

Training Workshop on Result Based Monitoring and Evaluation (Tigray Region)

A training workshop on Results-Based Monitoring and Evaluation (RBM&E) was organized in Tigray Region from September 22-26, 2008 in Mekele. The main objective of the workshop was to contribute to the institutionalization of RBM&E in agricultural research and development organizations by providing knowledge and building the skills of experts working in agricultural extension and research. Noting the time shortage encountered in the previous training given in Amhara region, duration of the workshop was extended by one day to a total of four days. The workshop had ten sessions with power point presentations followed by practical group exercises and plenary presentations/discussions of group work. (See annex 1 for program of the training). 56 experts drawn from Woreda and Zonal OoARDs, Regional BoARD and BoFED as well as TARI participated in the workshop (See annex 2 for list of participants). At the end of the workshop participants evaluated the training using an evaluation form which contains 11 assessment points about different aspect of the workshop and a free space for writing strength and weakness of the workshop. Participants rated the workshop on average 4.33, on a 5-1 scale¹, where five being the highest and one the lowest (see annex 3 for workshop evaluation).

¹ 1= very poor, 2= poor, 3= fair, 4= good and 5 = very good

Annex 1: Program of the training

September 22-25, 2008, Mekele

	Time	Facilitator
Day One:		
Participant registration	8:30 - 9:00	IPMS
Welcome Address	9:00 – 9:10	Ato Berhe Fisseha
Participant introduction	9:10 - 9:30	Participants
Participant expectations	9:30 – 10:00	Berhanu/Abraham
Tea Break	10:00 -10:30	IPMS
Session 1: Introduction	10:30 – 10:45	Berhanu/Abraham
Session 2: Results-based Monitoring and Evaluation (RBM&E), Performance Framework (PF) and Performance Measurement framework (PMF)	10:45 -11:30	Berhanu/Abraham
Group Work	11:30 – 12:30	Groups
Lunch Break	12:30 - 1:45	Individual
Group presentations (4 groups)	1:45 - 3:05	Groups
Tea Break	3:05 - 3:35	IPMS
Session 3: Monitoring and Evaluation: Differences, Similarities and Complementarities	3:35 - 4:20	Berhanu/Abraham
Group work	4:20 – 5:20	Groups
Day Two:		
Group presentations (4 groups)	8:30 - 9:50	Groups
Session 4: Participatory Monitoring and Evaluation (PM&E)	9:50 -10:30	Berhanu/Abraham
Tea Break	10:30 - 11:00	IPMS
Group work	11:00 -12:00	Groups
Group presentations (2 groups)	12:00 -12:40	Groups
Lunch Break	12:40 -1:45	Individual
Group presentations (2 groups)	1:45 - 2:25	Groups
Session 5: Selecting Outputs, Outcomes and Impacts for RBM & E	2:25 - 3:10	Berhanu/Abraham
Tea Break	3:10 - 3:40	IPMS
Group work	3:40- 4:40	Groups
Group presentations (2 groups)	4:40 -5:20	Groups
Day Three		
Group presentation (2 groups)	8:30-9:10	Groups
Session 6: Selecting Key Performance Indicators	9:10 - 9:55	Berhanu/Abraham
Tea Break	9:55 - 10:30	IPMS
Group work	10:30 – 11:30	Groups
Group presentations (3 groups)	11:30 - 12:30	Groups
Lunch Break	12:30-1:45	Individual

Group presentation (1 group)	1:45 – 2:05	Groups
Session 7: Setting Baselines and Targets	2:05 – 2:50	Berhanu/Abraham
Tea Break	2:50 -3:20	IPMS
Group work	2:30-3:30	Groups
Group presentation (4 groups)	3:30 – 4:50	Groups
Day Four		
Session 8: Data Collection and Analysis	8:30-9:15	Berhanu/Abraham
Group work	9:15 – 10:15	Groups
Tea Break	10:05-10:25	IPMS
Group presentations (4 groups)	10:25 – 11:45	Groups
Session 9: Reporting and Using Monitoring and Evaluation Information	11:45 – 12:30	Berhanu/Abraham
Lunch Break	12:30-1:45	Individual
Group work	1:45 - 2:45	Groups
Group presentation (2 groups)	2:45 - 3:25	Groups
Tea Break	3:25 - 3:55	IPMS
Plenary presentation (2 groups)	3:55 - 4:35	Groups
Session 10: Institutionalizing and Sustaining the M&E System	4:35 – 5:00	Berhanu/Abraham
Training workshop evaluation	5:00 -5:30	Berhanu/Abraham
Closing	5:30 -5:45	Ato Berhe Fisseha

Annex 2: List of participants

s/n	Name	Sex	Zone/ Woreda	Organization	Responsibility
1	Hagos Hadush	M	South Zone	Zone Administration	OoARD head
2	Mebrahtu Abebe	M	South Zone	Zone Administration	Agricultural extension Team leader
3	Asfaw Nuguse	M	E/mekoni	OoARD	Vice OoARD head
4	Meselu Sebho	M	E/mekoni	OoARD	Planning and programming expert
5	Mulugeta Gebrelibanos	M	E/mekoni	OoARD	Agricultural extension Team leader
6	Abraham Asnakew	M	E/alaje	OoARD	Agriculture sector head
7	Teferi Gebremedhin	M	E/alaje	OoARD	Vice OoARD head
8	Alem Teklu	M	R/Azebo	OoARD	OoARD head
9	Yohanes Wase	M	R/Azebo	OoARD	Planning and programming expert
10	Abebe Aleme	M	R/Azebo	OoARD	Planning and programming expert
11	Wondwesen Araya	M	Ofla	OoARD	OoARD head
12	Alemayehu Tuemay	M	ofla	OoARD	Planning and programming expert
13	Araya Kebede	M	ofla	OoARD	Agriculture sector head
14	Mebrahtu Gebresilasie	M	Alamata	OoARD	OoARD head
15	Gebretsadkan Berhanu	M	Alamata	OoARD	Planning and programming expert
16	Gebremariam Hiluf	M	Alamata	OoARD	Agriculture sector head
17	Workalem Asefa	M	Alamata	OoARD	Agricultural extension Team leader
18	Kehase Gebremedhin	M	Eastern Zone	Zone Administration	social affairs expert
19	Hailay berhane	M	Eastern Zone	Zone Administration	Economic advisor
20	Woldegebriel Zewdie	M	Erob	OoARD	Planning and budgeting expert
21	Yitbarek Gebremedhin	M	Erob	OoARD	public works focal person
22	Haftu Halefom	M	S/T/emba	OoARD	planning and monitoring expert
23	Tesfalem Gebre	M	S/T/emba	OoARD	vice OoARD head

24	Birhane Tsegay	M	S/T/emba	OoARD	Monitoring and evaluation expert
25	Tadese Abraha	M	K/awlaelo	OoARD	planning expert
26	Semere Weldegerima	M	K/awlaelo	OoARD	Planning and programming expert
27	Woldu Berhane	M	G/afeshum	OoARD	vice OoARD head
28	Nigisti Hailemicheal	F	G/afeshum	OoARD	planning expert
29	Yohannes Gebremedhin	M	G/afeshum	OoARD	Audit and inspection team leader
30	Zeru Kahsay	M	Hawzien	OoARD	planning expert
31	Awash Kiros	M	Hawzien	OoARD	Agricultural sector head
32	Semere Kahsay	M	Hawzien	OoARD	vice OoARD head
33	Alemshet Berhanemeskel	M	Gulomekada	OoARD	OoARD head
34	Muez Gebremicheal	M	Gulomekada	OoARD	DPP and FS head
35	Amanuel Hagos	M	Gulomekada	OoARD	Planning and programming expert
36	Gebreab Gebremedhin	M	Atsbiwomberta	OoARD	Agriculture sector head
37	Yonas Gebru	M	Atsbiwomberta	OoARD	Agricultural extension team leader
38	Ketsela Fisseha	M	Atsbiwomberta	OoARD	vice OoARD head
39	Haftamu Niguse	M	Atsbiwomberta	OoARD	planning expert
40	Alem Biset	M	Mekele	BoARD	Public relations head
41	Wolday Gebrehiwot	M	Mekele	BoARD	Planning and budgeting expert
42	Hadera Teweldemedhin	M	Mekele	BoARD	Monitoring and evaluation expert
43	Tekle Abraha	M	Mekele	BoARD	socioeconomic expert
44	Abera Gebreamlak	M	Mekele	BoARD	Extension department head
45	Moges Alene	M	Mekele	TARI	Planning and programming expert
46	Tesfay Mesele	M	Mekele	BoARD	Monitoring and evaluation expert
47	Weldemicheal Gebretsadik	M	Mekele	BoARD	Socioeconomic team leader
48	Gebrezgher Hagos	M	Mekele	BoARD	Agriculture sector head

49	Abrhaley Gebrelibanos	M	Mekele	TARI	Socioeconomic department head
50	Frezgi Asgedom	M	Mekele	PASSIDP/IFAD	Monitoring and evaluation expert
51	Solomon Hailu	M	Mekele	BoARD	Crop production expert
52	Alazar Tilahun	M	Bahirdar	SWSHA	Monitoring and evaluation assistant
53	Dr. Gebremedhin woldewahid	M	Atsbiwomberta	IPMS	RDO
54	Dr Gebreyohanes Berhane	M	Alamata	IPMS	RDO
55	Dawit weldemariam	M	Atsbiwomberta	IPMS	RDA
56	Abraham Gebrehiwot	M	Alamata	IPMS	RDA

Annex 3: Workshop evaluation

Participants' Expectations and End of Workshop Evaluation

I. Summary of Participants Expectations

At the beginning of the workshop participants were asked to provide their expectation form the training workshop. Accordingly 48 participants gave their expectations. Their expectations are summarized in four categories as follows:

Improved understanding and knowledge about the concepts and principles of M & E / RBM & E (39)

- Get knowledge about M & E, RBM & E (18)
- Learn principles data collection and analyzing data (5)
- Learn principles of farmers/stakeholders participation in M & E (4)
- Learn principles of designing, planning and implementing M & E system
- Get knowledge of key performance indicators (3)
- Get knowledge about aligning our activities with result (2)
- Learn about principles of effective reporting and how to use M & E information for report writing (2)
- Learn different approaches of M & E
- Learn how to use M & E for future planning
- Learn 'Do's' and 'Don't Do's' of M & E
- Learn principles of M & E

Improved skill on M&E / RBM & E (31)

- To be equipped with methods and techniques that are necessary to design and implement M & E (18)
- Get skill on how to do M & E in our organization (11)
- Get the skill that would help us to improve M & E system of our organization

Experience Sharing (8)

- Learn from others/ share my experience about M & E to others (8)

Others (9)

- Get knowledge about planning/ Learn ways of improving planning in our organizations (3)
- Learn how to measure performance of employees under my supervision
- Learn how to use resources efficiently
- How to solve market constraints of small scale farmers
- Learn how to make cooperatives compete in the market
- Will get manual
- How to improve productivity and be market oriented

II. Summary of End of Workshop Evaluation

At the end of the training workshop participants evaluated the workshop on a scale of five points (1= very poor, 2= poor, 3= fair , 4= good, 5=Very good). Moreover, they gave their written assessment about the strength and weakness of the workshop. The result is presented below.

	Mean	Std. Deviation	Minimum	Maximum
1. Level of understanding gained on RBM & E	4.39	.577	3	5
2. Level of skills developed on RBM & E	4.00	.699	3	5
3. Content of the workshop	4.60	.654	3	5
4. Clarity of power point presentations	4.70	.465	4	5
5. Balance between presentations and group exercises	3.78	.629	2	5
6. Practicality of group exercises	4.07	.688	3	5
7. Trainees' participation	4.35	.604	3	5
8. Level of experience sharing	4.26	.575	3	5
9. Responsiveness of facilitators to participants' need	4.50	.587	3	5
10. The workshop fulfilled its objectives	4.41	.541	3	5
11. Overall rating of the workshop	4.52	.549	3	5
12. Overall Mean	4.33	.345	3	5

Weakness of the Training Workshop

- Shortage of time especially for group work (37)
- Absence of field work (5)
- The training didn't bring [adequate number of] higher officials/decision makers who can play crucial role in institutionalization RB M & E (5)
- There was disturbance from mobile phones /and in and out movements of participants (2)
- The training hall was not comfortable (there was no table) / there were change of places few times
- Trainees had different background and qualification
- Some trainees dominated during group work

Strength of the Training Workshop

- Excellent presentations (14)
- Participatory training (12)
- Adequate practical group exercises (9)
- Experienced trainer (8)
- Giving out the training slides in hard and soft copy (4)
- The workshop dealt with both conceptual issues and skill development