

AÇEV'S PROGRAMS



14 November 2005 -ISTANBUL

Strategic Approach



The Program Cycle

- A. Program Development
- B. Trainer Training
- C. Program Implementation
- D. Program Evaluation

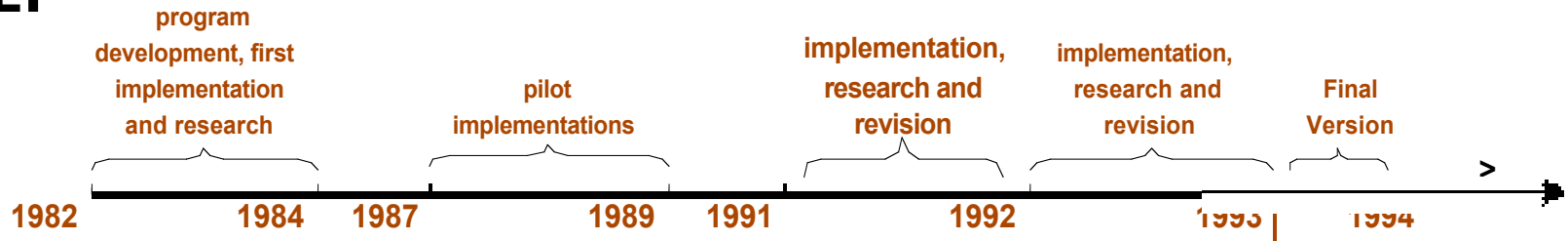
A. Program Development

Our Approach

- Programs are developed by academicians and practitioners
- There are four main outputs of this phase:
 - Objectives, Methods and Structure for entire Program
 - Trainer Training Content, Model and Materials
 - Content and Materials for Participants
 - Supervisor Training Content, Model, Materials and Structure
- Continuous process (revisions and new strategies):
 - After pilot implementation
 - As a result of feedback from the field
 - Before expansion to new regions or working with new partners
 - After scientific evaluation of the program

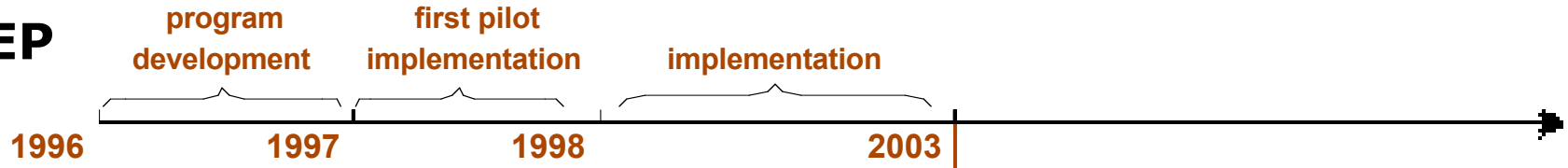
A. Program Development

MOCEP



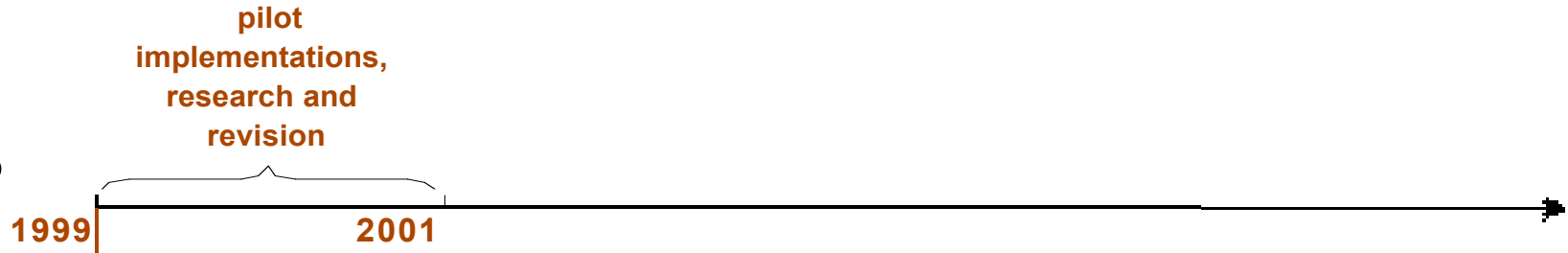
AÇEV was founded

BADEP



revision

OVÇEP



Program development

A. Program Development Important Considerations

- What are our objectives?
- Who is our target group/what are their needs?
- Who are we going to be working/partnering with?
- What is their institutional capacity?
- What is the existing infrastructure?
- What is the profile of the trainers?
- Opportunities for competition/collaboration?
- What financial resources are available? Who is paying for what?

B. Trainer Training Our Approach

- First and most critical phase of the implementation process
- Means of Program Expansion
- ACEV's Main Area of Functional Expertise
- Main Objectives of Trainer Training:
 - Orientation
 - Knowledge Transfer
 - Skill Building
 - Team Building
 - Certification
- Continuous Process

B. Trainer Training

Important Considerations

- Duration and Frequency
 - Number of trainer trainee participants
 - Optimum master trainer to trainer trainee ratio
 - Training Location
 - Profile and capacity of trainer trainees
 - Profile and capacity of trainer trainers
 - Division of Roles during training and Preparation
 - Modifications and Customization
- MOCEP 4 weeks, FSP and PPCEP 2 weeks,
 - On the job training
 - Optimum Ratio: min. 8:1 or max. 15:1
 - Diverse Training Material
 - Good facilities, 'Retreat' style
 - Drop out rate (max 5%), course implmntn rate (min. 85%)
 - MT's extensive experience + mastery of the program
 - In-service training

B. Trainer Training

Our Content

- **Background Information**

- Who are we? Who are you? Why are we both here? Why are we doing this / in this way? What materials are going to be used?
- What are you going to do after the training? How are we going to support you?

- **Knowledge**

- What do you need to know to implement program?
- Core theories/concepts on which program is based (adult education/learning, early childhood development, group dynamics, parenting, communication, SRH, rights, etc)

- **Skills**

- What do you need to be able to do to deliver this content? (field work, effective delivery, communication, organization, preparation, facilitation, problem solving, feedback, using materials effectively...etc)
- Which skills do you need to support in your participants (in the fathers, mothers and children)

- **Attitudes**

- Which attitudes would make you a more successful trainer?
- Which attitude changes do you have to bring about in the parents you are training?

C. Program Implementation

Our Approach

- We 'get the ball rolling'...we provide administrative, communications and technical support throughout
 - Introduction Sessions for Participants
 - Community Meetings and Materials
 - Supervision and Follow-up
 - Administrative and Content Meetings
 - Evaluation Meetings
 - Certificate Ceremonies

C. Program Implementation

Important Considerations

- How well is the foundation/ program known?
 - Where and how can we find participants?
 - How experienced is the trainer?
 - Where will the program be implemented?
 - Is the trainer performing his/ her duties?
 - How is the participation?
 - Are there administrative obstacles?
 - Are the materials sufficient/ available?
 - Are records being kept/ monitoring forms being used?
- Dependant on stage of partnership
 - Early stages:
 - Involvement in every phase from finding participants to supervision
 - Extensive communications and PR activities
 - Structure welcomed by trainers
 - Later stages:
 - Less control and involvement
 - Transfer of supervision
 - Continual tracking
 - Evaluation meetings and refresher training
 - Fewer administrative obstacles
 - Sustainability of funding?
 - Trainers seek flexibility

D. Program Evaluation Our Approach

- All three programs have undergone scientific evaluation
 - MOCEP has undergone 5 evaluations
 - PCPEP has undergone 2 evaluations
 - FSP has undergone 1 evaluation
- All evaluations have been led by academicians and results have been disseminated
- Previous evaluation of processes and impact plus changes in environment/scientific data are taken into consideration when developing new projects—learning from mistakes!

D. Program Evaluation Our Approach

- Main focus of all evaluation activities:
 - Impact on participant (pre and post tests + control group)
 - Impact on trainers (pre and post)
 - Project evaluation (were objectives met? To what extent? What are the indicators?)
 - Process monitoring (which stage was problematic? why?)

- Be strict and persuasive about minimum partnership, capacity and quality requirements...
- If it 'feels' like it is not going to work, it usually doesn't...all of the important considerations *are important*
- Program Development and Trainer Training is where it all happens...the rest is follow-up
- Be adaptive and be flexible during expansion, but make sure it is worth it...
- Quantity without quality is a waste of resources... this is why solid program design and evaluation are essential

Conclusions Continued...

- Ministries are difficult to work with but they have the largest network and greatest resources...
- Don't assume that your partner is doing everything they need to be...don't be a 'control freak' but do not let all of your efforts go to waste
- Change and flexibility without compromising main objectives or fundamental approaches are necessary for sustainability and expansion
- Clearly Defined Desired Outcomes + Appropriate Methods + Evaluation of Product and Process + Revisions = BEST PRACTICE

Thank you...