

JULY 1, 2022 - JUNE 30, 2023
PHASE III, YEAR 3

HIGHER EDUCATION FOR SISTERS IN AFRICA

Progress Evaluation Report



PREPARED FOR: THE CONRAD N. HILTON FOUNDATION
GRANTEE: MARYWOOD UNIVERSITY
GRANT NUMBER: 16584 (PHASE II) & 24490 (PHASE III)
REPORT DUE DATE: JULY 31, 2023

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Acknowledgements

This report was prepared by the Monitoring & Evaluation Unit within the African Sisters Education Collaborative at Marywood University.

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Suggested Citation: African Sisters Education Collaborative (ASEC) (2023, July). Phase III, Year 3 ASEC HESA Progress Evaluation Report. African Sisters Education Collaborative Evaluation Report. Scranton, PA: ASEC.

On the Cover: HESA students who volunteered to assist with the HESA Partners Conference join hands with ASEC staff during a team building activity at Karura Forest in Nairobi, Kenya, June 2023.

To request a full copy of any of ASEC's evaluation reports, please contact research@asec-sldi.org.

Higher Education for Sisters in Africa (HESA)

Program Evaluation Key Outcomes Phase III, Year 3 (June 2023)



5 OBJECTIVES



Provide opportunities for Catholic sisters to **access & obtain post-secondary education**.



Increase sisters' competencies in their fields, toward **greater effectiveness in their ministries**.



Increase sisters' capacity to **strengthen the sustainability & internal systems of their congregations**.



Assist HESA alumnae to use their acquired skills & knowledge to **enhance & sustain their ministries/congregations**.



Disseminate best practices & learnings from ASEC & HESA, as well as models of innovative access to education.

KEY OUTCOME FIGURES

24

Partnerships Maintained

Signings:

2 MOUs

5 FORs

1144

Total HESA Graduates

45% with Honors:

191 First Class

218 Second Class

110 Other

85

Sisters Have Withdrawn

Top 3 Reasons:

1. Left Congregation

2. Superior Request

3. Personal Issues

WORKSHOP SUCCESSES

Orientation Attendance Rate (N = 351)

100%

99% (n = 340) of HESA sisters in Phase III, Yr 3 reported that Orientation met or exceeded their expectations.

Reflective Learning Attendance Rate (N = 1010)

86%

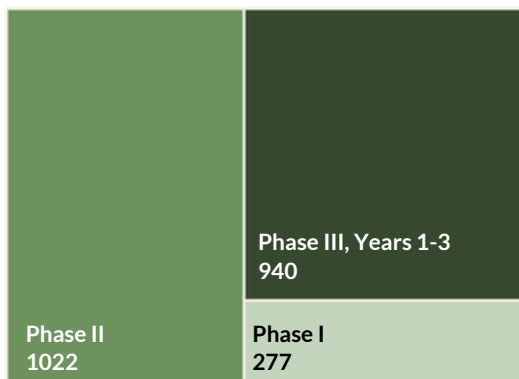
99% (n = 992) of HESA sisters reported increased competency after completing 2023 RL Workshops.

Alumnae Workshop Attendance Rate (N = 677)

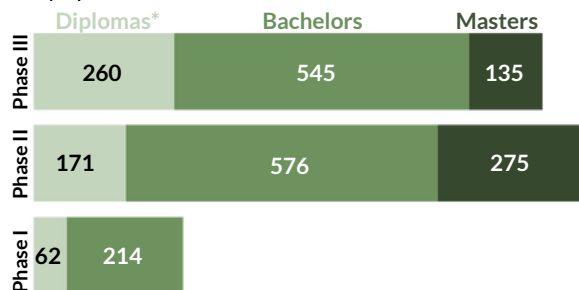
74%

99% (n = 485) of HESA alumnae reported that 2023 Alumnae Workshops met or exceeded their expectations.

In Phases I-III, sisters have been served a total of **2,239** times by the HESA program. Representing **2,096** unique sisters from **274** distinct congregations.

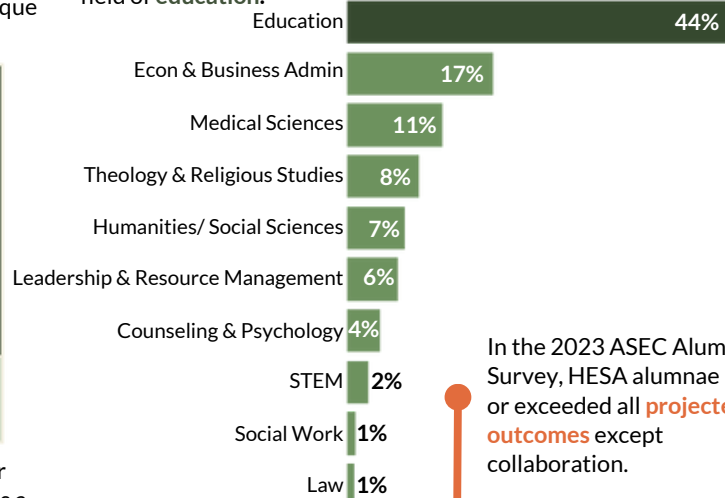


In Phases I-III, the majority of HESA sisters study for **bachelor's degrees**. Master's degrees were added as a study option in Phase II.

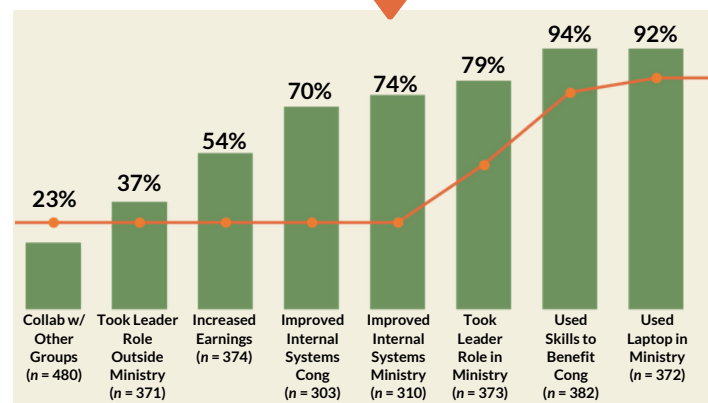


*Includes 1 certificate

In Phases I-III, 44% (N = 2,234) of sisters are studying in the field of education.



In the 2023 ASEC Alumnae Survey, HESA alumnae met or exceeded all **projected outcomes** except collaboration.



Higher Education for Sisters in Africa (HESA)

Phase III, Year 3 Executive Summary



Data collected in Phase III, Year 3, indicate that HESA is on track to meet or surpass all Phase III objectives by the end of the phase. Programming in HESA Phase III, Year 3, continued to be **highly rated in satisfaction** by participants with only slight recommendations for improvement. Continued data collection from Phase I and II graduates in the 2023 ASEC Alumnae Survey also suggests that HESA alumnae are successful in implementing the education they obtained from the program, **creating positive impact at the ministerial, congregational, and societal levels**. It is anticipated that HESA Phase III will also be successful and the continuation of the program will create even more positive impacts for Catholic sisters in Africa.

HESA Phase III Objectives include:

1. To provide opportunities for Catholic sisters in 10 African countries to access and obtain post-secondary education credentials through onsite and online distance learning;
2. To increase sisters in Africa's competencies and leadership capacities in their respective fields of study, towards greater effectiveness in accomplishing their ministries;
3. To increase African sisters' capacity to strengthen the sustainability and internal systems of their congregations;
4. To assist HESA alumnae to become lifelong learners, educators, and leaders who use their acquired skills and knowledge to enhance and sustain their ministries and/or congregations;
5. To disseminate best practices and learnings from ASEC and the HESA program, as well as models of innovative access to education.

HESA has grown to serve **2,096 unique sisters** (Phases I - II, 2,239 enrollments) from 274 congregations in 10 African countries since its inception in 2012. In Phase III, Year 3, a total of **351 sisters** were recruited and enrolled in the program. Of the 2,096 total enrollments in the program, **1,010 sisters are currently enrolled** online or onsite at 24 partner higher education institutions (HEIs) and **1,144 sisters have graduated**.

Sisters have been served a total of 2,239 times in times in HESA Phases I, II, & III (2,096 unique sisters). In Phase III, Year 3 alone, 351 sisters were enrolled bringing total Phase III enrollments to 940.



**Phase I - III
Enrollments
Levels of Study**

- 410 Masters
- 1,335 Bachelors
- 493 Diplomas
- 1 Certificate

96%
Overall Retention Rate

95%
Phase II Retention Rate

97%
Phase III Retention Rate

PHASE III, YR 3 WORKSHOPS

13 Orientations
held in
8 countries

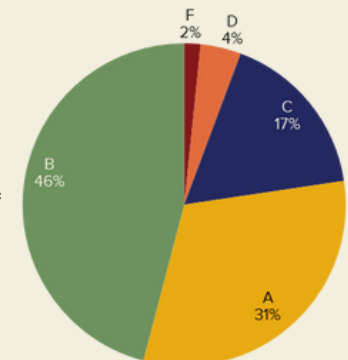
15 Reflective
Learning
Workshops
held in
10 countries

15 ASEC Alumnae
Workshops
held in
10 countries

221
The number of distinct
diplomas/degrees Phase
I - III sisters are earning.

81%
Online to Onsite
Transfer Success
Rate

The majority of HESA Phase I-III students averaged a **B letter grade** per semester (N = 4,332 semester grade averages of 1,308 students).



Higher Education for Sisters in Africa (HESA)

Phase III, Year 3 Executive Summary Cont'd



HESA IMPACT 2023 ALUMNAE RESULTS

98%

felt supported and encouraged to continue the program by ASEC/HESA staff (n = 266).

98%

felt ASEC/HESA staff addressed concerns in a timely manner (n = 266).

97%

received a diploma/degree that is relevant to their ministry (n = 266).

97%

feel participating in HESA made them a better student (n = 266).

97%

received a diploma/degree that will help meet the needs of their community (n = 266).

96%

feel more confident as a result of participating in the HESA program (n = 266).

96%

gained specific skills from participating in the HESA program, that they otherwise would not have achieved (n = 266).

*Includes data from Phases I-III graduates

In total, 85 sisters have withdrawn from the program, accounting for an overall (Phase I - III) retention rate of 96%.

Data regarding the impact of the HESA program was gathered in Phase III, Year 3, using the End of Experience Assessment, ASEC Alumnae Surveys, the Funded Grant Reporting Form, the News Submission Form, and alumnae interviews. These tools, among others, have assisted in capturing the impact of the program at the ministerial, congregational, and human development levels. They have also informed program delivery and have resulted in program adjustments to address challenges.

In Phase III, Year 3, the HESA program has continued to serve sisters in all 10 African countries and has overcome challenges by making necessary adjustments to improve the delivery of the program.



Over \$2.2 million raised in funding

through HESA alumnae community projects



510+ academic awards received

77% of HESA students average an A or B letter grade



530+ research contributions

46 are related to Catholic sisters in Africa

Empowering Mothers in Kenya

Sr. Lilian Gatai MaryClark Njuguna, IHM

Institution: Tangaza University College, Kenya

Credentials: SLDI Administration, HESA Bachelors of Arts in Sustainable Development

Graduated: Oct. 2015 & November 2020



Sr. Lilian Gatai Mary Clark Njuguna of the Sisters of the Immaculate Heart of Mary Mother of Christ (IHM) in Kenya uses the skills and knowledge developed during SLDI and HESA to help mothers of children living with disabilities to overcome inequalities through empowerment. She is the program manager at the Madonna Community Resource Center (MCRC). The MCRC currently serves over 350 people annually. In her position, Sr. Lilian helps train group leaders to provide classes to women in a variety of topics, including: tailoring and other job skills, coping mechanisms, overcoming social stigma, and health related issues.

ALUMNA SPOTLIGHT