

GEMNet-Health: Curriculum Harmonization

Basic and Advanced Competencies for Monitoring and Evaluation (M&E) of Health Programs

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Purpose

To develop basic and advanced competencies for M&E of population, health and nutrition (PHN) programs.

Development of Basic Core M&E Competencies:

- ⇒ Review curricula used by GEMNet-Health members
- ⇒ Define learning objectives
- ⇒ Identify core topics within each objective
- ⇒ Consolidate learning objectives into a set of Core Basic M&E Competencies

Development of Advanced Core M&E competencies

- ⇒ Compile available material relating from GEMNet-Health members and a literature review.
- ⇒ Identify prerequisites for Advanced Level Training
- ⇒ Identify list of Advanced Core Competencies
- ⇒ Identify levels of competency at beginning and completion of Advanced M&E workshop

Prerequisites for Advanced M&E Training

- ⇒ Completion of the basic M&E of PHN Programs workshop
- ⇒ Completion of a similar virtual course
- ⇒ A pre-test to determine eligibility
- ⇒ Previous experience designing and implementing M&E activities

Resources Used

USAID, DFID's Evaluation Competencies, UNEG, Ghere et al. (2006) Essential Competencies for Program Evaluators, CLEAR, IDEA, and more.



Levels of M&E Competencies						
0	1	2	3	4	5	6
Entry/Novice		Proficient/Skilled			Mastery/Expert	
<ul style="list-style-type: none"> . Developing awareness/building knowledge . Limited repertoire . Limited experience . Unaware of potential problems . Unaware of questions to ask 		<ul style="list-style-type: none"> . Applying knowledge routinely . Basic repertoire . Moderate amount of experience . Solves problems as they arise . Aware of questions to ask and able to access resources to answer the questions 			<ul style="list-style-type: none"> . Using knowledge fluently and effectively . Advanced repertoire . Extensive experience . Anticipates problems before they arise . Poses questions to the field . Sought out for input 	

Competency	Entry/Novice	Proficient/Skilled	Mastery/Expert
1. Understand basic concepts of M&E.		X	X
2. Comprehend the importance of M&E as an accountability and resource allocation mechanism.		X	X
3. Develop and update M&E plans for health programs.		X	X
4. Harmonize goals, objectives and design and apply different types of frameworks used for program planning and M&E.		X	X
5. Define and develop good indicators.		X	X
6. Apply gender indicators and perform gender-based analysis.	X	X	
7. Explain and make effective decisions about data sources.		X	X
8. Make effective decisions about data collection.	X	X	
9. Identify and apply the necessary tools to assess data quality and develop a plan for ensuring data quality at all levels of the data management system.	X	X	
10. Select appropriate evaluation designs and develop evaluation study.			
A. Basic aspects of evaluation designs.		X	X
B. Advanced aspects of evaluation designs.	X	X	
11. Characterize evaluation using a comprehensive approach.	X	X	
12. Disseminate and communicate M&E results in a targeted and timely manner.	X		
13. Identify, articulate and support strategic use of data for program management and improvement.	X	X	
14. Other M&E tools and topics.	X		

Next Steps

- ⇒ Develop a curriculum for an Advanced M&E of Population, Health and Nutrition Programs Workshop based on these core competencies
- ⇒ The competency-based curriculum harmonization process used here will guide future GEMNet-Health efforts
- ⇒ These core competencies can be used as a tool by those who develop competencies, learning objectives and curricula for basic and advanced M&E workshops.

GEMNet-Health

The Global Evaluation and Monitoring Network for Health (GEMNet-Health) was launched in June 2012 to foster organizational growth, collaboration, and peer-to-peer support for monitoring and evaluation of health programs globally through ongoing and future institutional linkages among members,

The eight founding member institutions of GEMNet-Health are: Addis Ababa University (AAU), Ethiopia; Addis Continental Institute of Public Health (ACIPH), Ethiopia; Centre Africain d'Etudes Supérieures en Gestion (CESAG), Senegal; Instituto Nacional de Salud Pública (INSP), Mexico; Mahidol University's Institute for Population and Social Research (IPSR), Thailand; University of Ghana (UG), Ghana; Public Health Foundation of India (PHFI), India; and University of Pretoria (UP), South Africa. MEASURE Evaluation serves as the Secretariat for GEMNet-Health.

