

# **SLDI**



## **Sisters Leadership Development Initiative 2007-2010**

### **Program Evaluation Summary**

# **The Collaboration of SLDI**

**Conrad N. Hilton Foundation**

**Marywood University**

**African Sisters Education Collaborative (ASEC)**

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# Sisters Leadership Development Initiative

- **Three-year pilot program**
- **Provided training in 5 African countries:**
  1. **Kenya**
  2. **Uganda**
  3. **Tanzania**
  4. **Ghana**
  5. **Nigeria**

# Program Evaluation

- **Objectives-based assessment**
  - Program outputs
  - Participant skills and knowledge
  - Curriculum objectives
  - Program management objectives
  - Program outcomes



# Informants



- **Participants**
- **Major Superiors**
- **Project Coordinators**
- **Trainers**
- **Project Director**

**Project Directors Track, Nigeria**



# Summative Program Evaluation

- **420 Sisters served by the program**
- **5 African Countries**
- **108 Congregations**
- **301 Participants**
- **3 Program Tracks**
- **267 Sisters graduated with a certificate**



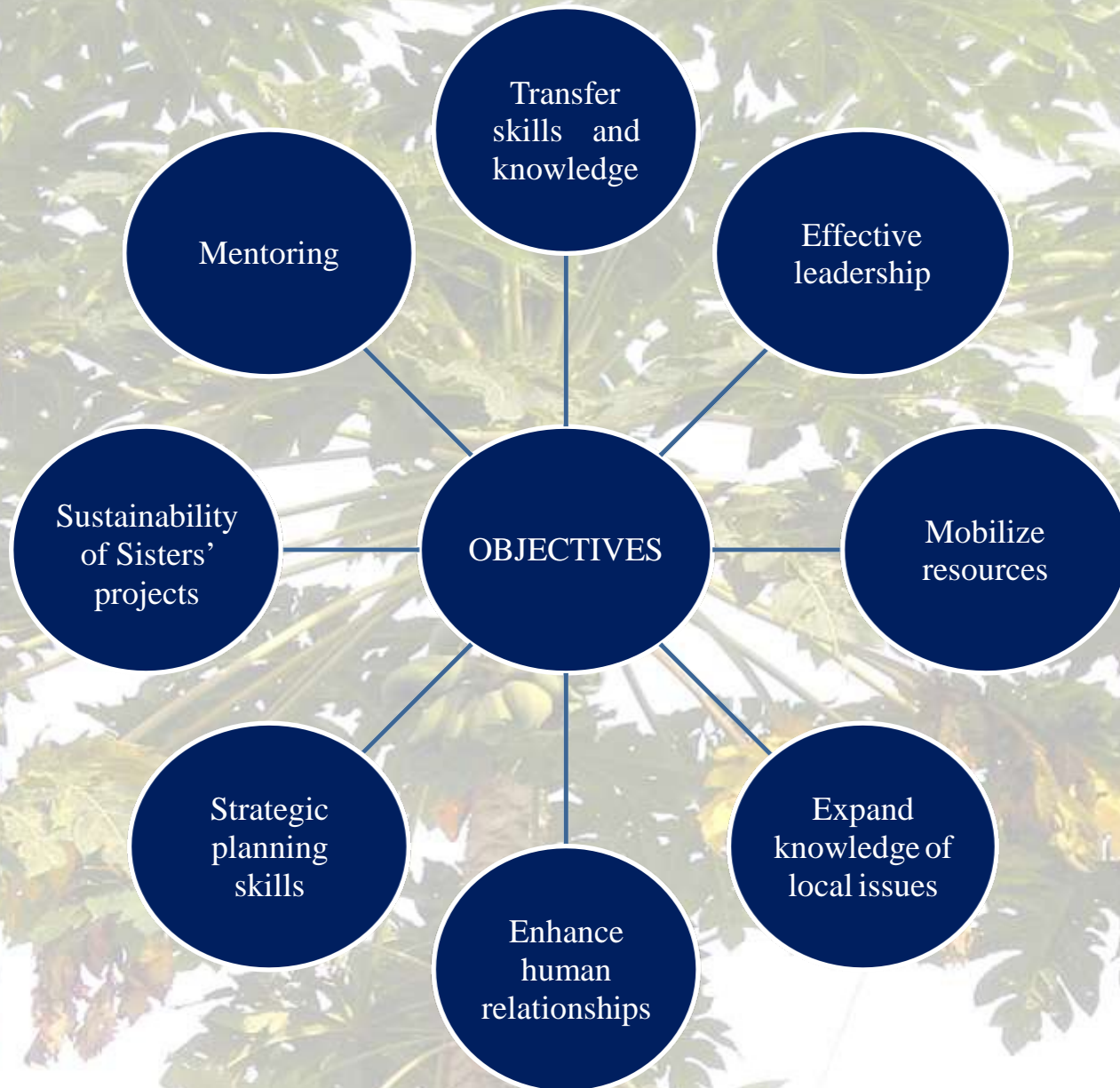
# Evaluation of Curriculum Objectives

- **Competency-based curriculum**
  - Expected to provide the knowledge and skills for the Sisters to meet the program objectives





# Evaluation of Curriculum Objectives



# Evaluation of Curriculum Objectives:

## *Transfer Skills and Knowledge*

**“I have developed a listening capacity as a leader to meet the need of my coworkers. I taught them the approaches to make budget for themselves. Some now know how to record transactions in the book of accounts effectively and most of them approach me for help.”**

**-Sr. Kabajungu Mariedita,  
Finance Track, Uganda**



**Uganda**



# **Evaluation of Curriculum Objectives:**

## ***Transfer Skills and Knowledge***

**“I taught them about time management in order to manage their work on time.”**

**- Sr. Rose A. Taimo, CPS,  
Administrators Track,  
Tanzania**

**“The knowledge has become a shared one that is transmitted from one person to the other, having a better relationship and developing a spirit of teamwork.”**

**- Sr. Patricia Mary Oaina,  
Finance Track,  
Nigeria**

# Evaluation of Curriculum Objectives:

## *Creative and effective leadership*

**“Being in a leadership position, I now know well what leadership entails. I have understood what it means to have a clear vision and mission.”**

**- Sr. M. Peraema Naicayizzi, Administrators Track, Uganda**





# Evaluation of Curriculum Objectives:

*Increase the ability to  
identify and mobilize resources*

**“Each person has assumed great responsibility because I do not panic each time I leave my workplace as I used to before. Some bit of authority has gone with the responsibility assigned to them. They are managing funds effectively, and work as a team to make decisions concerning the project.”**

**- Sr. Apo Idonu Perpetua,  
Project Directors Track, Nigeria**





# Evaluation of Curriculum Objectives:

*Expand knowledge of development issues  
that impact the socio-economic and political life  
of individuals and communities*



**“I learned in the course how to  
fundraise and grant writing . . . I  
wrote a grant to Irish Aid with a  
hope to help poor women in this  
area . . . they lack basic  
necessities.”**

**- Sr. Veronica Abuah,  
Project Directors Track,  
Ghana**



# Evaluation of Curriculum Objectives:

*Expand knowledge of development issues that impact the socio-economic and political life of individuals and communities*

**“With the funds from Irish Aid we set up the palm oil self-reliance project to help these women to support themselves, and teach the women palm oil processing.”**

**- Sr. Veronica Abuah,  
Project Directors Track,  
Ghana**



# **Evaluation of Curriculum Objectives:**

## *Enhance human relations competencies*

**“Teambuilding skills will greatly help me to appreciate other’s giftedness, tolerate their weaknesses with understanding, and respect their contributions through ideas and suggestions.”**

**- Sr. M. Peraevia Nakayizzi, Administrators Track, Uganda**

**“My co-workers now are opened to share with me what they know and do it in a confident way and they have good relationships between then and me. Our works are running smoothly.”**

**- Sr. Theresia Patrick, Project Directors Track, Tanzania**

**“Before it was very hard for me to communicate with my co-workers effectively, but now I can communicate with them effectively and efficiently.”**

**- Sr. Theresa Mainan, Administrators Track, Tanzania**



# **Evaluation of Curriculum Objectives:**

## ***Develop skills in strategic planning***

**“As a staff, we have done organizing a strategic plan so when I go back I will just give them the ten points/steps of writing a strategic plan and other relevant information.”**

**- Sr. Annet Mary Nabisere, Project Management Track, Uganda**

# Sustainability

**“My next success was the case of writing a proposal for a computer lab. My happiness had no limits when it became a reality within a short period of time. In addition, I got the money which I targeted at and completed the local project to everyone’s surprise.”**

**-Sr. Margaret, Ghana**

**“During my visitation to two primary schools I noticed that the classrooms was not cemented and it was very dark. It was not conducive for learning. I used my communication skills to explain to the assemblyman the dangers involved in learning in dark uncemented classrooms – I helped the head-teacher to put in proposal to Ghacem Cement Factory to help us with cement and to raise the building to allow more light . . . I was able to do this because of the knowledge and experience gained from the SLDI.”**

**- Sr. Elizabeth, Ghana**



# Evaluation of Curriculum Objectives:

*Infuse mentoring strategies in the program in order to expand the impact of the SLDI project*

**“After mentoring my local burser she works with and is more careful in their work. I enlightened them on their use of computers. I can now help them in their departmental managements for the smooth running of the school.”**

**- Sr. Consolatrice Onyiluka,  
Finance Track, Nigeria**



# Mentoring Impact on the Mentees

**“The skills I have gained will help me to improve my understanding on how to deal well with the people that I serve and increase more openness and develop teamwork.”**

**– Mentee, Project Directors Track**

**“This is a very good way of re-tooling people in their various fields with the right skills to suit the changing world and the idea of mentoring is so enriching.”**

**– Mentee, Administrators Track**

**“The skills of leadership have really empowered me in my ministry such that I feel confident and able to perform well in my work. My public relation has also been strengthened and enhanced.”**

**– Mentee, Finance Track**



# Overall Findings

*The following results are based on analysis of quantitative and qualitative data over the course of the three year program:*

- **Participants' scores on measures assessing specific skills related to their program track increased significantly from pre-session to post-session each year.**
- **Participants scores on leadership competency measures increased significantly from beginning to completion of the program.**

# Overall Findings

- **Participants demonstrated proficiency in specific skills such as computer use, grant writing, budgeting, and project planning and management.**
- **Participants developed into effective mentors as gains reported by mentees and willingly shared all knowledge and skills with others.**
- **The mentoring process also impacts the mentor as demonstrated by their self report of increased confidence and skills as a result of mentoring.**



# Success Story

**“Initially I thought it was going to be a kind of workshop that will not be applicable to out life and apostolate and ministry. As Warren Bennis stated in his book “On Becoming a Leader” ‘real leaders concentrate on doing the right thing, not on doing what is right. To compare this with what ASEC is doing for the African Sister, I can confidently say that they are truly real leaders the kind that is out to bring about a change in the African Sister. I personally have seen and experienced this change in my life and in my way of doing or seeing things, events and people. The skills I have acquired through this program have made me a changed person. Aside the knowledge, I have also learnt how to control and handle situation and people as well as to work with.”**

**- Sr. Stephany,  
Ghana**



# HONGERA!

## Congratulations!













# *Thank You!*



# ASANTE!