF THE LIMITED FACULTY AVAILABLE TO IMPART COMPETENCIES

NEED TO:-

1. Change the Mindset of faculty
 - a. Learning versus Teaching
 - b. Student centered versus Teacher centered

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"How do you know I have a learning disability?
— Maybe you have a *teaching* disability!"

2. Impart faculty with knowledge and skills to :-
use multiple methods to teach and assess competencies including non traditional competencies such as professionalism and critical thinking

3. Impart faculty with skills to:-

a. Regularly give effective feedback to students

b. Introduce and encourage them use non traditional methods of giving feedback such as use of the Student Academic Register Information System (SARIS)

Way forward

- Seek funds to scale up faculty development in SARIS , e- learning and advanced teaching methods
- Applied for the KMCMco – MEPI grant.

PURPOSE OF MUHAS – MEPI-KCMC PROJECT

1. To conduct training on interactive teaching methods including e-learning.
2. To conduct training on Problem based Learning.
3. To conduct training on how to teach and assess soft skills in particular professionalism.
4. To conduct training on how to provide timely feedback including the use of the Students' Academic Register Information System (SARIS)

PROGRESS

The project received its first installments of funds in April 2015.

To date 3 faculty development workshops have been conducted.

- a. 2 workshops on e-learning/ instructional design
- b. 1 workshop on use of SARIS to enhance student assessment and provision of feedback

E- learning/instructional design workshops

1. 44 participants out of the expected 50 attended
2. Faculty rated the workshops very good in terms of achieving objectives and facilitation
3. 36 (82%) of the participants felt confident that that would be able attempt to teach and assess the university Moodle e-learning system
4. 40 (91%) of the participants quoted lack of reliable internet and electricity service a major stumbling block of use of the e-learning platform

E- learning progress

Faculty who have used system at least once		2013/2014	July 2015
		9	18
Student using the system		99	131
Number of Modules	Modules in academic year	2013/2014	July 2015
	Postgraduate Modules	4	9
	Undergraduate Modules	3	4
	Total	7	13
	Overall effect	There is increase by 30%	

SARIS Training

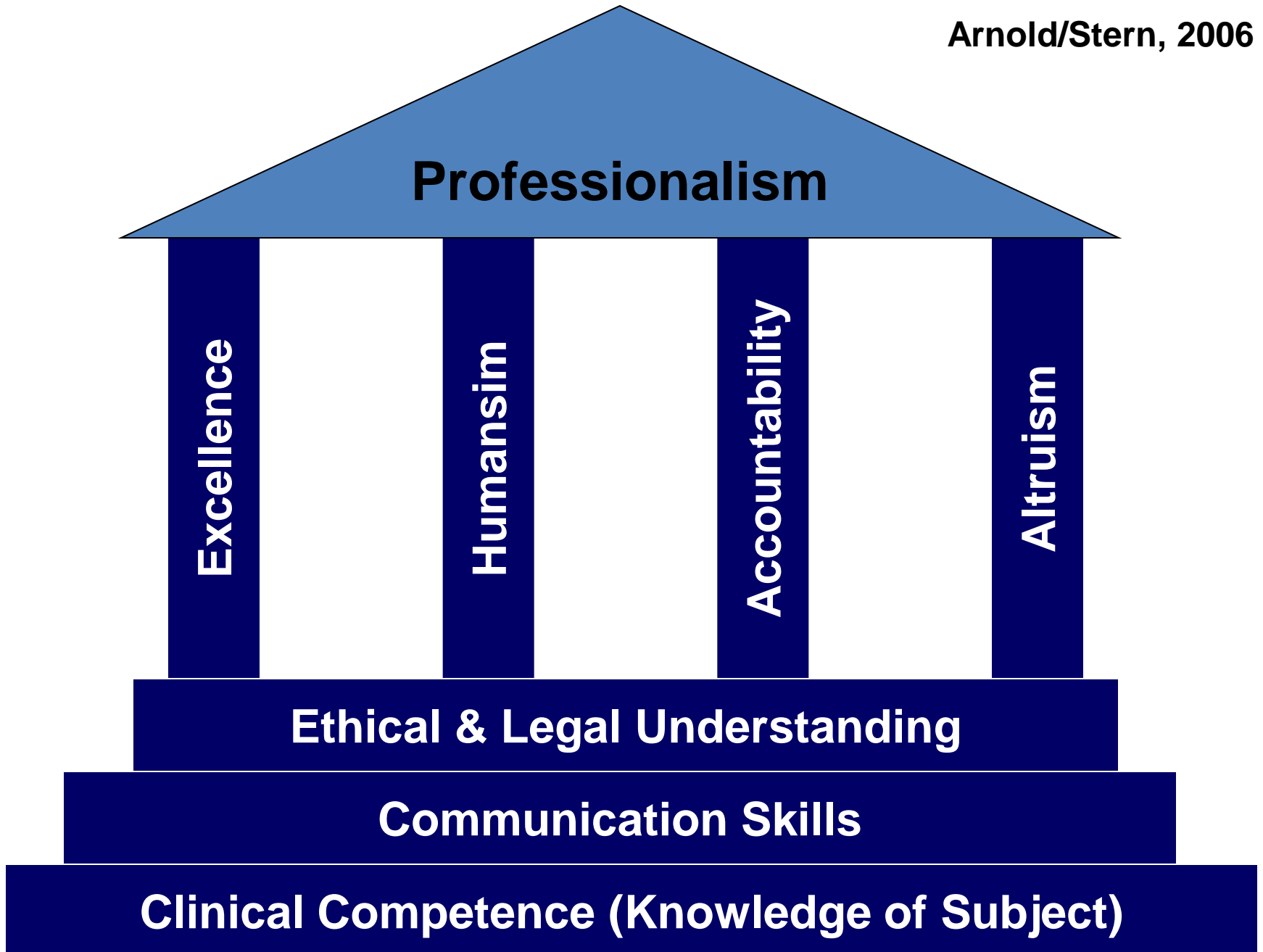
1. 54 Deans , Directors , Heads of Departments and Course coordinators from all schools and institutes were trained in a 4 day workshop.
2. Majority of participants 89% rated the workshops very good in terms of achieving objectives and facilitation
3. The most useful things that participants noted that gained from the training were as follows:-

SARIS useful:-

- a. For processing formative and student assessment results, report cards and transcripts.
- b. Posting notes for students can be used as an alternative e- learning platform.
- c. As an alternative communication forum for staff to individual/ group of students for providing assessment feedback

MUHAS MEPI-NEXT STEPS

1. Teaching methodology workshops on teaching and assessing on non traditional competencies such as professionalism and critical thinking to commence end of August 2015 will cover topics including-
 - a. Observed structured Clinical Examinations
 - b. Reflection and critical incident reports
 - c. Work place based performance assessment
 - d. Multisource/ 360 Assessments
 - e. Portfolios
 - f. Problem based learning vs problem based solving
 - g. Concept mapping
 - h. Team based learning



2. Two workshops each on e-learning, SARIS and one workshop each on basic and advanced teaching methods to be conducted at MUHAS for faculty from other health Universities and Institutions

3. More workshops each on e-learning and Saris to be conducted to create a critical mass of users and increase uptake of e- learning and SARIS at MUHAS

4. Guidelines and Tools for monitoring CBE quality and implementation in place by 2017

Why it will work -Institutional Support

- All Top management including Vice chancellor attended workshop
- MUHAS made it a requirement that all faculty especially department chairs attend these workshops



Acknowledgements

- MUHAS MANAGEMENT
- MUHAS – KCMC MEPI
- CDC
- ALP (MUHAS - UCSF)
- HPEGS
- ALL STAFF AND STUDENTS AT MUHAS

Thank you for your attention