

Strengthening Infant Caregivers

A Report on the Extended Training Sessions for the Staff of Karna Prayag

This report is an outcome of the extended training sessions (more than three month period) held to the staff of Karna Prayag (a foundling home.) The report aims to give an overview of the entire proceedings under the headings given below.

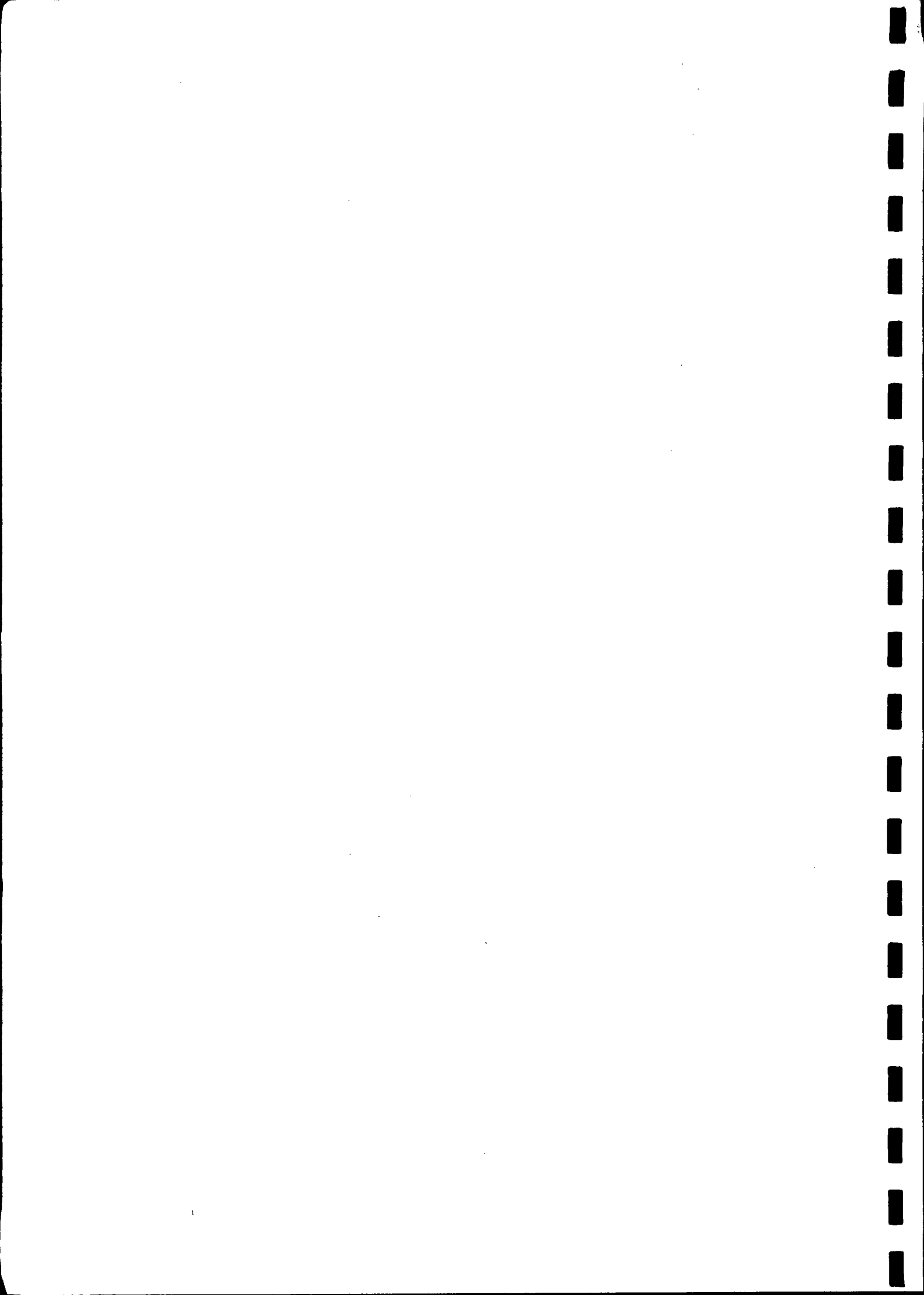
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4. Approach
5. Content
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7. Note on each session
8. Feedback/evaluation
9. Facilitator's comments.
10. Annexures

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List of Resource Persons

1. Dr. S. Jayam, M.D., D.C.H., F.I.A.P. Retd, Director & Superintendent Child Health and Family Hospital, Egmore.
2. Dr. Jayashree Ramakrishnan, Consultant Psychologist
3. Ms. Padma Srinath, Director, Banyan Centre of Educators Olcott School.
4. Ms. L.S. Saraswathy, Freelance Consultant
5. Ms. S. Narmada, Supervisor, Indian Council for Child Welfare, Chennai - TN
6. Ms. Mina Swaminathan, Hon. Director, Project ACCESS, MSSRF
7. Ms. Rama Narayanan, Project - In - Charge, Project ACCESS, MSSRF
8. Ms. Lakshmi Priya, Project Associate, Project ACCESS, MSSRF

Background

"Abandoned children are the most handicapped of all children, by the very fact that they are unwanted even by their parents"

It is this insight that inspired the KarnaPrayag trustees and staff to dream a "Child development project at KarnaPrayag that would provide mental and physical stimulation for the orphans and abandoned children to develop normally and achieve normal milestones". It then fell upon Project ACCESS in the month of November to make true the dream.

To initiate action three preliminary meetings were held between the two agencies. At the end of these meetings the earlier conceived Child Development project was modified as follows :

1. Before implementing the C.D project a strong need to train the childcare functionaries (caregivers) of Karna Prayag was felt, and this was perceived as the first important task to be accomplished. This called for an advisory committee to be set up comprising of experts in Child Development, paediatrics, child psychology and social work.

Having set the task, the advisory committee was identified. The committee envisaged the training sessions to be intensive, interactive and participatory. The training sessions would be weekly sessions in the first three months followed by feedback, evaluation and monthly need based sessions. The evolution of the training programme then followed as described below.

Objectives

- To create awareness and knowledge in the caregivers about the needs, abilities and development of young children.
- To bring about changes in their attitudes and practices related to Child Development.
- To suggest ways and means of bringing in a more nurturing and stimulating environment for the development of young children, starting from existing practices.

Participants

Based on the staff list provided by the KarnaPrayag Trust a participant profile was drawn up (Annexure 1). A wide range can be seen in terms of age, educational qualifications, years of experience and level of functioning. Apart from the staff of KarnaPrayag, four more participants joined from SOS village. These four women were receiving house-mothers training at SOS Children's Village, and had shown their willingness to join the course.

The entire group numbered 16. Apart from the participants, Ms. Rukmani Srinivasan(Volunteer) and Dr. Purna Shankar(nutritionist) joined as an observers in some of the classes. All the participants could not attend all the classess, and the list of absentees is given in Annexure 1b.

Approach

The sessions were framed keeping in mind the holistic approach to child development, which believes that :

- Every child is an **individual** and develops according to a definite pattern
- The child develops in **close interaction** with adult **caregivers** one or several
- **Emotional bonding** with the primary caregiver is the essential base for development.

Content

To begin with a needs assessment was done with each of the resource persons giving their inputs after careful observations. Thus framework for the training session was set after having studied the existing conditions.

After the needs assessment, a rough draft of the topics / themes was prepared, circulated and was open to suggestions from the resource persons, after two meetings with the resource persons some of the topics were altered and a few more topics added along with the assignments / practicals for each session. As a result of these discussions the revised schedule (Annexure 2a) and a plan for the Resource Persons (Annexure 2b) was drawn up.

The caregivers, as per the plan, were divided into two groups with approximately similar compositions, considering their educational qualification, years of experience and seniority. Once the course got started, it was understood that dividing the workforce into two batches would not only cause a lot of disturbance in the caregivers' normal routine but also increase the work load of the resource person. Hence after discussions with the management and the advisory committee the two batches were clubbed into one after the first class.

It was made clear that the schedule was likely to be changed, depending on how the course was going to shape up. As requested by the management trustees of Karna Prayag it was decided that the first session would be handled by Dr. L.S. Saraswathy. Once the course got started, the rest of the sessions began to be planned monthly depending on the changing requirements and the interest of the participants. By the end of the 3 1/2 month period 19 sessions were completed (Annexure 2d)

Methodology

The methodology developed after a lot of thought and discussions were took the following shape.

1. Sessions to be 1-2 hours long as the time that the participants could spare from their duties was limited.
2. No long lectures - but short talks using visual and other aids due to a wide disparity in the age, years of service and education of the participants.
3. Simple, informal language and informal family - style seating and relationships.
4. Practical activities in each session and specific instructions on new practices and procedure to be carried out by the workers, as a need for change in attitudes and practices was perceived.
5. Video viewing, incidents, songs, games and charts as support to lectures.
6. Recording of each session conducted and sharing with the next Resource Persons for continuity and also to make easy the reviewing of assignments. However, instead of the cassettes, only a brief note on each session was circulated.
7. Informal discussions about new practices and ideas at every session, based on feedback, with free expression for doubts and difficulties.
8. Finally informal monitoring by Resource Person's, supervisors and management dropping in whenever they are free.

Note on Sessions

IceBreaking Session – Feb 23rd

1. The first session was an *ice breaking session*, where all the participants, resource persons and the management of Karna Prayag met. The objective was to introduce the resource persons and participants to each other. This objective was met by way of the games played, which made the whole group know each others' names, trying and remembering these names and also the participants' interests and their likes. This session was also meant to introduce the objectives and to paint a rough picture about the future training sessions and its outcome. At the end of the session, the caregivers, the resource persons and the rest of the group were familiar with each other to a certain extent.
2. The second session was about *Understanding one's self* handled by Dr. L.S.Saraswathy on February 27th. Three structured activities helped the participants know about themselves, their likes and dislikes, their concepts of women's roles and aspirations. This kindled a lot of thought and made them realise that determination in women can help them achieve many things in life. In another structured activity a list of 20 activity-linked words describing actions expected from a child were listed down and the caregivers at the end of the activity were able to understand and distinguish the activities of the child from the view point of the child and that of the adult. Finally to help the caregivers improve on their work output, they were asked to list down a day's activity. (Annexure3), the purpose being that the caregivers must be able to allocate and distribute their time effectively and efficiently.

March 99

3. The third session handled by Dr.Jayam on March 6th dealt with *Prenatal Development*. She explained by means of slides the process of development from the time the baby is conceived until the time the baby is delivered. The resource person pointed out that factors affecting the baby during the prenatal period could be detrimental to the babies brain development which in turn will affect normal development. She emphasised that the children coming to Karna Prayag may already be exposed to the various stresses and dangers discussed above, and hence would need a lot of love and affection to lead a healthy normal life.
4. The fourth session on *Sensory Development* was handled by Dr. Jayashree on March 11th. In this session the five senses which play a major role in the development of the child were described. The order of development of these senses are sense of smell, hearing, touch, sight & taste, which was explained in a visual form through charts (Annexure 4). The resource person went on to explain different types of "cries" and "laughs" of the babies, and pointed out that considerable attention needs to be directed to the *pain cries* of the baby. For deeper bonding, holding the baby very close to the breast during bottle feeding was stressed, as this would help the baby recognise and remember the caregivers face.

Finally, the homework was to see how a child responds when shown bright coloured things, when they hear something new, when different texture materials are given, and when food of different taste is given.

5. The fifth session dealt with the *Child's Basic needs* (0-6months), handled by Ms. Mina Swaminathan on March 16th. As usual the session started of with review of the previous session. Then an exercise to distinguish different types of smell followed, after which discussions about the child's basic needs was done by dividing the group into five small groups. Each group was asked to contribute on how the five senses could be used to develop intelligence of the child which may not develop to the full potential unless backed by love and affection. In this session a rattle and a mobile were shown and the staff were inspired to make more such simple and colourful things for the young children. The session ended with an assignment to make one object each for hearing, seeing and touch. (Annexure 5)
6. The sixth session was a continuation of the *Child's Basic needs* (7-12 months) handled jointly by Ms. Mina Swaminathan and Ms. Narmada on March 24th. In this session it was emphasised that the growing children (over 6 months) should be motivated to move about and explore things. Simple hand-made objects that would fulfill the child's needs were demonstrated and made during the session. These play materials were made out of waste and the list of toys and figures are presented in Annexure 6. The importance of lullabys were stressed, and Ms. Narmada taught them two movement songs. The session ended with the following assignment :- Songs to be practiced, some new items to be made and the participants were asked to introduce all these items to children.
7. The seventh session was something different, for a *field visit* was arranged. The participants visited the Children's Garden school creche which caters to children between 3 months to 5 years. The major objective of the visit was to help the participants understand how the creche functions and also to know and understand how normal children behave. This field visit proved to be a great learning experience for the participants, who were taken in two batches on March 30th and 31st. They not only learnt about the feeding practices followed there but also saw and got an idea about the different play items that could be introduced to children.

April 99

By the end of March the participants were introduced to almost all the resource people and they started showing enthusiasm about learning new and effective techniques to guide them more in their caregivers role.

8. In the eighth session *Developmental tests* (0-6 months) was dealt by Dr. Jayam on April 8th. In this session children below 6 months were brought down and a practical explanation on how to carry out the developmental tests was given with 3 children as examples. The importance of doing these developmental tests by the

caregivers themselves was explained. The tests included, testing the proper movement of eyes, hearing capacity, tactile sensation, proper development of the legs, head fixation, and how children place their hands when lying. All this was explained and as homework each participant was asked to observe one child for at least ten days and report about it.

9. The session on *Feeding Practices* was handled by Ms. Rama Narayanan on April 15th. The session was devoted to make the participants understand how to improve on the existing feeding practices. The present feeding practices (Annexure 7 a) were reviewed, and few suggestions like how to introduce natural foods apart from Lactogen and Cerelac to the babies below 6 months were discussed. Suggestions for increasing the quantity of food proportionately and gradually was also discussed, and new recipes were discussed. More changes would have been suggested but for the fact that feeding is a skilled activity and changes would need continuous monitoring, and they must also be accepted by the doctor / nutritionist presently attending the children and hence these items were postponed. However the minor changes suggested are given in Annexure 7 b
10. *Interpersonal relationships* was the theme handled by Dr. L.S. Saraswathy on April 20th. This session was introduced since the coordinators felt that all the subject matter taught earlier would have an effect only if the group perception and behavior changed. Two activities with specific objectives were introduced. The first activity aimed at making the caregivers understand the importance of knowing each member of the group well. The second activity which was introduced after dividing them into groups helped the participants understand each others positive and negative qualities. This made the participants realise how other people perceive them and suggested that more group co-operation and mutual understanding of strengths and weaknesses was needed to improve the work output.
11. The eleventh session on *Songs* was handled by Ms. Narmada on April 28th. This session was again a practical session in which the participants were taught "thalattu" and other songs for playing games. Totally eight songs were taught (Annexure 8) and the participants were given an opportunity to practice the songs along with the resource person. The importance of these songs are that if actions are taught along with the song properly they help greatly in muscular, eye-hand coordination and facilitates learning by way of music and movements, which stands as the most captivating activity for young children.

May 99

12. The twelfth session discussed the *Developmental Domains* of children between 0-6 months. This session was handled by Ms. Padma Srinath on May 6th. The session described how important "stimuli" were for the young child, and went on to explain that great care should be taken to help children in establishing the following : Sense of self, improving physical development, helping the child in *understanding* for

cognitive development, for building relationships, and helping the child in language development. When talking about relationships it was pointed out that it was very important to make the child call the caregiver by some name like "Aatha" or "Athai" or any name that would not confuse the child later, for the child has to enter into new relationships in the new home.

13. The thirteenth session was handled by Dr. Jayam on May 11th. This session also dealt with *Developmental Tests*. The homework that was previously given was reviewed, and a lot of doubts were clarified. From the discussion, it was clear that some of the children there needed extra attention care and love and the doctor pointed out and attending to these children was one way of satisfying the child's needs and making the child feel safe, which is the basis for building self-confidence. One more important point was that many of the children there never attempted to turn around and the doctor pointed out that more stimulation was needed for those children who are developmentally slow.
14. *Developmental Domains* (7-12months) was explained by Padma Srinath on May 19th. In this session it was pointed out that the greatest joy for the young child was her mother's face, voice and touch. Great emphasis was laid on talking to the child continuously, and to provide inputs for the five senses continuously. The other things concentrated were the physical growth of the child, appropriate stimuli for development and good exposure for all-round holistic development. The child is unable to see the mother as an separate entity during the first three months, this provides a hint to the fact that the children coming to Karnaprayag may be already traumatised, having been abandoned by their parents. The implication of this fact is that development may be delayed because of the trauma at an early age.
15. The next session was on *Organising space and time* handled by Ms. Mina Swaminathan on May 27th. In this session the present layout of the rooms was discussed and alternative arrangements were suggested (Annexure 9 a) Apart from this the importance of display materials, and the height at which these should be kept was also discussed. (Annexure 9 b). Different times at which the exposures could be used to improve learning in children was also discussed. At this time, it was found that the caregivers were heavily burdened with work, and had very little time for relaxation or interaction with babies to the extent needed. When talking about this, it was felt that the number of workers should be increased for greater work outputs.
16. This session on was handled by Dr. Jayam on June 4th and the discussion was about *Developmental Tests* (7-12 months). The resource person showed slides of normal children and the participants were asked to observe the stature, posture and facial expression of each child. Then the doctor gave some hints on how to "guesstimate" the age of the children coming to them. Finally the resource person discussed about the Munich development scale which she had used to assess the development of the babies at KarnaPrayag. Finally, the resource person pointed out that language development was delayed in all the children and encouraged the participants to talk a lot to the children.

17. A session on *Organising toys* was handled by Ms. Mina Swaminathan on June 10th. Responding to the request of the management, classifying the toys that Karna Prayag had in their collection has taken up. First the criterion for selection of toys was discussed, during which time the child's basic needs was highlighted once more, (Annexure 10) and then the participants were divided into 8 pairs. Each pair had a ball, a toy, a wooden toy, a rattle, a very large toy and a manipulative object. Based on the criteria earlier discussed, the participants were asked to rate the toys and later in the discussion that followed the participants understood very well on which toys would suit the children below 1 and which toys were not required at all. It was also suggested that the toys should be changed atleast every quarter and based on the experience they had in the class, the participants were asked to segregate the remaining toys and classify them appropriately. The last two sessions for this month was used for evaluation and feedback which is discussed under the heading Feedback \evaluation.

Feed back & Evaluation

18. The feedback session was handled by Ms. Lakshmi Priya on 14th June. In this lessons already learnt by the participants from the previous sessions were recapitulated and in-between this a video "Learning to think" was screened. This video had great relevance to what they had learnt and was screened as reinforcement. At the end of the session the participants were asked to list down what they would like to know in the future.(Annexure 11).
19. The last session on **Evaluation** was handled by Dr.L.Saraswathy on 20th June, and the following two aspects were concentrated on :
1. Learnings which participants could implement
 2. Learnings the participants could not implement (Annexure 12)

It is obvious from the Annexure that what the participants could implement was much more than what they could not implement. From the discussions that followed it was clear that whatever could not be implemented depended on the changed in working patterns which could be brought about only after consultation with the management. At the end of the session the participants expressed their happiness, and also said that they had learnt a lot from the sessions.

Facilitator's comments

As originally planned, nearly twenty sessions in all were held during the four month period. During this intensive phase, regular review and feedback as well as practical assignments were used to help the participants practise what they had learnt and move towards more 'developmental' caregiving than before. It is also heartening to note that they themselves noted that eleven new learnings could be implemented and only two could not.

However, it was observed that the current work pattern leaves very little time for the time of intensive personal interaction and close relationship with the infants needed for the children to achieve their full developmental potential. For greater effectiveness in achieving this goal, and to enable realisation of all learnings into wholesome practises, several fundamental changes may be required in the working structure and pattern, which cannot be achieved by training alone. This has been brought to the attention of the management through a series of monthly meetings which were instituted to report on the progress of the training. These are being considered by the management and new policies are taking shape.

The training has now entered a less intensive "reinforcement" phase, with monthly sessions for the next six months (July - December 1999) based on requests and suggestions from the participants. The training has new insights to offer in a larger context, especially in terms of training methodology, spreading awareness about the developmental needs of young children and carrying the training to wider circles of caregivers and functionaries in charge of infants. The process of strengthening "infant caregiving" is an ongoing one.

PARTICIPANTS' PROFILE

S.No	Name	Age	Years of Service	Seniority	Education / Qualification	Job Profile
1	Sulochana	59	1 yr.	Warden	S.S.L.C. Dip in Nursing Training	Supervision
2	Meenakshi	29	11 yrs.	Nursing assistant	Dip. In Paediatric Nursing	Administiring and Managing Children
3	Kala	26	8 yrs.	Nursing assistant	Dip. In Paediatric Nursing	Administiring and Managing Children
4	Kali	26	5 yrs.	Trainee	10 + ANM Training	Temporarily on long leave
5	Rajamani	26	3 mts.	Trainee	12 th	Under Training & Observation
6	Gowri	23	3 mts.	Trainee	12 th	Under Training & Observation
7	Saraswathy	33	10 yrs.	Senior Ayah	9 th std,	24 hours duty & break .All jobs Cooking
8	Shanthi	55	14 yrs.	Senior Ayah	Can sign her name	24 hours duty & break, Cooking
9	Vasanthi	32	8 yrs.	Senior Ayah	S.S.L.C	24 hours duty & break Cooking
10	Mary	39	4 yrs.	Junior Ayah	8 th Std.	24 hours duty & Break
11	Dhanam	36	4 yrs.	Junior Ayah	7 th Std.	24 hours duty & Break
12.	Prema	29	3 yrs.	Junior Ayah	5 th Std.	24 hours day & Break
13	Begum	38	6 mts.	Junior Ayah	Nil	24 hours duty & Break
14	Kathuri	35	-----	House mother	VIII pass	-----
15	Lakshmi devi	40	-----	House mother	IX pass	-----
16	Sujatha	44	-----	House mother		-----
17	Kumari	32	-----	House mother	IX pass	-----

Sessions Missed

Name	No of sessions missed
1. Mary	0
2. Dhanam	0
3. Rajamani	1
4. Gowri	1
5. Vasanthi	1
6. Prema	1
7. Sujatha	1
8. Kumari	1
9. Shanthi	2
10. Bagum	2
11. Lakshmi devi	2
12. Kala	2
13. Sulochana	2
14. Meenakshi	3
15. Gowri	3
16. Kasthuri	5

Training programme for caregivers of infants below one

Topics :

1. Prenatal growth and development	7. Developmental needs 4-6 Months
2. New born -needs and abilities	8. Developmental needs 7-9 Months
3. Domains of development	9. Developmental needs 10-12 Months
4. Milestones	10. Understanding ones own self
5. Child's basic needs	11. Early intervention & Disability
6. Developmental needs 0-3 Months	12. Morbidity & medical emergencies

Practical /Assignments

1. Make something
2. Do something
3. Record observations
4. Stimulation activities
5. Nurturing/stimulating behaviours
6. Daily routines
7. Adult-child relationships
8. Environment
9. Safety precautions
10. Physical arrangements

Teaching Aids

Available

First three years(manual)
Parenting pamphlet
Video spots
Songs cassette
Poster

To be prepared

Charts
Rhymes, stories and songs
Toys and objects
Games
Role plays

A Sample session - 1 1/2 hours

1. Review of task/assignment, checking records
2. Introduction to new topic with the help of teaching aids
3. An activity- making ,playing etc.
4. An assignment for next time.
5. How to record and monitor the assignment
6. A case study, story, incident, from the participants, and discussion
7. Viewing of segment of film
8. Problem-solving
9. Review and recap of the day
10. Song

Tentative schedule of the training programme

Sl.No	Resource Persons	Dates	Topic
1.	All resource persons led by Mina Swaminathan	February 23rd	Ice - breaking session
2.	Dr. L.S. Saraswathy & Priya	February 25th, 26th	Understanding one's own self
3.	Dr. Jayam & Rama Narayan	March 2nd ,3rd	Prenatal growth and development
4.	Dr. Jayashree & Priya	March 9th , 10th	Domains of development
5.	Mina Swaminathan & Narmada	March 16th & 17th	Child's basic needs
6.	Dr. Jayam & Priya	March 24th,25th	Newborn- Needs and abilities
7.		March 30th , 31st	Physical environment/ field visit
8.	Rama Narayan & Priya	April 6th & 7th	Feeding methods & Practices
9.	Padma Srinath & Mina Swaminathan / Narmada	April 12 th ,15th	Developmental needs 0-3 months
10.	Padma Srinath & Mina Swaminathan	April 19 th ,22 nd	Developmental needs 4-6 months
11.	Padma Srinath & Mina Swaminathan / Narmada	April 26 th ,29th	Developmental needs 7-9 months
12.	Padma Srinath & Mina Swaminathan	May 3rd ,5th	Developmental needs 10-12 months
13.	Dr. Jayam & Rama	May 11th , 12th	Morbidity
14.	Dr. Jayam & Rama Narayan	May 18th , 19th	Medical Emergencies
15.	Spastics Society ?	May	Early intervention & Disability
16.	Dr.L.S.Saraswathy	May	Attitudes and perceptions
17.	All resource persons	May	Review & further planning

* Ms.Narmada would be present as and when required.

Training Sessions Conducted

Sl.No	Resource Persons	Dates	Topic
1.	All resource persons led by Mina Swaminathan	February 23rd	Ice - breaking session
2.	Dr. L.S. Saraswathy & Priya	February 25th, 26th	Understanding one's own self
3.	Dr.Jayam & Rama Narayan	March 6th	Prenatal growth and development
4.	Dr. Jayashree & Priya	March 11th	Sensory development
5.	Mina Swaminathan & Priya	March 16th	Meeting child's basic needs in domains of development (0-6)
6.	Mina Swaminathan & Narmada	March 25th	Meeting child's basic needs in domains of development (7-12)
7.	Ms. Lakshmi Priya	March 30th , 31st	Field visit to Children's Garden School
8.	Dr.Jayam & Rama Narayan	April 8th	Developmental tests (0-6)
9.	Rama Narayan & Priya	April 15th	Feeding practices
10.	Dr. L.S. Saraswathy & Priya	April 20th	Interpersonal relationships
11.	Mina Swaminathan & Narmada	April 28 th	Songs
12.	Padma Srinath & Narmada	May 6th	Developmental Domains (0-6)
13.	Dr. Jayam	May 11th	Developmental tests
14.	Padma Srinath & Priya	May 19th	Developmental domains (7-12)
15.	Mina Swaminathan & Padma Srinath	May 27th	Organisation of space & time
16.	Dr. Jayam	June 4 th	Developmental tests(7-12)
17.	Ms. Mina Swaminathan	June 10 th	Organisation of play materials
18.	Ms. Lakshmi Priya	June 14 th	Feedback
19.	Dr. L.S. Saraswathy	June 20 th	Evaluation and future plans

ஒருநாள் வேலை - காலை

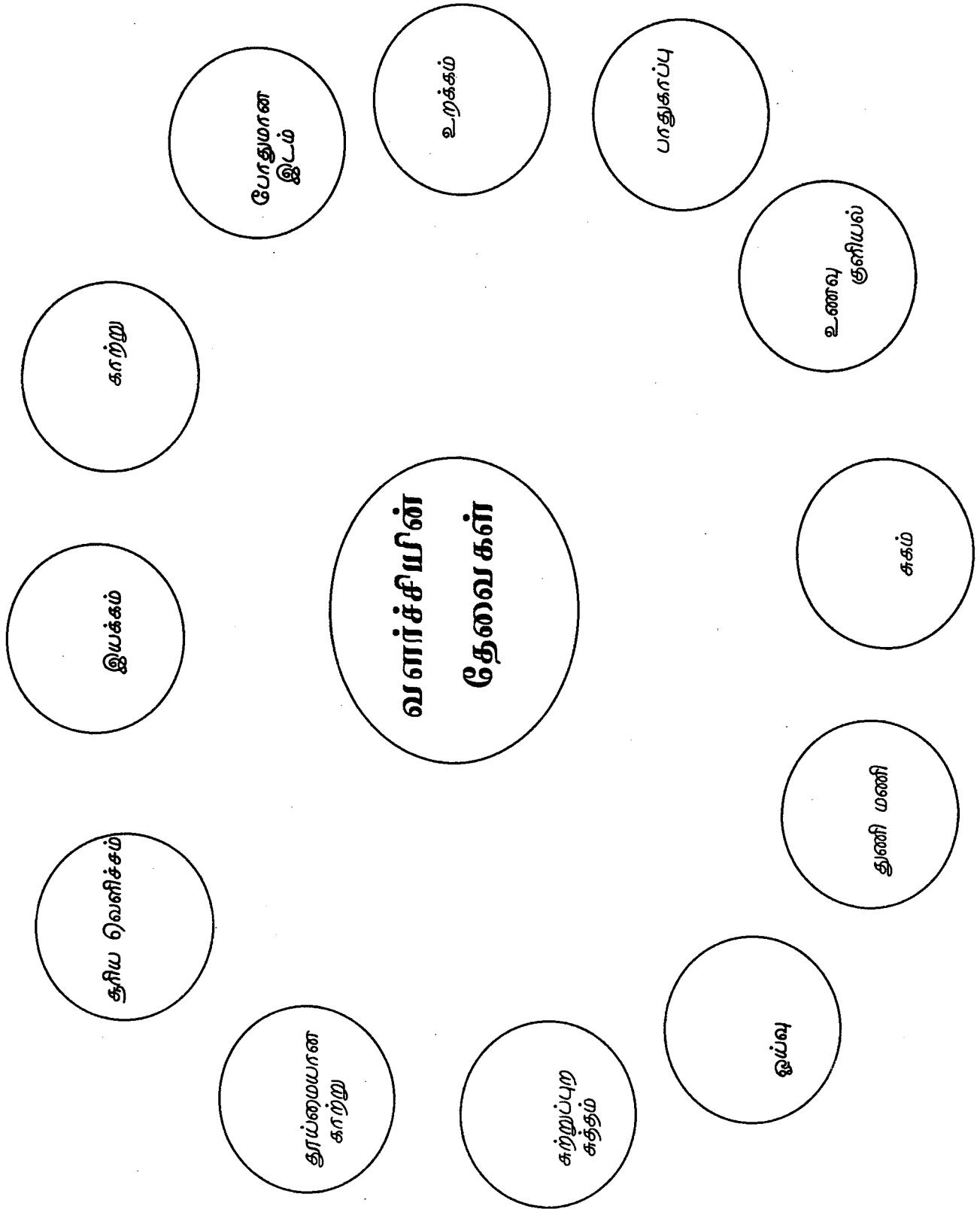
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2.	6.30	குழந்தைகளுக்கு துணி மாற்றுதல் பால் வாங்க செல்லுதல், சமயல் செய்தல், பாட்டில்கள் கழுவுதல், மருந்து கொடுத்தல், குழந்தைகள் பள்ளி செல்ல தயார் செய்தல்	1
3	7.00	இட்லி (மேஷிங்), பால், சாம்பார் தயார் செய்தல் சிறு குழந்தைகளுக்கு லாக்டோஜின் அளித்தல்	1
4	8.00	பள்ளி குழந்தைகளை பள்ளிக்கு அனுப்புதல் பாட்டில் கழுவுதல், நாப்கின் மாற்றுதல்	
5	8.30	கதவுகள், ஜன்னல்கள், தரை, டாக்டர் அறை, சமையலறை, பாட்டில்கள் சுத்தம் செய்தல் நர்ஸ் வேலை நேரம் மாலை 5.00 முதல் 8.00 மணி வரை மருந்து வைக்கும் அலமாரியை சுத்தம் செய்தல் குழந்தையின் உடல் நலம் பற்றிய அட்டவணையை டாக்டர் பரிசோதிக்கும் முன் நிரப்புதல் துணி துவைக்கும் இயந்திரத்தை இயக்குதல்	
6	10.00	குழந்தைகள் குளிப்பதற்காக வெந்நீர் போடுதல் வெயில் காலத்தில் 1 முறை	
7.	11.30	நர்ஸ் வேலை - காய்கறி நறுக்குதல்	

Points listed out by the participants in the evaluation meeting

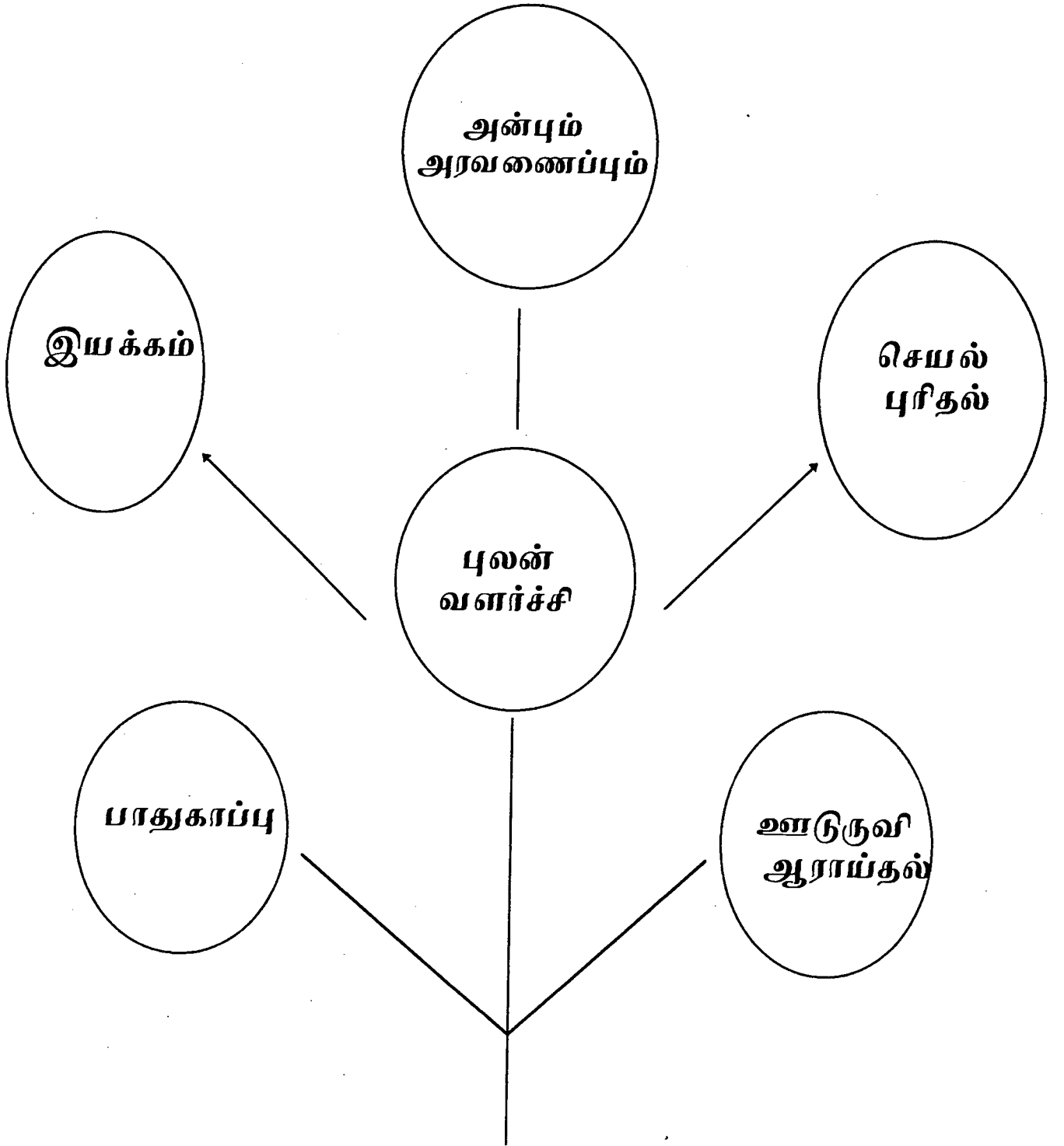
Points implemented	Points not implemented
1. The crib has been put at the sides and the center space is now used to leave the children on the floor.	1. The participants are not able to help the children climb up and down the stairs
2. Bottle feeding has been reduced	2. The participants are unable to take the children "out" as and when required.
3. During feeding time the children are made to sit and then fed food.	
4. The children are being given vegetables, and dhal.	
5. The participants sing songs during feeding session.	
6. The participants have learnt to give children age appropriate toys.	
7. When the participants sing, the children not only enjoy but also start repeating the same things	
8. Children are taken out whenever there is a possibility	
9. The children are now put on the "potty" at some specific time	
10. The urine and faecal clothes are separated and then washed	
11. The children have been taught to call us by one name.	

Future training needs expressed by participants

1. Dr. Jayam - To know the developmental pattern of pre-mature babies.
2. Ms. Narmada - To teach more songs and crafts
3. Ms. Mina Swaminathan - To know how to play games without any toys
4. Dr. L.S. Saraswathy - To understand how to adjust oneself to the work situation
5. Ms. Rama - Feeding practices (above 6 months)
6. Field visit



குழந்தையின் தேவைகள்



இப்போதுள்ள படங்கள்	இதை மாற்ற
<ol style="list-style-type: none"> 1. தூரமாக உள்ளது 2. உயரமாக உள்ளது 3. ஆடாமல் உள்ளது 	<ol style="list-style-type: none"> 1. ஆடற பொருட்களை தொங்கவிடலாம் 2. கலர் கலராப் படங்கள் ஒட்டலாம். 3. படங்களை வேண்டியபோது மாற்றலாம். 4. ஒரு கொடி கட்டி துணி, பொம்மை, சத்தம் எழுப்பும் மணி, பேப்பர் பொம்மைகள் தொங்க விடலாம். 5. கனமில்லாத பிளாஸ்டிக் பந்துகளை கொடுக்கலாம். 6. ஒரு சில பொம்மைகள் எட்டும் படியாகவும், சிலது எட்டாத தூரத்திலும் வைக்க வேண்டும்.

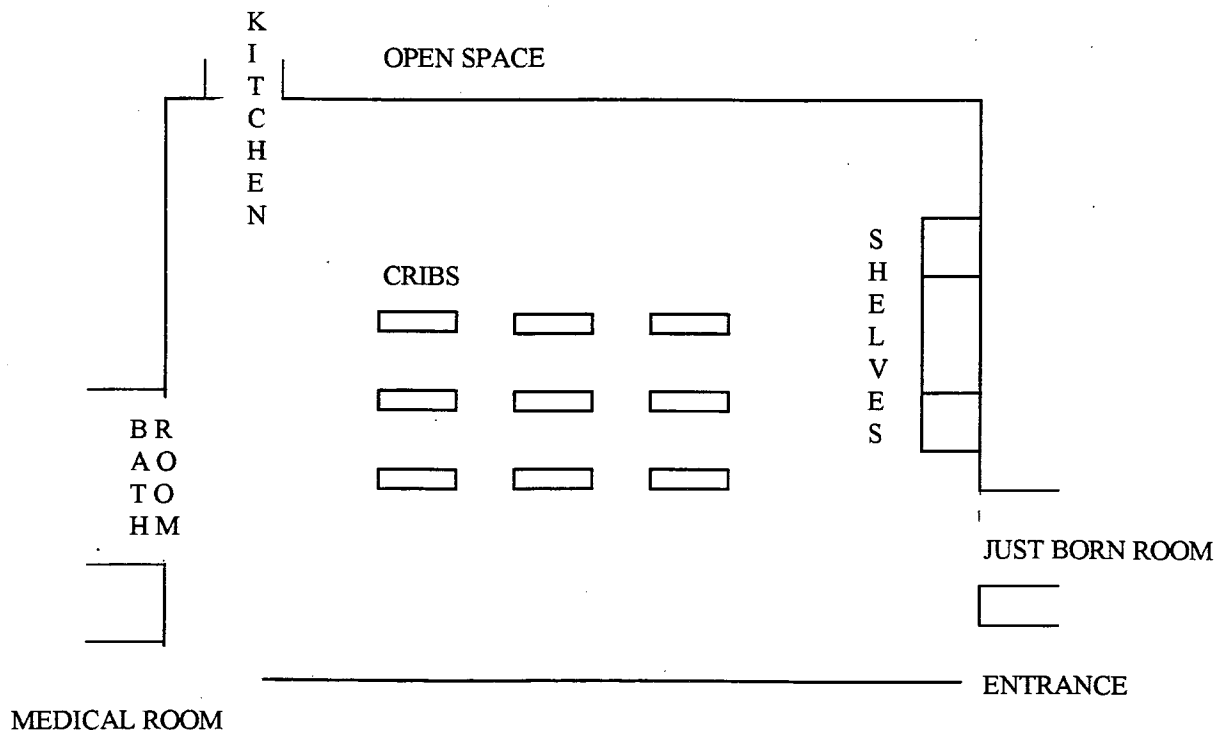
இடத்தை எப்படி மாற்றி அமைக்கலாம்?

1. தொட்டிலை ஓரமாகப் போடலாம். இதனால் அமைப்பை வேண்டியபோது மாற்றலாம்.
2. அடிபடும் சாமான்கள் கொட்டுக்காமல் அதற்கு பதிலாக சாப்ட் டாய்ஸ் கொடுக்கலாம்.
3. கதவுகளை அடைக்காமல் சின்ன கேட் போடலாம்.
4. காலை, மாலை விளையாட விட வேண்டும் (கால் 9.30 முதல் - 11.30 வரை, மாலை 2.30 முதல் - 5.30 வரை).
5. தரையை, அழுக்காகும் போது அவ்வப்போது துடைக்க வேண்டும்.
6. விளையாட்டு சாமான்களை தொட்டிலில் தொங்க விடலாம்.
7. மொட்டை மாடிக்கோ அல்லது வெளியிலோ குழந்தைகளை கொண்டு போக வேண்டும்.
8. ஒரே சமயத்தில் 2 (அ) 3 குழந்தைகளை வெளியே கொண்டு சென்றால் போதும்.

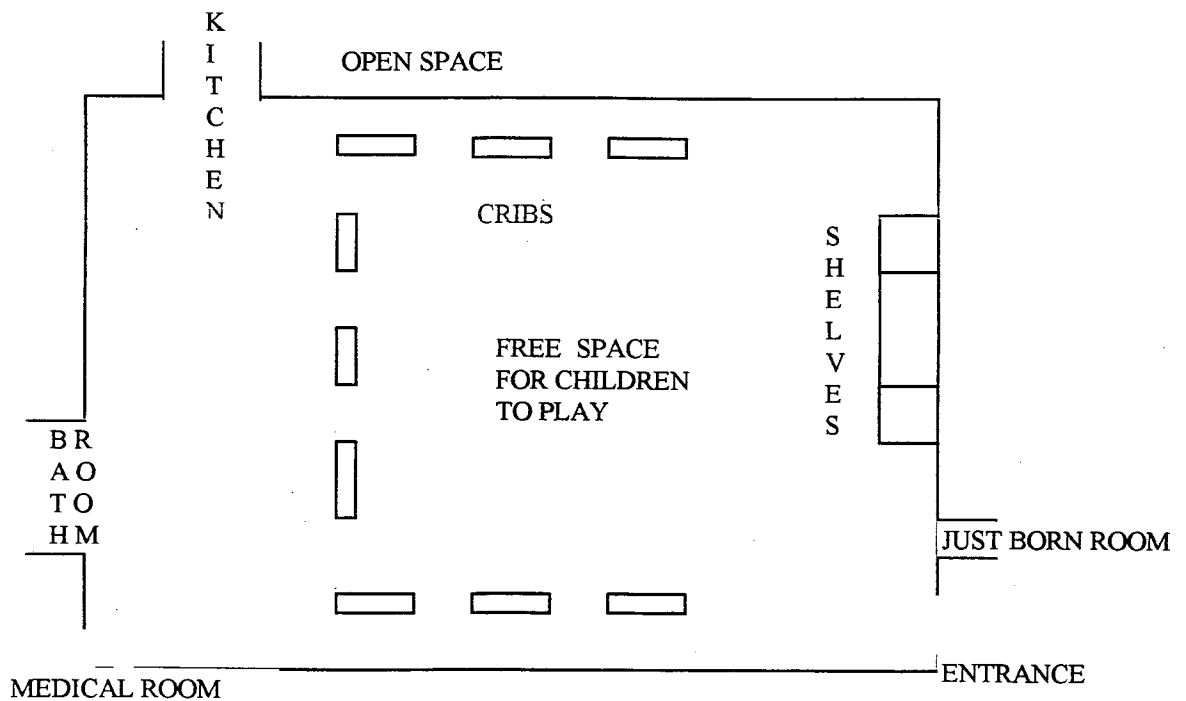
கற்பதற்கு வாய்ப்பளிக்கும் நேரங்கள்

1. சாப்பிடும் போது
2. குளிக்கும் போது
3. உறங்க செல்லும்போது
4. வெளியில் கொண்டு செல்லும்போது
5. புது மனிதர்கள் வரும்போது
6. மற்ற குழந்தைகளுக்கு பார்க்கும் வாய்ப்பு
7. மேலும் உங்கள் அன்பும் அரவணைப்பும் புரிந்து கொள்ளும்

PRESENT SETUP



SUGGESTED CHANGES



Annexure 8

நிலா நிலா ஓடிவா
நில்லாமல் ஓடிவா
மலை மேல ஏறிவா
மல்லிகைப் பூ கொண்டுவா
நடு வீட்டில் வைத்து
நல்ல துதி செய்வோம்.

சந்தமாமா ராவே
ஜாபில்லி ராவே
மண்டி மீது ராவே
பந்தி பூலு தேவை (சந்த மாமா)
தேரு மீதே ராவே
தேனே கொண்டு தேவே (சந்த மாமா)
பல்லக்கில்ல ராவே
பாலு பெருகு தேவே (சந்த மாமா)

ஏத் தாமரைத் தேரழி
இறங்கி வரா பாலி
எத்தனை குட்டி போட்ட
எனக்கு ஒரு குட்டி
தருவியா? மாட்டியா?

ஒருபத்தி இருபத்தி
ஓறமான சங்கு பத்தி
குழு குழுன்னு காத்தாட குருவனாத்துக் கூத்தாட
ஆகாசி பிள்ளை பெற
கருத்த மேகம் எட்டெரும
எரும பாலு பால் மறப்பின்
தொட்டி கட்டி வாராண்டி
பிள்ளைய போட்டு
சீப்பு சினுக்கு வாரி
சின்ன பெண்ணு கையை எடு

பாடல்கள்

ஆரரே ஆரிரரே (2)
 ஆரரே ஆரே (2)
 தம்பி அழுத கண்ணீர்
 ஆறாக பெருகி
 ஆனை குளித்தேறி (தம்பி)
 குளமாகி தேங்கி
 குதிரை குளித்தேறி
 வாய்க்கால் வழி ஓடி
 வழிப்போக்கர் வாய் கழுவி
 வாழைக்குப் பாய்ந்து
 வறியதான் கண்ணீரும் (தம்பி)
 ஆரரே ஆரிரரே

சாய்ந்தாடம்மா சாய்ந்தாடு
 சாயக்கினியே சாய்ந்தாடு
 குத்து விளக்கே சாய்ந்தாடு
 கோயில் புறாவே சாய்ந்தாடு
 கண்ணே மணியே சாய்ந்தாடு
 கட்டிக் கரும்பே சாய்ந்தாடு
 மானே தேனே சாய்ந்தாடு
 மல்லிகை பூவே சாய்ந்தாடு
 திண்ணை மேளை தவழ்ந்துவரும்
 சித்தரை நிலவே சாய்ந்தாடு

ஆக்கு பாக்கு வெத்தலைபாக்கு
 டாம் டீம் டைய்ய
 அஸ்கலக்கடி பாலசுந்தரி
 என் பெயர் கெரய்யா

மரக் கெழுக்கட்டை
 மஞ்ச கெழுக்கட்டை
 மரமியை கெடுத்த மரசி கெழுக்கட்டை
 பால் கெழுக்கட்டை
 பஞ்ச கெழுக்கட்டை
 பாட்டியா கெடுத்த பால் கெழுக்கட்டை
 பூ கெழுக்கட்டை
 பெர்னி கெழுக்கட்டை
 பூட்டியா கெடுத்த பிடி கெழுக்கட்டை

Suggested Diet Chart

3 மாதத்திற்கு கீழ்	4 மாதங்கள்
பருப்புத் தண்ணி ஜூஸ்	பருப்பு வாழைப்பழம் உருளைக்கிழங்கு எல்லாக் காய்கறி வகைகள் புழுங்கரிசி கஞ்சி

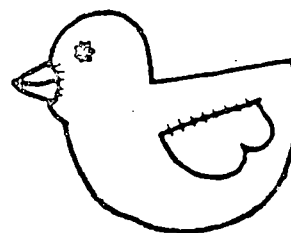
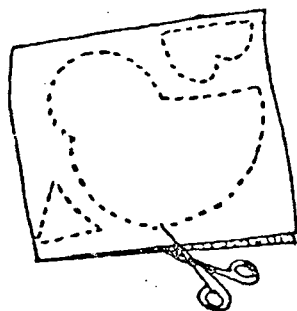
புதிதாக அறிமுகப்படுத்தக்கூடியவை

- 1.பாலும் ரொட்டியும்
- 2.வாழைப்பழம்
- 3.பருப்புத் தண்ணீர்
- 4.தயிர்
- 5.ஜூஸ்
- 6.காய்கறி வேகவைத்தது
- 7.சூப்

ACTUAL DIET CHART

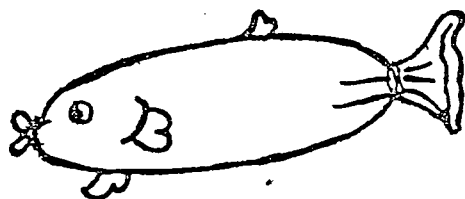
Age (in months)	Duration	Nature of Food
3 months	5.30 a.m. 7.30a.m 9.30a.m 11.30a.m 1.30p.m 3.30p.m 5.30p.m 7.30p.m 9.30p.m 11.30p.m	Lactogen No.1
3 - 5 months	5.30a.m 8.30a.m 11.30a.m 2.30p.m. 5.30p.m 8.30p.m 11.00p.m	Lactogen No.1 Farex Lactogen No.1 Farex Lactogen No.1 Farex Lactogen No.1
5 - 7 months	5.30a.m 8.30a.m 10.30a.m 12.00a.m 3.00p.m 6.00p.m 9.00p.m	Glacto Idly & Milk (smashed) Vegetable Soup Rice & Dhall + Vegetables (smashed) Nandhini mix canjee Farex or Celelac or Biscuits Idly milk (smashed)
7 - 10 months	5.30a.m 8.30a.m 10.30a.m 12.00a.m 3.00p.m 6.00p.m 9.00p.m	Avin Milk Idly & Milk (smashed) Vegetable Soup Rice & Dhall + Vegetables (smashed) Nandhini Mix Canjee Farex or Celerac or Biscuits Idly Milk (smashed)
Above 10 months	5.30 a.m. 8.30 a.m. 10.00 a.m. 12.30 p.m. 4.00 p.m. 8.00 p.m.	Avin Milk Idly & Sambar Biscuits Rice & Sambar + Poriyal, egg Idly (or) Samiya uppuma Payasam (or) Fruits Rice, Sambar, Poriyal

Card mobile & Card toy

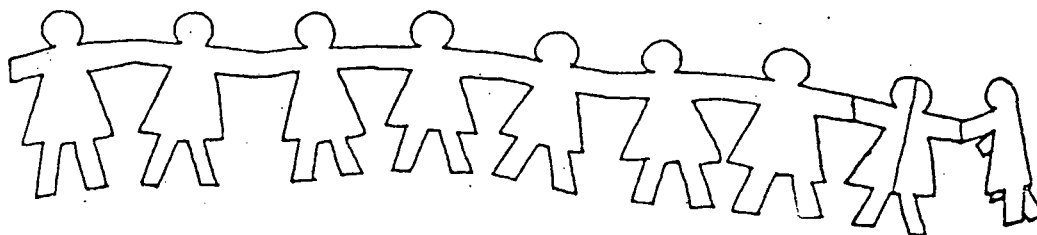
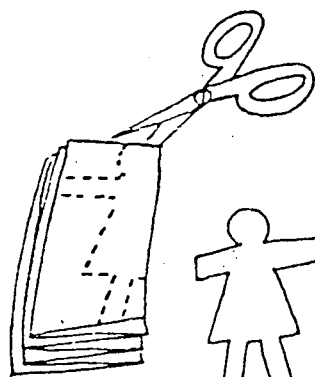
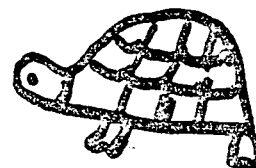


Bird

Fish



Tortoise



Paper cut - streamers

குழந்தைகளின் அடிப்படைத் தேவைகள்

Annexure - 5

முகர்த்தல்

<ul style="list-style-type: none"> உடம்பின் வாகனை தாய்ப்பால் கற்றி இருப்பவரின் வாகனை
<ul style="list-style-type: none"> ரப்பர் நிப்பில் சோப்பு பூக்கள்

உணர்த்தல்

<ul style="list-style-type: none"> அசைத்தல் தட்டிக்கொடுத்தல் ஆட்டுதல் தடவிக் கொடுத்தல் நடந்திச் செல்லுதல் 	<ul style="list-style-type: none"> துணி மேலும் கீழும் ஆடும் துணி படுக்கை தலையணை படுக்கைக் கம்பி குழந்தையின் உடல் உறுப்புகள்
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தொடுதல்

<ul style="list-style-type: none"> கை உடம்பு குடு அணைத்துக் கொடுத்தல் 	<ul style="list-style-type: none"> பந்து (துணி, பிளாஸ்டிக்) துணி (வெவ்வேறு வகையான துணி) பாப்பா பிடித்து விளையாடும் பொருள் தலையணை விளையாட்டுச் சாமான்
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அ
ன்
பு

அ
றி
வு

கேட்டல்

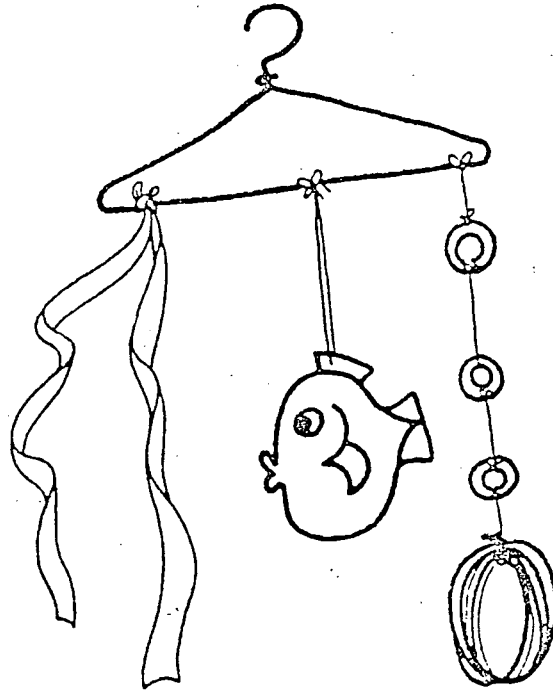
<ul style="list-style-type: none"> பேசுதல் பாட்டு தாலாட்டுப்பாட்டு கற்றியுள்ளோரின் குரல் கொஞ்சுதல் 	<ul style="list-style-type: none"> மின் விசிறி கிணிகிலுப்பை மணிகள் குண்டுமணி முகங்கள்
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பார்த்தல்

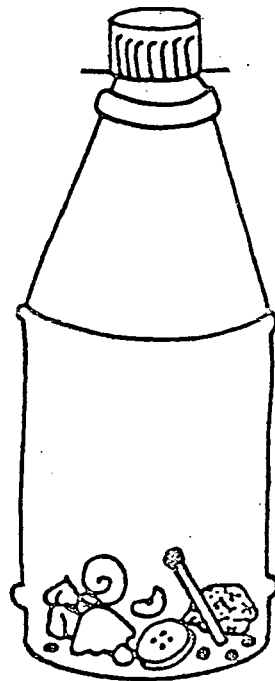
<ul style="list-style-type: none"> மனித முகங்கள் கண்ணாடி கை 	<ul style="list-style-type: none"> தொங்கவிடும் பொருட்கள் வண்ணப் பொருட்கள் பேன் லைட் முகமுடி
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சுவைத்தல்

<ul style="list-style-type: none"> கட்டை விரல் கை, கால் விரல்கள் தாய்ப்பால் புட்டிப்பால் 	<ul style="list-style-type: none"> தண்ணீர் மருந்து வகைவகையான உணவு மற்ற பானங்கள் விளையாட்டுப் பொருட்கள்
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MOBILES

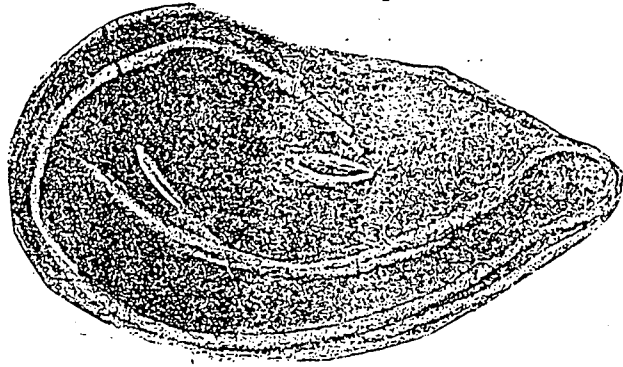


SHAKERS

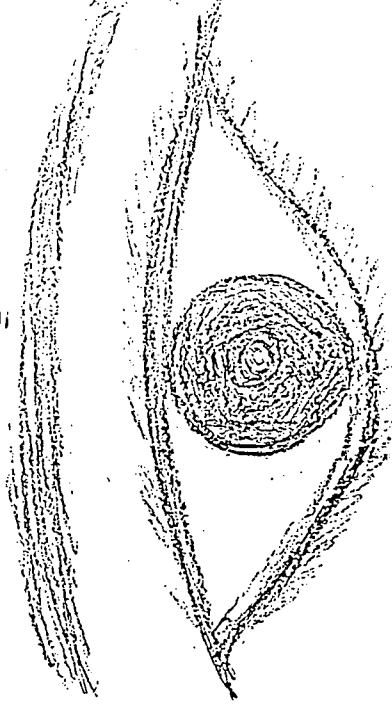
ஐம்புலன்கள்

Annexure - 4

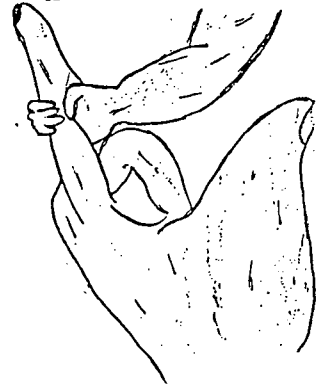
கேட்டல்



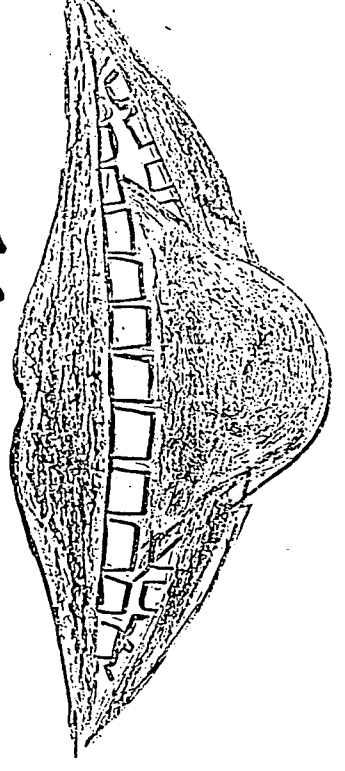
பார்ந்தல்



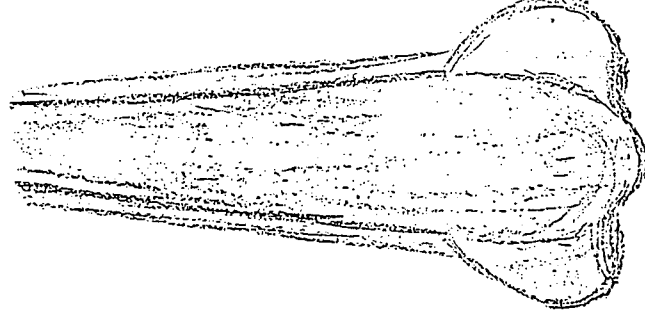
தொட்கல்



சுவைத்தல்



சூகர்தல்



மதியம்

வ.எண்	நேரம்	பணிகள்	பேர்களின் எண்ணிக்கை
1.	12.30	பருப்பு, சாதம், ஆகியவற்றை கூழாக்கி ஊட்டுதல் பாட்டில், தட்டுகள், நாப்கின்ஸ் கழுவுதல் சிறுவர்களுக்கு உணவு ஊட்டும் நேரம், பாத்திரம் தேய்தல்	
2	2 - 3.00	நந்தினி மிக்ஸ் கூழ் கரைத்தல், பால் தயாரித்தல்	

மாலை

வ.எண்	நேரம்	பணிகள்	பேர்களின் எண்ணிக்கை
1.	4.00 - 4.30	காலை சிற்றுண்டி தயாரித்தல் (இட்லி, உப்புமா, பிஸ்கட்) நாப்கின்ஸ் மாற்றுதல்	
2.	5.00	செர்லாக் தயாரித்தல், வேலை நேரம் முடிதல்	
3.	6.30 - 7.00	பாட்டில்களை கழுவுதல்	
4.	8.00	இட்லி கூழாக்கி ஊட்டுதல்	
5.	8.30	குழந்தைகளை தூங்க வைத்தல்	
6.	10.00	குழந்தைகளை தூங்க செய்தல்	

காலை

வ.எண்	நேரம்	பணிகள்	பேர்களின் எண்ணிக்கை
1.	3.30	பால் தயாரித்தல்	1, 2
2.	4.00	நாப்கின்ஸ் மாற்றுதல் (others)	