VITAL VOICES
GLOBAL PARTNERSHIP

**Building Internal M&E Capacity to
Better Evaluate Women Leadership's Outcomes**

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Why?

- Understand what are the existing process in place for performance monitoring and evaluation.

- Identify the gaps in process and knowledge around M&E.

- Create opportunities to learn and share experiences around M&E.

How?

A. Self-assessment*

Two self-assessments with 31-35 participants each.

- 68% Program & 32% functional team.
- Majority (51 to 54 %) reported a beginner level of knowledge & experience in monitoring and evaluation.

Look at the following:

1. M&E Planning
2. Data Collection, Management & Analysis
3. M&E Budget/Resources
4. M&E Capacity
5. Program Evaluation

B. Collaboration Hubs

- Offer program staff and functional teams an opportunity to share.

The self-assessment tool was adapted to tailor VV needs from:

- Participatory Monitoring & Evaluation System Assessment (FHI 360)
- 12 components of M&E System Assessment and Monitoring and Evaluation Systems Strengthening Tool (UNAIDS)
- Evaluation Capacity Assessment (ECA) Tool (New Zealand)

Summary of Findings

Findings for each component were compared to an ideal M&E system using the following scale*:

a. Emerging

b. Developing

c. Consolidating

Component	Performance
Program design & planning for M&E	Developing
Data collection, management and analysis	Developing
Program evaluation	Developing

* Scale modified from Evaluation Capacity Assessment (ECA) Tool developed Social Policy & Research Unit, Zealand Government

M&E System Component	Strengthens
Program Design & Planning for M&E	• Most staff reported having a logic model and convening meetings to walk through the M&E framework.

Data collection, management and analysis	• M&E Framework and organizational wide indicators
	
	• Data verification process in place.
	
	    • More than half reported removing PIIs when reporting (57%) and aggregating (52%.)
	
	    • 75% of 23 employees are using three of more methods (spot checking, removing double entry and cross-checking.
	
	• Most significant indicators mentioned for baseline, donors and program are aligned with VV M&E framework.

Program Evaluation	• Team were conducting most baselines but also sometimes final and mid-term evaluations.

Opportunities

1. Educate Corporate Donors

2. Align resources with M&E activities.

3. Increase capacity around data collection, management and analysis.

4. Align capacity needs with technology and training opportunities.

5. Reframe purpose of M&E activities for organizational learning.

6. Create common language and understanding of our impact.

7. Familiarize and improve VV agency-wide indicators.

8. Introduce qualitative methods

Knowledge and Impact Hub

- Training on M&E
- Defining concepts

Next Steps

1. Incorporate findings to organizational goals
2. Refine the MEL team's work plan
3. Continue to build opportunities for training and capacity building.