Technical Capacity Assessment

NUTRITION

Community Management of Acute Malnutrition



Participant's Copy January 2014 This series of technical tools focused on nutrition was developed by John Snow, Inc., (JSI) in collaboration with Helen Keller International specifically for the New Partners Initiative Technical Assistance (NuPITA) project, a USAID-funded activity designed to strengthen the quality of program implementation and the institutional capacity of New Partner Initiative grantees.

The JSI project worked with 16 nongovernmental organizations that provide HIV services in sub-Saharan Africa. JSI provided technical assistance to the NPI grantees in HIV prevention and care services, child health, nutrition, and family planning as well as financial management and compliance with USG regulations, and organizational development through both the New Partner's Initiative Technical Assistance (NuPITA) mechanism, funded by USAID.

The New Partners Initiative Technical Assistance project was implemented by John Snow, Inc., and Initiatives, Inc.

This version of the TCA is a Participant's Copy, for the full tool please e-mail <u>capacitydevelopment@jsi.com</u>.

The TCA tools for nutrition were developed by Agnes Guyon, in collaboration with Jennifer Nielsen, Helen Keller International. The TCA tools were then edited by Penelope Riseborough, Jane Phelan, and Anne Gildea.

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Technical Capacity Assessment

NUTRITION: Community Management of Acute Malnutrition (CMAM)

Goal:

The goal of this tool is to assist nutrition programs in assessing the critical elements for effective program implementation using the community management of acute malnutrition (CMAM) framework, and identifying those elements that need strengthening or further development.

Purpose:

This tool is designed to help an organization assess its ability to implement CMAM and it looks holistically at personnel, documents, and systems in place at the organizational and implementing partner levels (if applicable).

The Technical Capacity Assessment (TCA) tool builds on the strengths of the Organizational Capacity Assessment (OCA), designed to measure overall capacity of organizations funded by President's Emergency Plan for AIDS Relief (PEPFAR) under the New Partners Initiative (NPI). This TCA tool is designed to provide organizations with a set of criteria to assess their current technical capacity to implement quality CMAM programs, to identify key areas that need strengthening, and highlight project aspects that can serve as a model for other programs working on nutrition issues.

The TCA for nutrition programs includes:

- The Essential Nutrition Actions framework within the health system, including community level
- The Community Management of Acute Malnutrition and links with ENA
- The Essential Nutrition Actions framework in the context of HIV&AIDS

Each TCA tool assesses technical capacity in three domains – Organizational Strategy, Supplies Management, and Management Information Systems. Each domain has a number of areas, for a total of 19 areas for assessment, as follows:

Domain 1: Organizational Strategy

- 1. Program Strategy
- 2. Protocols and Guidelines/SOPs
- 3. Service Standards
- 4. Physical Space
- 5. Demand Generation
- 6. Program Implementation
- 7. Community Involvement
- 8. Referral Systems
- 9. Training Approach
- 10. Supervision
- 11. Leadership
- 12. Sustainability

Domain 2: Supplies Management

- 1. Procurement Planning
- 2. Commodity Storage and Utilization

Domain 3: Management Information Systems

- 1. Data Collection
- 2. Quality Assurance and Improvement
- 3. Data Use for Decision Making
- 4. Feedback and Sharing
- 5. Management Information Systems

USING THE TCA TOOLS

These Technical Capacity Assessment tools are designed to enable organizational learning, foster team sharing, and encourage reflective self -assessment within organizations.

Recognizing that organizational development is a process, the use of the TCA tool results in concrete action plans to provide organizations with a clear organizational development road map. The TCA can be repeated on an annual basis to monitor the effectiveness of previous actions, evaluate progress in capacity improvement, and identify new areas in need of strengthening.

The TCA is an interactive self-assessment process that should bring together staff from all departments at an implementing organization, both at headquarters and in the field, for the two- to three-day assessment.

Not intended to be a scientific method, the value of the TCA is in its collaborative, self-assessment process. The framework offers organizations a chance to reflect on their current status against recognized best practices. Lively discussions are also an opportunity for management, administration, and program staff to learn how each functions, strengthening the team and reinforcing the inter-relatedness of the TCA domains and areas. Each page of this tool examines one area. A range of examples of services available is provided along a continuum, from 1-4.

The methodology is a guided self-assessment that encourages active participation. The facilitator and participants meet and discuss each area to determine where the organization sits along the continuum of implementation. Facilitators ask open-ended, probing questions to encourage group discussion, and take notes on participant responses. These notes are later used for the action planning.

Sample questions which might help the facilitator to probe further into the content areas are presented on each page.

The scores that are arrived at are designed to set priorities for the actions and are not used to judge performance. Facilitators use the information from the scoring and rationale sheets to define the issues and actions. The organization reviews or adjusts the problem statement and builds on the suggested actions to define action steps, responsibilities, timeframe, and possible technical assistance needs.

The ability to identify areas to be addressed will strengthen the organization and in subsequent years, enable it to view improvement and note where progress is still needed.

Community Management of Acute Malnutrition

Community management of acute malnutrition (CMAM) offers great potential for treating the majority of children with severe acute malnutrition (SAM) with good appetite and no medical complications at home through decentralized outpatient care while also providing for inpatient care for those who need it: Children with SAM with poor appetite and medical complications, and infants with SAM less than six-months old. Community management of acute malnutrition also includes community outreach for early case detection and timely referral for treatment and may include linkages to programs and services to manage moderate acute malnutrition and prevent acute malnutrition from impairing healthy growth or becoming life threatening.

Optimal breastfeeding (< 6 months)	Adequate complementary to breastfeeding (6-23 months)	Nutritional care of sick & malnourished children	Control of vitamin A deficiency	Control of anemia	Control of iodine deficiency disorders	Women's nutrition during pregnancy and lactation
	Essential nutrition a	actions for HIV-negative o	or unknown statu	is pregnant/lactating women a	nd their childre	n
Early initiation of breastfeeding within one hour of birth Keep newborn warm and dry (skin-to-skin) Exclusive breastfeeding during first 6 months	Complementary feeding starting at 6 months with mashed foods Continued breastfeeding until 24 months or beyond Increased amount of food with age Increased feeding frequency with age Enriched diet with variety of foods and fortified foods Responsive feeding Handwashing before feeding Food hygiene	Increased frequency of breastfeeding during and after illness Increased frequency of complementary feeding during and after illness (6- 24 months) Zinc supplementation for child with diarrhea Vitamin A supplementation as recommended Special care for malnourished child depending on severity Kangaroo care for low- birth weight newborns	Diversified diet with vitamin A rich foods (ripe orange/yellow vegetables & fruits) and fortified foods Vitamin A supplementation for woman after delivery Vitamin A supplementation twice a year for children 6-59 months	pregnant woman (and after delivery) prevalence >40%) De-worming for pregnant women after 1st trimester De-worming for children12-59 months twice a year In malaria endemic areas: sleep under impregnated treated net, and for pregnant women intermittent presumptive treatment In non-endemic malaria areas with anemia prevalence >40%: iron/folic acid supplementation daily for children > 6 months	lodized salt	One additional meal daily during pregnancy Two additional meals daily during lactation Breast health during lactation Less workload and more rest during pregnancy
			spacing and immur aning water & sanit			

Objective: To assess the comprehensiveness of community management of acute malnutrition (CMAM).

The organization has limited or no defined, documented strategy to implement CMAM.	The organization has a defined and documented strategy to implement CMAM in response to an evidence-based determination of need and audience identification.	There is a documented strategy to implement CMAM in response to an evidence-based determination of need and which provides the minimum basic package according to national and international requirements and are comprehensive (clients receive all necessary nutrition services either through the organization or referral linkages).	There is a documented strategy to implement CMAM in response to an evidence-based determination of need which are comprehensive and tailored to individual needs. It can be shared as a model with the government or to other organizations. The organization has the capacity to scale up CMAM services.
1	2	3	4

Area 1 Score

Objective: To determine the ability to adhere to national and international standards.

1234Goal: The CMAM services being delivered are standardized across all service delivery points by all implementing partners and the model can be used as a resource by					
he program strategy oes not include uidelines, protocols or tandard operating rocedures (SOPs) for ommunity management f acute malnutrition.	The program strategy includes guidelines, protocols, and SOPs for CMAM that are up-to-date and in-line with national and international guidelines and have been disseminated to staff and implementers.	The program strategy includes guidelines, protocols, and SOPs for CMAM that are up-to-date and in-line with national and international guidelines and are being applied.	The program strategy includes guidelines, protocols, and SOPs for CMAM that are up to-date and in-line with national and international guidelines and are being applied. The strategy can be used as a model by other organizations.		

Score

¹ Standard operating procedures (SOPs) are documented processes of how the applicable guidelines and protocols fit in the organizational structure as well as a means of ensuring and verifying that they are adhered to continuously and includes means of enforcement and organizational penalties for failing to adhere. An SOP is necessary to ensuring the implementation of a quality program.

Objective: To assess the ability to implement high-quality programs by reviewing the application of recognized standards in implementing community management of acute malnutrition.

There are no service standards for implementing community management of acute malnutrition.	Service standards exist for CMAM, but are not uniformly applied across the services provided and not all staff are aware of them.	CMAM service standards exist; staff are aware of the standards and are appropriately trained to apply and monitor them. Standards are monitored but are not applied consistently.	CMAM service standards exist; staff are aware of the standards and are appropriatel trained to apply them; monitoring reports show they are consistently adhered to.
1	2	3	4

Area 3	
Score	

¹A standard is an agreed-upon level or benchmark of quality. It is measurable and, to the greatest degree possible, evidence-based. Standards define the minimum level of support to be provided and help ensure the support is provided consistently and to a minimum level of quality. Dimensions of quality include safety, access, effectiveness, technical performance, efficiency, continuity, compassionate relations, appropriateness, participation, and sustainability. (Source: Quality Assurance Project, USAID.) All service standards should be documented for reference.

Objective: To assess whether there is designated physical space that is sufficient and appropriate for CMAM services.

There is limited or no designated place for CMAM as applicable (out-patient and/or stabilization center)	The designated space for delivering CMAM is sufficient for providing specific services.	The space is appropriate for CMAM. Available space ensures the confidentiality issues of the clients.	The space requirements in the next one year are known and planned.
1	2	3	4

Area 4	
Score	

Objective: To assess whether there is a process to process by the organization to identify all existing cases of moderate acute malnutrition (MAM) and severe acute malnutrition (SAM) and ensure they receive treatment.

Neither screening for acute malnutrition nor counseling to refer cases is conducted.	and treatment services are provided passively to clients who seek them, but no preventive messages are conveyed and no active strategy is in place.	defined for community outreach to raise awareness of services and danger signs requiring care, but no preventive messages are conveyed and no active strategy is in place.	groups. Clients are tracked to ensure that specific age groups are accessing services. Organization has defined and is implementing a communications and outreach strategy to ensure that all at-risk clients in the catchment area are identified and reached by services, including prevention of malnutrition.
•		,	
creation strategy exists at the organization.	strategy exists. CMAM is partially addressed, screening	CMAM is partially addressed in health contacts. A strategy and messages are	CMAM is addressed. Main messages clearly relate to the intended actions and counseling at specific age

Score

¹An effective demand-generation strategy should be able to target and reach those most in need or at risk, increase demand for CMAM services, and be sensitive to age, gender, and culture.

Objective: To establish the effectiveness of the process used to deliver CMAM services to clients.

1	2	3	4
Program	CMAM program strategy is	CMAM program strategy is based on a plan, and	CMAM program strategy is based on a plan and uses
strategy is ad	based on a plan, and all	all essential nutrition actions are addressed and	multiple contacts to reach target clients. Implementers
hoc and uses	essential nutrition actions are	use multiple contacts to reach the target clients	have supporting materials to do their work (e.g.,
one or two	addressed and use multiple	(e.g., static clinics, mobile clinics, home-to-	MUAC, scales, drugs, RUTF, counseling cards,
approaches for	contacts to reach the target	home). Implementers have supporting materials	referral guides), and use periodic quantitative reviews
reaching target	clients (e.g., static clinics,	to do their work (e.g., MUAC, scales, drugs,	to ensure that approaches and materials are up-to-
clients.	mobile clinics, home-to-home).	RUTF, counseling cards, referral guides).	date and relevant to context and reality.

Area 6 Score

Objective: To assess the role of community involvement in program development and implementation.

1	2	organization. 3	accountable to the community. 4
The organization's strategy includes community participation but there are limited or no opportunities for the community to participate in activities.	The strategy includes community participation and there are regular opportunities for the community to participate in activities—including setting priorities for interventions and defining channels for CMAM service delivery including mobilizing target beneficiaries.	The strategy includes community participation and there are regular opportunities for the community to participate in CMAM activities—including setting priorities for interventions, defining channels for services, and mobilizing target beneficiaries. There is a strategy for the community to receive feedback from the	The strategy includes community participation and there are regular opportunities for the community to participate in CMAM activities— including setting priorities for interventions, defining channels for services, and mobilizing target beneficiaries. There is a strategy for the community to receive feedback from the organization and the organization is

Area 7 Score

Objective: To assess the organization's ability to ensure comprehensive provision of CMAM to their clients through referral systems.

Some referrals are	There is a referral strategy that is	There is a referral strategy that is part of an	There is a referral strategy that provides for
being made but there	part of an approach that provides	approach that provides for community	services not offered by the organization. The
is no referral strategy	for CMAM not offered by the	management of acute malnutrition not offered	referral strategy is implemented uniformly
for community	organization. The referral strategy	by the organization. The referral strategy is	throughout CMAM implementation. There is a
management of acute	is being implemented—though not	implemented uniformly throughout the	mechanism to verify whether the referred
malnutrition.	uniformly.	organization's activities.	clients received the service.
1	2	3	4

Area 8 Score

Objective: To assess the relevance and effectiveness of trainings conducted by the organization.

1	appropriate training curricula in line with national and international guidelines.	people are targeted for training, and appropriate training curriculums are used and/or adapted.	acquired from the trainings and are able to coach and mentor others. There is a regular and functional support supervision structure in place.
There are some trainings	The process to generate training	Trainings are based on training	Trainings are based on needs assessment and include
being conducted by the	needs, adapt training tools, and	needs assessments and include	support supervision training; appropriate curriculums are
organization but there is	monitor achievements is designed	support supervision training.	used. There is a mechanism to evaluate the relevance
no process to generate	to meet overall project objectives.	There are project-specific	and effectiveness of trainings conducted and update the
training needs.	There is a training plan and	training plan(s), appropriate	project training plan. Trained people apply the skills

Area 9 Score

Objective: To establish the effectiveness of the community management of acute malnutrition supervision structure.

There is limited or no supervisory structure for community- management of malnutrition within the health system.	A supervisory structure and process exists for CMAM that include regular (monthly) supervisory visits to service providers, but it does not happen regularly and is not standardized.	A supervisory structure and process exists for CMAM that includes regular (monthly) supervisory visits to providers. Tools are available for supervisors, and supervisory visits take place on or close to a planned schedule.	A supervisory structure and process exists for CMAM activities that includes monthly supervisory visits to providers,. Tools are available for supervisors, and supervisory visits take place on or close to a planned schedule and feedback is being given to service providers. Supervisor feedback and recommendations are used to improve services.
1	2	3	4

Area 10 Score

Objective: To determine the capacity of leadership in the delivery of CMAM by the organization.

Has limited or no identified leadership or committed members at site.	Has clear leadership at each level of implementation and among partners with some knowledge of CMAM programs and approaches.	Has clear and committed leadership at the organization with good experience and clear vision in providing CMAM services. However, the leaders need some assistance to set up and lead good systems for CMAM.	Has strong leadership with full understanding of CMAM programming and is able to provide strategic thinking and direction. The leadership is involved in coaching and mentoring staff and is able to train other teams to expand CMAM services.
1	2	3	Δ

and international levels, and can train other teams to expand CMAM services.

Examples of CMAM leadership roles:

- Sitting on national coordination bodies
- Providing technical guidance for community management of malnutrition
- Providing technical guidance in implementing CMAM at multiple levels, contacts, and channels
- Having appropriate training and supervision experience in CMAM
- Mentors and coaches junior staff

¹ A committed leader(ship) may be fully dedicated to the program and program improvement but lacks/has minimal experience in CMAM, while an "experienced leader" is both fully committed and familiar with CMAM issues (including planning, evidence of involving other stakeholders, linking with public/private sectors, etc.).

Area 11 Score

Objective: To assess whether organizational activities can be implemented in the long-term beyond the life of specific projects.

The organization has no explicit sustainability plan is in place for its CMAM activities.	The organization has identified the requirements for ensuring CMAM activities over time.	The organization's activities reflect the emphasis on sustainability and a plan is being carried out.	The organization's activities fully reflect the emphasis on a sustainability plan being implemented. Organization leadership is able to identify areas for further consideration in the long-term in consultation with the target communities.
1	2	3	4



Total Domain 1 Points	
Domain 1 Score	
(Points/12)	

DOMAIN 2: SUPPLIES MANAGEMENT

Objective: To assess the capacity to continuously plan and provide the supplies required to meet planned CMAM implementation.

community management of acute malnutrition.	guidelines for CMAM.	analysis of data gathered and monitored through the system.	system can be used as a resource by othe organizations.
There is limited or no needs	There is a documented	There is an effective quality assurance	All sites have a supply chain management
assessment or procurement	reliable system for procuring	process in place for product availability at	system that fully ensures supply continuity
plan for the supplies and	and managing supplies	appropriate contacts. Decisions about the	Tools and processes are regularly
equipment required for	which conforms to national	procurements are consistently made based on	reviewed and updated and the logistics

Area 1 Score

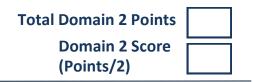
¹ Facilitator should obtain a list (or have the organization list out) the CMAM supplies used and where they are obtained.

DOMAIN 2: SUPPLIES MANAGEMENT

Objective: To assess the capacity to properly store and efficiently utilize supplies and avoid stockouts.

here is limited or no esignated area for torage of procured ommodities.	Documented good storage standards for CMAM supplies exists and there is a storage area that meets safety standards.	Users are aware of the good storage standards for CMAM supplies, collect data about the quality of storage, and monitor and utilize the results to ensure standards are met.	There is a good inventory and logistics management system in place; tools and processes are regularly revised and updated; the system can be used as a resource by other organizations
1	2	3	4

Area 2 Score



JSI

Objective: To assess the capacity to collect and manage data accurately and ensure sharing with staff and key stakeholders.

1	either donor reporting. Data collection procedures adhere to confidentiality.	tools. The organization collects only relevant data.	capture information required for reporting (e.g., appropriate indicators).
documented procedures to guide data collection at various levels.	to guide data collection at the various levels, including appropriate tools. Some information collected does not inform program implementation and is not used for	standardized with national/international indicators and service delivery points. The staff and community involved in data collection have been adequately trained and are supervised in the use of the	procedure for data collection and analysis (data flow plan). Staff and community involved in data collection have been adequately trained and supervised in use of the tools and resulting data Tools and procedures have been reviewed to

Area 1 Score

¹Various levels refers to household, community, sub-county, district, regional, and head office levels.

Objective: To assess the capacity to maintain quality of data collected.

There is no quality assurance strategy (data not used for program improvement).	There is a quality assurance strategy (data is used for program improvement) but it is not consistently applied.	There is a quality assurance strategy (using data for program improvement) that is consistently applied across all contact points, but no analysis is done to initiate actions or to make decisions.	There is a quality assurance strategy (using data for program improvement) for collecting information that is consistently applied across all contact points, is analyzed, and used to refine interventions. The quality assurance strategy is regularly reviewed and can be shared as a model resource for other organizations.
1	2	3	4

Area 2 Score

Objective: To assess if data is used to inform decision-making processes

1	2	3	4
Organization has limited or no reference (or baseline) data against which reports can be compared to help in assessing progress and decision making.	There is a process for comparing achievements against goals and past progress that result in plans to modify interventions as needed.	The organization follows a procedure of tracking achievements and taking corrective actions against plans.	The current implementation, referral, community outreach, and supervision reflect greater effectiveness arising from use of data for decision making. The approach is updated and can be shared as a model/resource.

Area 3	
Score	

Objective: To determine whether the organization networks and shares information with relevant stakeholders.

1	2	3	4
Goal: The data and findings of th	e organization are recognized in nation	nal reports and relevant journals. The data is app	licable for comparison to national and interna-
The data collected and reports made are not shared extensively outside or within the organization or there is limited sharing but without any documented plan.	The organization shares data and reports with relevant staff and stakeholders and information is shared, but not according to any documented plan.	There is a plan to share data and reports with relevant staff and stakeholders. Data collected and reports made are shared and the organization solicits feedback from stakeholders.	There is a plan and data and reports are shared with relevant staff and stakeholders. The organization solicits feedback from stakeholders. Feedback is used to influence program direction and delivery.

Area 4 Score

Objective: To assess if the organization has a functional MIS system.

The organization does not have a simple and reliable management information system (MIS) to track indicators	There is an MIS but it does not have data quality (indicators to achieve results) and validation checks (manual and/or electronic).	There is an MIS with built-in data quality and validation checks, and which captures all activities implemented by the organization.	There is an MIS within built-in data quality and validation checks, and the capacity for most specialized data retrievals. The system has a documented and functional back-up procedure (computerized or manual).
1	2	3	4

Area 5 Score

¹ Management information system (MIS) refers to a system of collecting, processing, storing, and disseminating data in the form of information needed to inform management of program decision making. It is a documented report of the activities that were planned and executed. MIS also incorporates data quality assurance mechanisms, and the data collected should be used for decision making.

Total Domain 3 Points Domain 3 Score (Points/5)

25

ACRONYMS

AM	Acute malnutrition
BCC	Behavior change communications
CMAM	Community management of acute malnutrition
MIS	Management information system
MUAC	Mid-upper arm circumference
RUTF	Ready to use therapeutic food

TECHNICAL RESOURCES

Valid International (developed the community therapeutic care—or CTC—approach and has a 2006 training manual available on its website) www.validinternational.org.

Valid and Brixton Health have also collaborated to develop a low cost coverage survey for evaluating access and coverage in selective feeding programs: the Semi-Quantitative Evaluation of Access and Coverage (SQUEAC) and the Simplified LQAS Evaluation of Access and Coverage (SLEAC).

FANTA2 project. <u>http://www.fantaproject.org/cmam/training.shtml</u>. A significant gap remains between need and capacity for management of severe acute malnutrition (SAM) in children. This is despite clear advances in the development and implementation of international and national protocols for the management of SAM, as well as guidelines and training for inpatient care of severely acutely malnourished children. The *Training Guide for Community-Based Management of Acute Malnutrition (CMAM)* aims to address this gap by increasing knowledge of and building practical skills to implement CMAM in both emergency and non-emergency contexts. The training guide is designed for health care managers and health care providers who manage, supervise, and implement CMAM. This includes health care providers who are involved in health outreach activities, as well as MOH officials at the national, regional, and district levels, health and nutrition program managers of NGOs, and United Nations technical staff.

The Sphere Project (<u>http://www.shereproject.org</u>) is an initiative promoting quality and accountability in humanitarian work which publishes a handbook and training modules which include a set of common principles and universal minimum standards for humanitarian response (2011). In nutrition this project sets standards for minimum acceptable coverage, recovery rates and minimum mortality and default rates for MAM and SAM programs.

The **Emergency Nutrition Network** (<u>http://www.ennonline.net</u>), a website created to improve the effectiveness of emergency food and nutrition, is also an important source for guidance on subjects like infant feeding in an emergency, adapting the WHO growth standards and methods for detecting and referring cases of acute malnutrition.



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