



TRANSEUROPEAN EDUCATIONAL INITIATIVE IN ORGAN DONATION AND TRANSPLANTATION

Train the Trainers Curriculum



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1. INTRODUCTION

The Train the Trainers program for the TEODOR (Trans-European Educational Initiative in Organ Donation and Transplantation) project is a comprehensive initiative aimed at equipping local trainers in Latvia, Lithuania and Czech Republic with the necessary competences and skills to effectively deliver training on organ donation and transplantation to other healthcare professionals. The curriculum is designed with the support of experts from Donation and Transplantation Institute and University of Barcelona in Spain and Karolinska University Hospital (Region Stockholm) in Sweden, given their expertise in organ donation and transplantation. The program adopts a multi-session approach, combining face-to-face and virtual sessions, to continuously engage and motivate trainers throughout the process. Through this curriculum, trainers will be guided in the instructional design of TEODOR, reinforcing their teaching, communication, and technological competences. The ultimate goal is to monitor and enhance the overall performance in the management of donated and transplanted organs.

The primary objective of the TEODOR Train the Trainers curriculum is to support capacity-building efforts by training professionals who will then become trainers themselves in their respective countries, regions, and hospitals. By training local trainers, the program aims to ensure the sustainability of TEODOR beyond the project's lifecycle. These local trainers will be equipped with the knowledge and skills necessary to deliver training effectively to their colleagues. At the conclusion of the TEODOR project, there is a plan to create a comprehensive three-level TEODOR training program. This program aims to equip local trainers with expertise in all aspects of TEODOR, including digital and technological competencies. Consequently, these trained individuals will be empowered to independently conduct future sessions of the program. This approach aims to create a lasting impact on organ donation and transplantation practices.

The participants of the TEODOR Train the Trainers program will be selected preferably among specialists who have previously benefited from Train the Trainers programs in other European projects or national and international initiatives. The target groups for trainers will be identified by the partner beneficiary institutions, and a total of a minimum of 10 and a maximum of 21 experts from the beneficiary institutions will be trained as future trainers.

By equipping trainers with the necessary knowledge, skills, and competences, the TEODOR Train the Trainers program aims to contribute significantly to the improvement of organ donation and transplantation practices in Latvia, Czech Republic, and Lithuania, while ensuring the program's sustainability and lasting impact beyond the project's lifecycle.



TEODOR is Transeuropean Educational Initiative in Organ Donation and Transplantation is an Erasmus+ project from 2000-2023 funded by the European Commission under the program KA2 - Strategic partnerships in the field of education and training. The project brings together countries and institutions in organ donation practices and educational systems from European universities, hospitals and national agencies: Pauls Stradins Clinical University Hospital and University of Latvia from Latvia, DTI Donation & Transplantation Institute and University of Barcelona from Spain, Karolinska University Hospital (Region Stockholm) from Sweden, Kralovske Vinohrady University Hospital from the Czech Republic and National Transplant Bureau under the Ministry of Health from Lithuania.

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2. OBJECTIVES

Main objective:

The TEODOR Train the Trainers curriculum has a primary goal of supporting capacity-building efforts by training professionals who will then become trainers themselves in their respective countries, regions, and hospitals. The ultimate objective is to monitor and enhance the overall performance in the management of donated and transplanted organs.

To ensure the sustainability of the TEODOR program beyond the project's lifecycle, a key focus is on training local trainers in Latvia, Lithuania and Czech Republic. These trainers will be equipped with the knowledge and skills necessary to deliver training to their colleagues effectively. Throughout the three levels of the modular TEODOR learning program, local trainers will receive guidance, allowing them to become well-versed in all components of the program, as well as acquire the digital and technological competences required. This comprehensive training approach will enable local trainers to continue these training initiatives autonomously in subsequent editions of the TEODOR program, ensuring its lasting impact on organ donation and transplantation practices.

Specific objectives:

- To train a minimum of 10 trainers from beneficiary countries.
- To align all experts on the technical and non-technical topics to be covered and promote best practice exchange in the field of organ donation and transplantation.
- To proactively involve all faculty members in the design and piloting of the TEODOR training program, ensuring their active participation and contribution.
- To provide health care professionals and activists with knowledge, competences & skills adapted to their level of responsibility in the process of organ donation and transplantation.
- To boost best practice exchange in donation and transplantation
- To endow participants with the skills and competences required to efficiently organize training in their countries/regions/hospitals.
- To ensure the sustainability and continuation of the TEODOR training program beyond the lifecycle of the project, creating a long-lasting impact.
- To establish a network of trained professionals who can serve as resources and mentors for future healthcare professionals entering the field of organ and tissue donation and transplantation.



3. COMPETENCES

The Train the Trainers program will focus on developing the following competences in the trainers:

1. **Medical Competence:** Trainers will gain in-depth knowledge and understanding of organ donation and transplantation, including donor detection, evaluation, and management, as well as surgical procedures and postoperative care for various organ transplants.
2. **Technical Competence:** Trainers will acquire technical skills related to the use of technological tools for learning and practice exchange.
3. **Communication Competence:** Trainers will improve their communication skills, especially in discussing sensitive topics with donor families and effectively conveying information to trainees.
4. **Educational Competence:** Trainers will develop instructional design and teaching skills, enabling them to create engaging and effective training materials and sessions.

4. PARTICIPANTS

TEODOR future trainers will be selected among intensivists, anaesthesiologists, emergency ward personnel, neuro-critical units, organ donation coordination, transplant surgeons, nephrologists, hepatologists, pneumologists, cardiologists. They will be preferably selected from among those specialists who have previously benefited from Train the Trainers programs, either in the framework of other European projects or other national or international initiatives. This approach aims to ensure better complementarity between the current project and previous actions undertaken in the field. The target groups for trainers will be identified by the partner beneficiary institutions.

A total of a minimum of 10 and a maximum of 21 experts from the beneficiary institutions will be trained as future trainers, distributed as follows:

- Each beneficiary partner from Latvia and Lithuania will assign a minimum of 2-3 experts on organ donation and 2-3 experts on organ transplantation.
- Czech Republic will assign 2-3 experts on organ donation, as they have opted for donation training only and do not require transplantation experts.

4.1. Selection Criteria for beneficiary trainers

Professional background:

- Healthcare professionals, including doctors and nurses.
 - **Donation:** intensivists, anaesthesiologists, emergency ward personnel, neuro-critical units, and organ donation coordinators



- **Transplantation:** transplant surgeons, nephrologists, hepatologists, pneumologists, cardiologists, etc.

Mandatory:

- To have a contract with the university (a contract can be established specifically for this project).
- Actively involved in hospital practice.

Recommended:

- Trainers should have a good level of English proficiency (intermediate or higher).
- Previous teaching experience is desirable.

Added Value:

- Previous participation in other projects' Train the Trainers programs will be highly valued.

4.2. Selection Criteria for trainers from Sweden and Spain

In addition to the beneficiary partners, a minimum of 8 trainers from Sweden and Spain, doctors, and nurses with extensive experience in donation and transplantation, will also be selected to provide continuous support and promote best practice exchange throughout the design and implementation of TEODOR, as follows:

Professional background:

Sweden:

- Transplantation (minimum 2): Internal medicine physician (gastroenterologist and hepatologist) and abdominal transplant surgeon

Spain:

- Donation (minimum 2): intensivists, anaesthesiologists, emergency ward personnel, neuro-critical units, and organ donation coordinators
- Transplantation (4): Thoracic transplant surgeon, abdominal transplant surgeon, Nephrologist, pneumologists / cardiologist

Mandatory:

- Trainers must have a contract with the university (a contract can be established specifically for this project).
- They must be actively involved in hospital practice.

Recommended:

- Trainers should have a good level of English proficiency (intermediate or higher).
- Teaching experience is desirable.

Added Value:

- Previous participation in other projects' Train the Trainers programs will be highly valued.

IMPORTANT! All trainers need to demonstrate commitment and active involvement in the design, development, and implementation of the TEODOR program. Their expertise and dedication will play a crucial role in the success and sustainability of the initiative.

5. METHODOLOGY

The TEODOR Train the Trainers program will employ a future-oriented, comprehensive, and innovative methodology, designed to build the capacity of healthcare professionals in organ donation and transplantation across Latvia, Czech Republic, and Lithuania. The multi-session approach, with face to face and virtual progressive sessions will continuously engage and motivate the trainers, guide them throughout the instructional design of TEODOR, reinforce their teaching, communication and technological competences. Each session will introduce and recall main complementary aspects to be considered during the educational process. The methodology includes the following key components:

1. **Online Meetings:** Throughout the program, various online meetings are conducted to facilitate communication, collaboration, and progress tracking among the partner institutions. These meetings provide updates on the current status of the project, discuss training methodologies, and share best practices. This approach will facilitate the correct preparation, implementation and evaluation of TEODOR programme, identification of any shortcomings encountered, taking improving measures where necessary, follow up and continuous engagement and motivation of the TEODOR faculty.
2. **Face-to-Face Events:** A crucial face-to-face events will be held in Barcelona, Spain and Riga, Latvia, where trainers from partner institutions collaborate in person. Events include workshops, clinical case discussions, video discussions, interactive sessions, and presentations on innovations and an international perspective. Trainers receive informative sessions and engage in open discussions collectively strategize on training methodologies to contribute to the program's success. The events will strengthen the sense of community among trainers and foster valuable networking opportunities, enhancing the overall program effectiveness.
3. Practice - **Local Seminars:** Local seminars will be organized in each beneficiary country and will be facilitated by local trainers. Gained skills and knowledge will be tested in practice. The seminars will focus on expanded TEODOR training programme level II to level III content and discussions on local challenges in organ donation and transplantation. Trainers will actively participate in small group discussions to propose improvement measures for TEODOR training programme.
4. **E-Learning:** The curriculum includes self-study online courses on organ donation and transplantation, microlearning capsules with motion graph videos, and webinars to reinforce knowledge and the "Innovation for Teaching Online Course", aiming to provide



teaching personnel from various faculties with a solid foundation in innovation for teaching. Trainers will have access to a range of e-learning resources, allowing them to enhance their understanding and expertise in the field continuously.

5. **Reading material:** detailed reading material that serves as a basic resource for trainers. This material contains a wide array of instructional topics, ranging from designing training actions to employing active learning strategies, teaching practical skills, and enhancing verbal and non-verbal communication techniques. Trainers will benefit from this content as a reference guide in their future training, enabling them to consistently integrate effective methodologies into their teaching practices, thereby contributing to the sustainability of the TEODOR project's impact.
6. **Ongoing Support and Evaluation:** Throughout the Train the Trainers program, ongoing support will be provided to trainers to ensure their continuous development and effective training delivery. Trainers will receive guidance and mentorship, enabling them to become familiar with all components of the TEODOR learning program. Feedback from trainers and trainees will be collected and analysed to identify areas of improvement and optimize the training program.

Through this comprehensive approach, trainers will be equipped with the necessary knowledge, skills, and competences to effectively deliver the TEODOR training program and contribute to the improvement of organ donation and transplantation practices in Latvia, Czech Republic and Lithuania.

5.1. Online meetings

Online meetings serve as a forum for partner institutions and trainers from different countries to collaborate effectively, share expertise, continuously engage and motivate the trainers, reinforce their teaching, communication and technological competences and achieve the program's objectives.

Each online meeting will introduce and recall main complementary aspects to be considered during the educational process. A continuous Train to Trainers approach will facilitate the correct preparation, implementation and evaluation of TEODOR programme, identification of any shortcomings encountered, taking improving measures where necessary, follow up and continuous engagement and motivation of the TEODOR faculty.

Summary of Online Meetings in TEODOR Program:

1. **Project Overview Meeting** - aim to provide a comprehensive overview of the TEODOR project and its core activities, where trainers and partner institutions come together to outline the goals and vision of TEODOR. Future trainers will be introduced with methodology, dynamics, roles, tasks, and deadlines for the entire project but also with clear tasks for the next 6 months of the project. This session is critical in order to break

the ice, engage and motivate the future trainers, recall what they know, link their previous knowledge with what they need to further reinforce or improve. It will also focus on adult learning characteristics and the role of the trainer during TEODOR training programme as guide and facilitator.

2. **Preparatory Meeting - Donation and Transplantation** - Separate meetings will be conducted for donation and transplantation trainers. These preparatory meetings will play an important role in providing trainers with the opportunity to review and offer feedback on the training materials. The discussions in these meetings laid the groundwork for the subsequent phases of the program.
3. **Progress Update Meeting** - This subsequent meeting will provide trainers with updates on the current status of the TEODOR project and the methodology's progress. Trainers participated in discussions about the content and approach of the training program. Their valuable input and feedback were analysed and considered for the finalization of the TEODOR Online content. Additionally, the meeting involved strategizing for promotion and dissemination activities to be conducted in each beneficiary country.
4. **Implementation Status Meeting** - The meeting will commence with participant introductions, followed by informative sessions on organ donation and transplantation in Europe. Trainers will receive updates on the TEODOR project, the training program, and the TEODOR Online platform. The meeting serves as a platform for open discussions and the exchange of ideas, enabling trainers to contribute to the program's success.
5. **Level III Preparation Session** – the plan for TEODOR Level III will be presented to trainers. The current student engagement in Level I and II will be discussed, and trainers will be informed about the expectations for Level III. The importance of local seminars to address local challenges and propose improvement measures will be emphasized. Trainers will gain a clear understanding of their roles and responsibilities for the successful implementation of Level III.



Online meetings in Train to Trainer program:

Meeting Name	Duration	Topics Discussed
Project Overview Meeting	60 min	Introduction of trainers
		Overview of TEODOR project goals and vision and presentation of the TEODOR Training Programme
		Presentation of core activities, timeline, and deliverables
		Introduction of the medical, technical, and educational supportive team
Preparatory Meeting Donation	60 min	Review and feedback on donation training materials
		Next steps and content modification plan
		Strategy for promotion and enrolment of participants
		Discussion on program structure and approach
Preparatory Meeting Transplantation	60 min	Review and feedback on transplantation training materials
		Next steps and content modification plan
		Strategy for promotion and enrolment of participants
		Discussion on program structure and approach
Progress Update Meeting	60 min	Current status & Next steps
		Promotion of TEODOR programme in each beneficiary country
		Participants profile and required numbers
Implementation Status Meeting	60 min	Overall status of TEODOR implementation
		Upcoming events: webinar after 1st module and Face to face meeting (Conference/Open Doors, train to trainers and management meetings) in Riga
		Participants enrolment process
Level III Preparation Session	60 min	Current situation and student engagement in Level I and II
		Presentation of the plan for level III
		Expectations for trainers in the upcoming months regarding Level III
		Explanation of the requirements for local seminars.



5.2. Face to face meetings

Face to face meetings are critical in order to break the ice, engage and motivate the future trainers. The presential meetings are foreseen to tackle the following specific objectives:

- Facilitate in-person collaboration and communication among trainers and participants.
- Exchange best practices and knowledge on training methodologies.
- Strengthen trainers' competence in organ donation and transplantation.
- Promote networking opportunities and partnerships among participants.
- Provide a platform for brainstorming and finding innovative solutions.
- Support sustainability and continuity of the TEODOR training program.
- Encourage active participation and interaction in workshop sessions.
- Foster a collaborative learning environment for trainers to contribute their expertise and insights.

TEODOR train to trainers curriculum foreseen two face to face meetings:

- Train the Trainers Session and Open Doors Event,
- Face to Face Event in Barcelona.

Train the Trainers Session and Open Doors Event will be held in Riga, Latvia. Both are organized to promote the TEODOR program to beneficiary organizations and participants. Trainers receive informative sessions and engage in open discussions collectively strategize on training methodologies to contribute to the program's success.

Open Doors is foreseen as a publicity event where the TEODOR program will be promoted to beneficiary organizations and potential participants. The event aims to raise awareness about the importance of donation and transplantation, attract potential participants to the TEODOR training programme, give visibility to the project, and engage the healthcare community in the project's goals. Trainers lead informative sessions to encourage enrollment and collaboration. Thus trainers have the opportunity to improve and apply the competences at different levels: medical (on donation and/or transplantation), technical, and especially communicational and educational. For engaging participants to TEODOR training programme from Czech Republic and Lithuania it will be streamed online.

Face-to-Face Event in Barcelona. A crucial face-to-face event is held in Barcelona, Spain, where trainers from different partner institutions collaborate in person. The event is planned for three days and includes workshops, clinical case discussions, video discussions, interactive sessions, and presentations on innovations and an international perspective. Trainers play a dual role in the event, acting as participants in expert-led sessions and presenters, delivering informative material to trainees. The event will strengthen the sense of community among trainers and foster valuable networking opportunities, enhancing the overall program effectiveness. The aim: to make sure about reached results and objectives, to enhance the sustainability of the project

results, to meet the trainers and assess the last phase of TEODOR and agree on the evaluation techniques. During this event, the trainers will collaborate in person, discuss the training methodologies, and share best practices.

5.2.1. *Train the Trainers Session and Open Doors event in Riga, Latvia*

The project foresees OPEN DOOR multiplier event with the aim to raise awareness regarding the TEODOR training programme. Trainers will play a central role as organizers and lecturers during the Open Doors event. This event will provide a platform to showcase the TEODOR project's objectives, its significance in the field of organ donation and transplantation, and the training opportunities it offers to healthcare professionals.

The event will address the following topics:

Topic	Duration, min
Round table on patient perspectives (transplanted patients, donor families, kidney living couples)	90 min
Liver and hepatocyte transplantation, perfusion machines lecture	30 min
Organ donation international lecture	30 min
Kidney transplantation, perfusion machines, future challenges lecture	20 min
Lifelong learning, knowledge exchange between academical field and clinical environment	30 min

Apart from the Open Door event, Train the Trainers sessions will be conducted, which are expected to enhance trainers' engagement and commitment to completing the Train the Trainers curriculum throughout the duration of the TEODOR project. These workshops are designed to foster a collaborative environment where trainers can contribute their expertise and insights to enhance the overall effectiveness and impact of the TEODOR curriculum.

Topic	Duration, min
Workshops on level I and level II - SWOT analysis of level I and II	120 min
Train the trainer's workshop – Brainstorming on level III <ul style="list-style-type: none"> Brainstorming on finding on solution what we can do in scope of the project (brainstorming, evaluation of ideas – impact vs. effort, WHAT? WHO? WHEN?, limitations, next steps, future tasks and timing) 	150 min
Strategy outline on accreditation, sustainability, continuity & transferability	90 min
Donor management and transplantation in Pauls Stradins Clinical University Hospital (Excursion around PSKUS and introduction about donor management and transplantation in PSKUS)	90 min

This event is part of the Train the Trainers curriculum, where Trainers have the opportunity to improve and apply the competences at different levels: medical (on donation and/or transplantation), technical, and especially communicational and educational.

5.2.2. Face-to-Face Barcelona

A face-to-face trans-national seminar in Barcelona, Spain will be organized alongside the final Train the Trainers' Final session and final project meeting to ensure project evaluation, best practice exchange and further know-how transfer will be organised. The aim of this meeting will be to gather learners from all the beneficiary countries involved, to assess the knowledge transfer from experts to trainers and from trainers to trainers. The learning methodology will boost networking, best practice exchange and will promote great interactivity in the learning environment created. It will consolidate and complement to the acquires competences on donation and transplantation according to the designated target groups and allow continuous evaluation through the different sessions.

The meeting will include workshops, discussion of clinical cases in each country, video discussions and interactive sessions. Furthermore, the participants will have the opportunity to visit Hospital Clínic and Vall d'Hebron hospitals.

Trainers will have a double role throughout the event. On one hand, in some of the sessions they will act as **participants**, and they will have to attend the expert-led sessions assigned to them according to the group they belong to (transplantation or donation). On the other hand, in other sessions they will act as **presenters**, where they will have to create material and present to the trainees.

There will be workshop sessions in which all the participants will be together, and other sessions in which they will be divided in groups by their specialty such as:

1. Donation group
2. Transplantation group (all together)
3. Transplantation kidney group
4. Transplantation liver and pancreas group
5. Transplantation thoracic group

The purpose of dividing them in groups is so they can have in-depth lectures and discussions about their specialty. The topics covered in the workshops will be:

Donation and Transplantation common workshops:

Topic	Duration, min
DCD Type II	30 min
DCD Types III & IV	30 min
Anaesthesia in donation and transplantation	30 min
Expanding donor pool: Donor surgery (video from DCD procedure)	30 min
Expanding donor pool: Euthanasia	30 min
Expanding donor pool: Catalan and Swedish experience	60 min
Round table about Donation and Transplantation activities from Latvia, Lithuania, Czech Republic, Spain, and Sweden*	120 min
Round table on multidisciplinary teams in organ donation and transplantation	120 min

*Role as presenter

Donation group:

Topic	Duration, min
Round table on donation practices and clinical cases in Latvia, Lithuania, and Czech Republic*	210 min
ICOD – Role of intensivist in organ donation process*	60 min
Multiorgan donation management challenges*	60 min
Donation Family Approach*	90 min

*Role as presenter



Transplantation group (all groups):

Topic	Duration, min
Kidney transplant surgical techniques	30 min
Minimally invasive living donor nephrectomy video and robotic kidney transplant video	150 min

Transplantation kidney group:

Topic	Duration, min
Round table about kidney transplantation program in Latvia and Sweden*	120 min
Evaluation over kidney transplant recipient (indications, how to select the patients and protocols)	60 min
Postoperative care, treatment of complications, follow up and rejection of kidney transplantation	60 min
Desensibilisation protocols and humoral rejection of kidney transplantation	45 min
Transnational pair exchange program in living donation for kidney transplantation	45 min

Transplantation liver and pancreas group:

Topic	Duration, min
Round table about liver and pancreas transplantation program in Latvia and Sweden*	120 min
Evaluation of potential liver recipient	30 min
Evaluation of liver donor and allocation	30 min
Surgical techniques donor, split, recipient, DCD (liver)	60 min
Pancreas transplantation lecture	30 min

Transplantation thoracic group:

Topic	Duration, min
Round table about thoracic transplantation program in Latvia and Sweden*	120 min
Pre-heart transplantation patient management	30 min
Postoperative care, treatment of complications, follow up and rejection of heart transplantation	30 min
Tips and updates in the surgical part of heart transplantation	60 min
Pre-lung transplantation patient management	30 min
Postoperative care, treatment of complications, follow up and rejection of lung transplantation	30 min
Tips and updates in the surgical part of lung transplantation	60 min

*Role as presenters

In addition to these sessions, the trainers will have a TxT session created exclusively for them. The session will cover the following topics:

Topic	Duration, min
Innovation for Teaching <ul style="list-style-type: none"> Activity on Digital Tools: "AI: Chat GPT" 	60 min
Importance of evaluation <ul style="list-style-type: none"> Activity: Impact evaluation in organ donation training programmes. Do's and Don'ts 	30 min
Q&A's	30 min

The teaching staff leading the sessions will be composed of trainers trained in the project and experts from the University of Barcelona (Spain) and the Karolinska University Hospital (Sweden).

5.3. Practice - Local seminars organized in the beneficiary countries

Local seminars in beneficiary countries will provide a unique perspective on organ donation and transplantation challenges. Local trainers organize and lead these sessions, focusing on expanded TEODOR training programme level II content to level III and understanding the specific challenges faced by each country. The local seminars are the last stage of the Train to Trainers curriculum where trainers will need to use in practice gained knowledge. Trainers will play a central role as organizers and lecturer. The objective of those local seminars is to give the local perspective of the contents that the students have already been working on during TEODOR training programme level II and to understand the local challenges and propose the improvement measures. The sessions will be conducted by local trainers from each country- Latvia, Lithuania and Czech Republic, ensuring a deep understanding of the unique issues and proposing targeted improvement measures.

While experts from other TEODOR partners can be invited for specific lectures, it is not recommended as the main focus should be on addressing the local situation. During the seminars, trainers will deliver lectures and engage in discussions covering the expanded level II content, as outlined in section 5.2 of the program. Additionally, the seminars will address the specific local challenges related to organ donation and transplantation through dedicated workshops.

These seminars have a flexible methodology format, which means it can be face to face, online or hybrid. The minimum number of participants should be 15 per country and per module.



5.3.1. Czech Republic

Four local seminars will take place in Czech Republic. The trainers will act as presenters in each of these sessions. The content covered will include:

Workshop 1:

Topic	Duration, min
Specifics of organ donation in CR: legislative, logistics, organisation	45 min
Organ donation in clinical practice – diagnosis of death, palliative care, timing, logistics, death proclamation protocol	30 min
Interview to relatives of donors	30 min
Practical training in groups <ul style="list-style-type: none"> ● Hands on training on simulator (diagnostic of DBD, DCD procedures) ● Communication with relatives, case reports, coordination with Transplant Center, soft-skills training 	240 min

Workshop 2:

Topic	Duration, min
Block of interactive lectures: <ul style="list-style-type: none"> ● Diagnosis of the death according Transplant law and its traps ● DCD in Clinical practice ● Communication of compassionate information 	180 min
Practical workshop in small groups <ul style="list-style-type: none"> ● Hands on training on simulator (diagnostic of DBD, DCD procedures) ● Communication with relatives, soft-skills training ● Coordination with Transplant Center, Case-reports 	210 min

Workshop 3: Communication of compassionate information, soft-skills training

- Three days lasting intensive training of communications skills and psychology during the work with donor relatives.



Workshop 4: Open door meeting with possibility to try the role of trainer for trainees

Topic	Duration, min
Block of interactive lectures: <ul style="list-style-type: none"> ● Diagnosis of the death according Transplant law and its traps ● DCD in Clinical practice ● Communication of compassionate information 	180 min
Practical workshop in small groups <ul style="list-style-type: none"> ● Hands on training on simulator (diagnostic of DBD, DCD procedures), ● Communication with relatives, soft-skills training ● Coordination with Transplant Center, Case-reports 	210 min

5.3.2. Latvia

Four local seminars will take place in Latvia. The official program will be mostly the same in each seminar with small adaptations for local situation. The trainers will act as presenters in each of these sessions. The programme will need to be certified by 8 credit points from Latvian Medical Association. The covered content will include:

Topic	Duration, min
Introduction on organ transplantation	30 min
Legal aspects of organ donation. LV system, binding documents.	30 min
Identification and notification of potential organ donors to the organ procurement organization.	30 min
Managing potential organ donors – what a coordinator does	30 min
Brain death concept, diagnosis. Brain death protocol.	30 min
How to properly communicate bad news? Conducting discussions with the donor family.	30 min
From cerebroprotective to organ protective: management of organ donors at the Intensive Therapy Unit after completion of the brain death protocol and in the operating room for organ removal. Situation tasks and their discussion with experts.	60 min
Organ donor and recipient – privacy or relationship?	20 min
Heart failure patients – the next step heart transplantation?	30 min
Heart transplantation in Latvia	30 min
Abdominal organs transplantation - how far we are?	40 min



Basic principles of immunosuppressive therapy in kidney transplant recipients	30 min
Heart transplantation and post transplantation ITN	30 min
Brain death concept – challenges	30 min

5.3.3. Lithuania

One online local seminar will take place in Lithuania. The trainers will act as presenters in each of these sessions. The covered content will include:

Topic	Duration, min
Introduction	30 min
Heart transplantation: today's view and future perspectives	30 min
A new approach to “contraindications” to donation	30 min
Liver transplantation	30 min
Wrap up	5 min

5.4. E-learning

E-learning proactively involves all faculty members in designing and carrying out and adapting TEODOR training programme to nowadays and local approach, to ensure its correct transferability, and the continuity of TEODOR upon the project closure. This approach force to reach specific objectives:

- to recall all the technical and non-technical competencies required throughout TEODOR,
- to involve proactively all faculty members in the design and piloting of TEODOR training programme,
- to ensure the sustainability and continuation of TEODOR training programme beyond the lifecycle of the project.

TEODOR training programmes Level I and Level II are delivered online.

5.4.1. Level I - Microlearning capsules

In Level I, participants engage with seven microlearning capsules through motion graph videos featuring a family of characters. These capsules blend theoretical content with captivating storytelling to provide an in-depth understanding of the concepts. The shared components for both KDPs and KTPs include the following topics:

1. Organ Donation Programmes
2. Deceased Organ Donation
3. Uncontrolled Donation After Cardio-Circulatory Death (uDCD)
4. Controlled Donation After Cardio-Circulatory Death (cDCD)
5. Family Approach in case of deceased organ donation
6. Living Organ Donation
7. Tissue and Cell Donation

To reinforce knowledge after completing the motion graphics, a webinar will be conducted, covering the following topics:

Topic	Duration, min
Roundtable on the overview of the organ donation and transplantation programs of the TEODOR consortium (Latvia, Lithuania, Czech Republic, Spain, Sweden)	60 min
Roundtable on transnational transplant networks organizations and experiences (Scandia Transplant, Eurotransplant, South Alliance)	60 min

5.4.2. Level II – Self-study Online Courses on Organ Donation and Organ Transplantation

Self-study module on *donation* for KDPs and on *transplantation* for KTPs including the following topics:

Donation Module

TOPIC 1. Donor Detection System	1.1 The Donation Process
	1.2 Donor Detection and Evaluation
TOPIC 2. Brain Death	2.1 Brain Death: Concepts & Definitions
	2.2 The Diagnosis of Brain Death
TOPIC 3. Donor Management	3.1 Donor Management
TOPIC 4. Organ Viability	4.1 Organ Viability
TOPIC 5. Family Approach in Organ Donation	5.1 Breaking Bad News
	5.2 Request for Organ Donation
TOPIC 6. Organ Recovery and Preservation	6.1 Organ Recovery and Preservation
TOPIC 7. Organ Allocation Criteria	7.1 Organ Allocation Criteria
TOPIC 8. Uncontrolled Donation after Circulatory Death	8.1 Uncontrolled DCD

TOPIC 9. Controlled Donation after Circulatory Death	9.1 Controlled DCD
TOPIC 10. Living Donation	10.1 General aspects in living Donation
	10.2 Kidney and liver living donation

Transplantation Module

TOPIC 1. General Aspects	1.1 Immunology Basics & Immunosuppression
	1.2 Infections & Malignancies
	1.3 Anaesthesiology in Transplantation
TOPIC 2. Kidney	2.1 Indications and Waiting List
	2.2 Organ evaluation and surgical procedure (techniques and surgical complications)
	2.3 Postoperative management and medical follow up (early/late & histopathology/radiology)
TOPIC 3. Liver	3.1 Indications and Waiting List
	3.2 Organ evaluation and surgical procedure (techniques and surgical complications)
	3.3 Postoperative management and medical follow up (early/late & histopathology/radiology)
TOPIC 4. Pancreas	4.1 Indications and Waiting List
	4.2 Organ evaluation and surgical procedure (techniques and surgical complications)
	4.3 Postoperative management and medical follow up (early/late & histopathology/radiology)
TOPIC 5. Heart	5.1 Indications and Waiting List
	5.2 Organ evaluation and surgical procedure (techniques and surgical complications)
	5.3 Postoperative management and medical follow up
TOPIC 6. Lungs	6.1 Indications and Waiting List
	6.2 Organ evaluation and surgical procedure (techniques and surgical complications)



	6.3 Postoperative management and medical follow up (early/late & histopathology/radiology)
TOPIC 7. Living Donor	7.1 General aspects in living donation
	7.2 kidney and liver living donation

5.4.3. Innovation for teaching

In addition to the core curriculum of the TEODOR Train the Trainers program, trainers also had the opportunity to access the "Innovation for Teaching Online Course" as part of the Transforming Universities towards Entrepreneurship (TRUE) project. The TRUE project designed this course to provide teaching personnel from various faculties with a solid foundation in innovation for teaching, enabling them to enhance their teaching techniques and promote innovation in their work.

The course was designed for individuals who were eager to expand their knowledge and competences in this field. It followed a self-guided online format, consisting of micro-learning capsules that could be completed at the participants' own pace. Each topic within the course included two videos: one covering general concepts and another demonstrating the application of specific tools.

The course covered a wide range of topics related to innovation in teaching, including:

1. How relevant innovation is for university teaching.
2. Flipped classroom, including online approaches such as just-in-time teaching and team-based learning.
3. Problem/project-based learning.
4. Case study, including online approaches.
5. Gamification and game-based learning.
6. Simulation.
7. Online simulation; how to organize a low-cost experience.
8. Virtual reality, augmented reality, and haptic reality.
9. Objective Structured Clinical Examination (OSCE).
10. Learning and service: community work.
11. Information and Communication Technologies (ICT) and their role in teaching innovation.
12. Managers/Leaders.

By incorporating the "Innovation for Teaching Online Course" from the TRUE project into the TEODOR Train the Trainers program, trainers had the opportunity to further develop their teaching techniques, embrace innovative approaches in their training sessions, and enrich their

competencies in fostering effective learning experiences for their trainees. This collaboration with TRUE project complemented the TEODOR program's objectives and contributed to a more comprehensive and well-rounded training experience for the trainers.

5.5. Reading material

The Train the Trainers curriculum incorporates essential reading material designed to equip trainers with the tools they need for effective adult medical education. This resource covers a range of critical areas, providing trainers with a comprehensive framework to design and deliver impactful training sessions.

Incorporating these reading materials into the curriculum empowers trainers to elevate their training methodologies, fostering active learning, improving practical skills instruction, and promoting effective communication and feedback practices.

An educational kit was prepared for trainers to read and refer to for future use. The content of the educational kit includes:

Adult medical learning	
Unit 1: Design a training action	1.1 Setting learning objectives
	1.2 Instructional methods
	1.3 Learning activities
	1.4 Educational resources
	1.5 Time scheduling
	1.6 Evaluation system
Unit 2: Strategies and tools for active learning	2.1 Buzz session
	2.2 Checklist
	2.3 Clinical case study
	2.4 Clinical pathways
	2.5 Collaborative learning activities
	2.6 Conceptual maps
	2.7 Crisis scenarios
	2.8 Educational videos
	2.9 Flipped classrooms
	2.10 Gamification
	2.11 Interactive clinical case study
	2.12 Mapping
	2.13 Rapid fire sessions
	2.14 Role playing



	2.15 Workshops
Unit 3: Verbal and non-verbal communication	Verbal and non-verbal communication abilities
Unit 4: Teaching practical skills	Practical skills in medical education
Unit 5: Giving feedback	Feedback promotes effective learning



6. TIMLINE AND DURATION

The execution of the TEODOR curriculum will happen as seen in the following schedule:

	2020			2021												2022												2023																		
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug											
E-learning																from 10 January to 30 March																														
Online meetings	20 Oct						23 Apr			1-2 Jul		9 Sep			11 Nov																															
Train the Trainer and Open Doors in Riga							26- 28 Apr																																							
Local seminars																20 Jun									18 Nov	24- 26 Nov		22 Feb	14, 28 Mar	28 Mar	1 Apr	23 May														
FINAL MEETING - BARCELONA																																				24- 28 Apr										



7. CERTIFICATION

Throughout the execution of TEODOR, two types of certificates will be issued:

1. **Certificate of attendance to the TEODOR Face-to-Face event in Barcelona:** provided to trainers that attend the event either in person or online, depending on the circumstances and arrangements.
2. **Certificate of completion of the train-the-trainers TEODOR program:** a certificate of achievement will be issued upon the successful completion of the TEODOR program. Trainers will receive the certificate of completion upon participation in online meetings and events, and the delivery of at least one successful training session to their colleagues during local seminars or face-to-face Barcelona event.

8. FEEDBACK/EVALUATION

Evaluation is a crucial aspect of the TEODOR Train the Trainers program to ensure its effectiveness and continuous improvement. Feedback will be collected from both trainers and trainees at various stages of the program to gather insights on the program's strengths and areas for improvement.

The TEODOR program will employ multiple feedback mechanisms to capture valuable insights:

- **Post-Training Surveys:** Trainers and trainees will be asked to complete post-training surveys after each training session, including online self-study, face-to-face events, and local seminars. These surveys will seek feedback on the content, delivery, and overall satisfaction with the training.
- **Feedback Sessions:** Periodic feedback sessions will be conducted with trainers to discuss their experiences, challenges, and suggestions for improvement. These sessions will provide an opportunity for trainers to share their insights and ideas.
- **Continuous Monitoring:** The TEODOR program coordinators will continuously monitor the progress and performance of trainers and trainees throughout the program. Regular check-ins and follow-ups will allow for timely intervention and support.
- **Expert Input:** Experts and faculty members involved in the program will also provide feedback on the content, methodology, and overall effectiveness of the TEODOR curriculum.

9. ANNEXES

1. TEODOR trained trainers list
2. Local seminar evaluation questionnaire

Annex 1. TEODOR trained trainers list

#	First Name	Last Name	Position	Organisation	Country
1	Jānis	Jušinskis	Transplantologist; Head of Latvian Transplantation Centre	Pauls Stradins Clinical University Hospital	Latvia
2	Eva	Šteina	Anaesthesiologist-reanimatologist	Pauls Stradins Clinical University Hospital	Latvia
3	Aleksandrs	Maļcevs	Transplant surgeon	Pauls Stradins Clinical University Hospital	Latvia
4	Vadims	Suhorukovs	Transplant surgeon	Pauls Stradins Clinical University Hospital	Latvia
5	Jurijs	Bormotovs	Anaesthesiologist-reanimatologist, Head of at Latvian Transplantation Coordination Centre	Pauls Stradins Clinical University Hospital	Latvia
6	Anastasija	Gromova	Transplant coordinator (nurse)	Pauls Stradins Clinical University Hospital	Latvia
7	Jānis	Vilmanis	Deputy Chief Physician for Surgery, surgeon, liver transplant surgeon	Pauls Stradins Clinical University Hospital	Latvia
8	Uldis	Strazdiņš	Chief cardiac surgeon in acute cardiac surgery	Pauls Stradins Clinical University Hospital	Latvia

9	František	Duška	Consultant Intensivist	FNKV University Hospital and Charles University Prague	Czechia
10	Anne	Leroy	Junior Anaesthesiologist and Intensivist	FNKV University Hospital and Charles University Prague	Czechia
11	Matous	Schmidt	Anaesthesiologist	FNKV University Hospital and Charles University Prague	Czechia
12	Eva	Pokorná	Transplant coordinator	FNKV University Hospital and Charles University Prague	Czechia
13	Inese	Folkmane	Nephrologist, Dr.Med, professor	University of Latvia	Latvia
14	Elizabete	Junk	Assistant doctor for internal medicine, Pfd student	University of Latvia	Latvia
15	Kristofs	Folkmanis	Urologist, Lecturer for urology	University of Latvia	Latvia
16	Mindaugas	Šerpytis	Associated Professor	National transplant bureau under the Ministry of Health and Vilnius University Hospital Santaros Klinikos	Lithuania
17	Tomas	Tamosuitis	Associated Professor	National transplant bureau under the Ministry of Health and Hospital of Lithuanian University of Health Sciences Kauno Klinikos	Lithuania
18	Rokas	Račkauskas	Associated Professor	National transplant bureau under the Ministry of Health and Vilnius University Hospital Santaros Klinikos	Lithuania
19	Egle	Rumbinaite	Cardiologist	National transplant bureau under the Ministry of Health and Kaunas klinikos	Lithuania



Annex 2. Local seminar evaluation questionnaire

Questions to ask after each local seminar with 5-point scale

1 – VERY POOR, 2 – POOR, 3 – AVERAGE, 4 – GOOD, 5 – VERY GOOD

LECTURES

1. Scientific basis (proofs, investigation results, statistics, etc.)
2. Presentation (PPT, etc.)
3. Topic coverage
4. Answered questions
5. Clarity of information
6. Lecturer's performance

WORKSHOPS

1. Workshop timing (hours, timely breaks)
2. Interaction of faculty members with participants
3. Topic coverage
4. Expert(s)/Tutor(s)' performance
5. Applicability to real clinical conditions
6. Technical and simulation equipment

Open-ended questions:

1. Did the seminar provide what you expected to learn? Please explain your answer
2. Was the seminar too short/too long? Was there a specific lecture/workshop that could be adjusted?
3. What was the best aspect of this seminar?
4. Was there anything in this seminar that could be improved?
5. Other Comments

