



ASEC Evaluation Overview

April 25, 2018 ASEC Board Meeting

Presented by Jennifer Mudge, Asst. Director of Program Evaluation & Tara Lopatofsky, HESA Program Evaluator

Presentation Overview

- Summary of SLDI Program Evaluation
- Summary of HESA Program Evaluation
- Future of Program Evaluation for the Scholarship Program & Service Learning Program

SLDI Program Evaluation Overview (March 2017-February 2018)

How is SLDI Structured?

Year One: Technology Workshops

- Sisters participate in **Basic Technology or Web Design** track
- Sisters complete one of the two tracks above, in a month long workshop

Year Two: Leadership Workshops

- Sisters participate in **Administration or Finance** track
- Sisters complete one of the two tracks above, in a month long workshop
- **Sisters receive a laptop this year**

Year Three: Leadership Workshops

- Sisters continue with their chosen track, **Administration or Finance**
- Sisters complete one of the two tracks above, in a month long workshop

Workshops are intended to build from the previous workshop, beginning with technology skills and progressing to higher level administrative and financial skills by Year 3.

What Happens After the Program Ends?

Alumnae Workshops

- **Annual alumnae workshops** in each country of operation.
- Alumnae have created their **own regional and zonal SLDI alumnae associations**.

Mentorship

- **Preparation to mentor** during leadership workshops.
- Sisters are asked to **mentor at least 3 other sisters after program completion**, many go on to mentor far more than the required 3 sisters.

Alumnae Achievements

- **Annual alumnae surveys**
- **Conduct site visits with alumnae**, when possible
- **Assess alumnae's various achievements**

The program also reaches out to the sisters' Superior Generals, who often make decisions about sisters' lives and what jobs the sisters will have. ASEC wants to expand their leadership capacity and decision-making abilities.

Growth of SLDI (2007 to 2017)

Phase	Countries Served	Sisters Served Through SLDI Workshops	Total SLDI Stakeholders Served*
Phase I (2007-09)	5 countries	344 sisters served	361 total served
Phase II (2010-12)	6 countries	376 sisters served	376 total served
Phase III (2013-15)	10 countries	861 sisters served	1064 total served
Phase IV (2016-18)	10 countries	923 sisters served	1474 total served
Total to Date (2007-17)	10 Countries	2504 Sisters Served	3275 Total Served

Phase IV numbers only include Years 1 & 2 of the phase.

Objective 1: Increase the leadership and technology competencies of the participants



Sisters in a Finance workshop in Zambia

SLDI Objective 1 Results:

Increase leadership and technology competencies of the participants

Projected Output/Outcome	Actual Output/Outcome	Met/Not Met
776 participants from 10 countries	795 participants in 10 countries	✓
90% of the Administration workshop groups & 90% of Finance workshop groups will increase leadership & curriculum-related skills	100% of Administration & Finance workshop groups self-reported increased leadership & curriculum-related skills	✓
80% of the Administration workshop groups & 80% of Finance workshop groups will receive an overall mean score of 7 or higher on Instructor Assessment	80% of Administration track workshop groups and 68.8% of Finance track workshop groups who reported outcomes received an overall mean score of 7 or higher on Instructor Assessment evaluations.	✓ ✗

Pre & Post Skill Assessments: Open-ended Questions

ASEC



AFRICAN SISTERS
EDUCATION COLLABORATIVE

“I am taking up the development office in my region and **this program is going to help me build confidence and passion in proposal grant writing for my congregation.** In vocation promotion ministry this program will **help me develop good communication skills** as I interact with young people.”

Administration Track(N=369): Skills Participants <u>Expected</u> to Gain (Pre-Workshop)	Administration Track (N=373): Skills Participants <u>Gained</u> (Post-Workshop)	Finance Track (N=368): Skills Participants <u>Expected</u> to Gain (Pre-Workshop)	Finance Track (N=358): Skills Participants <u>Gained</u> (Post-Workshop)
Leadership (52.2%)	Leadership (48.3%)	Accounting (50.5%)	Accounting (41.3%)
Administration Skills (28.4%)	Grant-Writing (23.1%)	Finance Management (25%)	Grant-Writing (33.5%)
Grant Writing (14.1%)	Strategic Planning (20.1%)	Financial Reporting (20.7%)	Report Writing (20.7%)

“When in college I remember that most of the accounting principles were learnt on the basis of passing the examinations and [not] really to understand them fully. Even when it comes to study most of the times I used the memorizing way of study so as to pass the exams. But now **with this training I have come to understand how to generate the income statement, financial position and finally prepare the cash flow statement without reffering [sic] to the notes** for I fully know what to consider in all theses [sic] reports. I have acquired the accounting concepts of the financial reports.”

Objective 2: Assist SLDI alumnae to become lifelong learners, educators, and leaders

*Sisters engage in
teambuilding at an alumnae
workshop in Kenya*



SLDI Objective 2 Results: Assist SLDI alumnae to become lifelong learners, educators, and leaders

Projected Output/Outcome	Actual Output/Outcome	Met/Not Met
Eight (8) 3-day alumnae trainings provided in 8 countries	Nine (9) 3-day workshops were held in 9 of ASEC's countries of operation	✓
30% of Phase I, II and III participants will attend alumnae workshops	24% of all SLDI graduates (N=1253) and 19% of all SLDI participants (N=1581) attended the workshops.	✗
70% of alumnae will report use of laptops daily in their ministries or other work	71.1% (N=287) reported using their laptops on a daily basis.	✓
80% of alumnae will report that their laptop has made a significant impact on their work/ministry	88.2% of alumnae (N=292) said their laptop has a significant impact on their ministry/work.	✓

2018 Alumnae Workshops

Type of Attendee	Number in Attendance
SLDI Alumnae	273
Mentees	30
HESA Alumnae	31
SLDI & HESA Alumnae	28
Overall Total	362

In 2018, workshops centered on:

- **Environmental Conservation in Malawi**
- **Practical Skills Development in Uganda (Soap- and Notebook-Making)**
- **Globalization and Social Media in Tanzania**
- **Labor Laws and HR Management in Zambia**
- **Building Partnerships across Congregations and Reviewing SLDI Evaluation Outcomes in Cameroon**



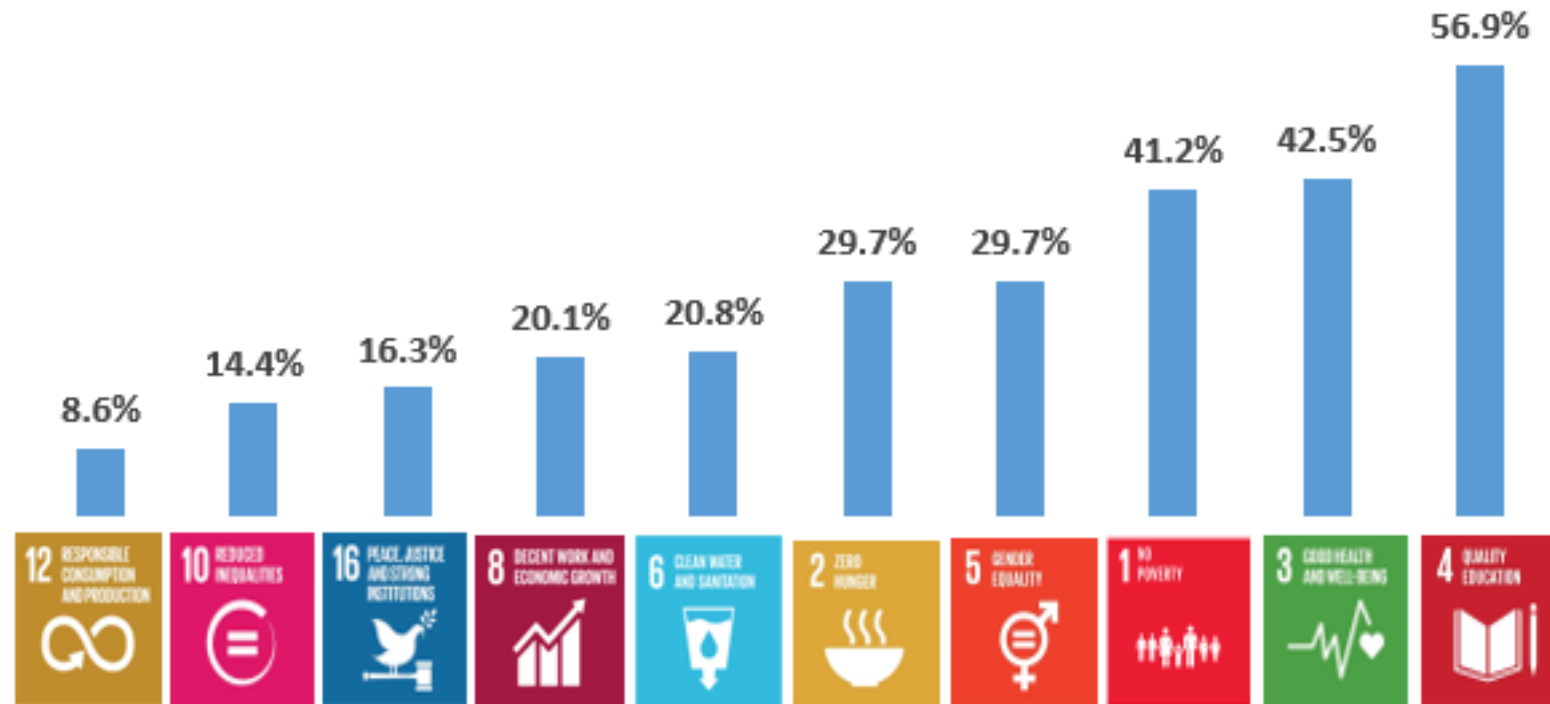
Alumnae in Tanzania on a visit to Magadu Commercial Centre and Grail Sisters Business Centre

99.3% (N=274) of attendees said the workshop met or exceeded their expectations.

Alumnae Contributions to the SDGs

Alumnae Ministries, by SDG (2018)

How are SLDI Alumnae Contributing to the Sustainable Development Goals through their Ministries? (N=313)



92% of alumnae contribute to more than one goal in their ministry.

Objective 3:

Support the development and continuation of participant mentoring relationships to broaden the impact of the program

Sr. Catherine Wanza, an SLDI mentee, working in Kenya at the Ukweli Home of Hope, a rehabilitation program for boys formerly living in slums



SLDI Objective 3 Results: Support the development and continuation of participant mentoring relationships to broaden the impact of the program

Projected Outcome	Actual Outcome	Met/Not Met
85% of alumnae will continue mentoring others	98.4%, or 250, (N=254) of SLDI alumnae were mentoring others.	✓
70% of participants will be aware of mentoring expectation at enrollment	75.5% (N=749) of participants reported that they were aware of mentoring expectation at the beginning of the 2017 workshops.	✓

An additional mentoring outcome related to participants' preparedness to begin mentoring at the conclusion of the program will be measured in Year 3 (2018)

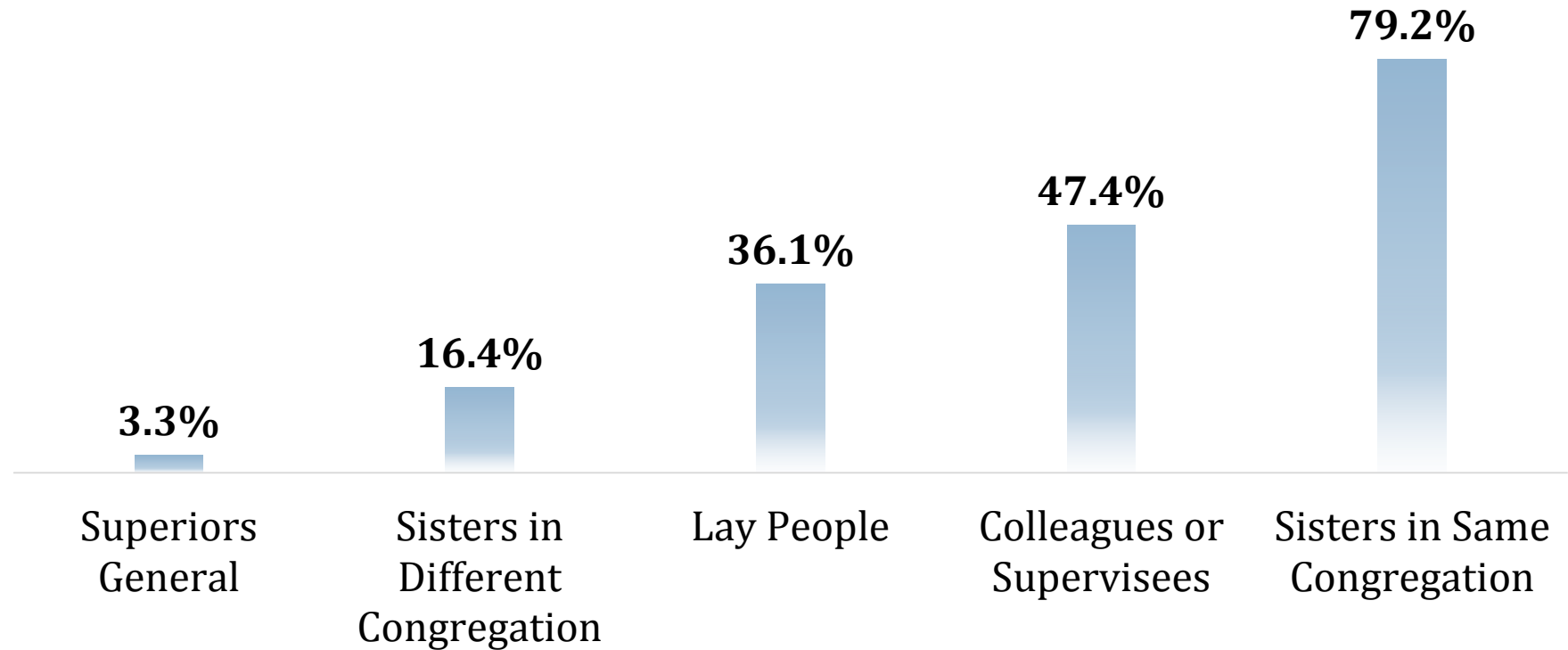
Mentorship

✓ 6,035 mentees reported in 2018

✓ Most commonly mentored topics were:

Time Management, Communication, Teambuilding, and Problem Solving

Alumnae Mentees: Reaching Beyond The Sisterhood (N=274)



Objective 4:

Assist participants and alumnae to use acquired skills and knowledge to enhance and sustain their ministries

Sr. Priscah Muthoni, SLDI Alumna, met with ASEC staff for an interview and tour of the school where she is Headmistress (Tanzania).



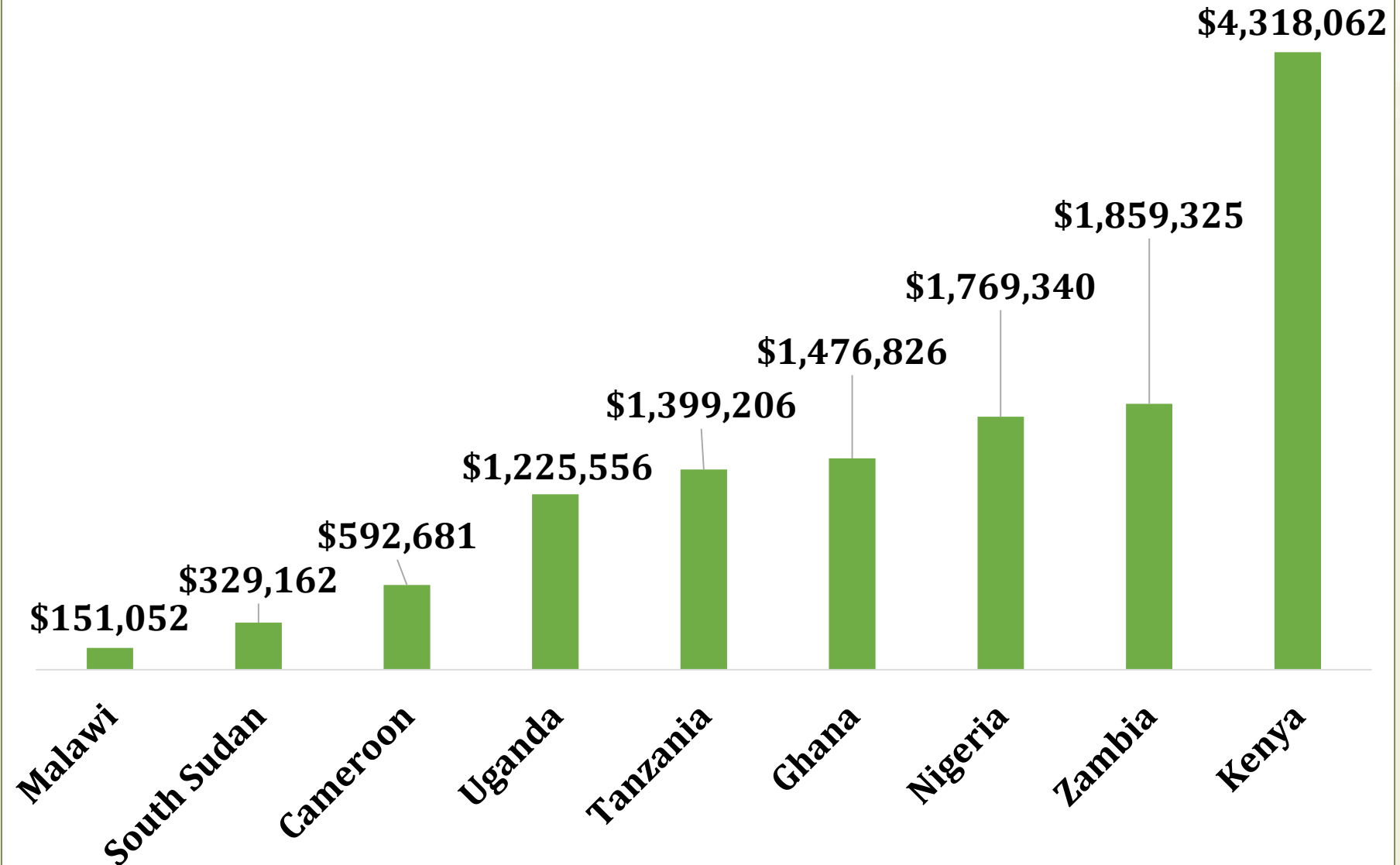
SLDI Objective 4 Results: Assist participants and alumnae to use acquired skills and knowledge to enhance and sustain their ministries

Projected Output/Outcome	Actual Output/Outcome	Met/Not Met
<p>40% of the alumnae will submit a grant for external funding or engage in other fundraising efforts.</p> <p>35% of the alumnae will be successful in obtaining funds through grants or other means</p>	<p>48.2% (N=313) submitted grants after completing the SLDI program.</p> <p>41.1% were successful in obtaining grant funds.</p>	<p>✓</p> <p>✓</p>
<p>80% of alumnae will report using leadership and program management skills in their ministries</p>	<p>92.1% (N=127) of Administration track alumnae report using skills effectively in their ministries. 92.1% (N=126) report using their skills to benefit their congregations.</p>	<p>✓</p>
<p>80% of alumnae will report using leadership & financial management skills in their ministries</p>	<p>90.6% (N=106) of Finance track alumnae report using skills in their effectively ministries. 88% (N=108) report using their skills to benefit their congregations.</p>	<p>✓</p>

Sisters are Securing Millions for Needed Projects throughout sub- Saharan Africa

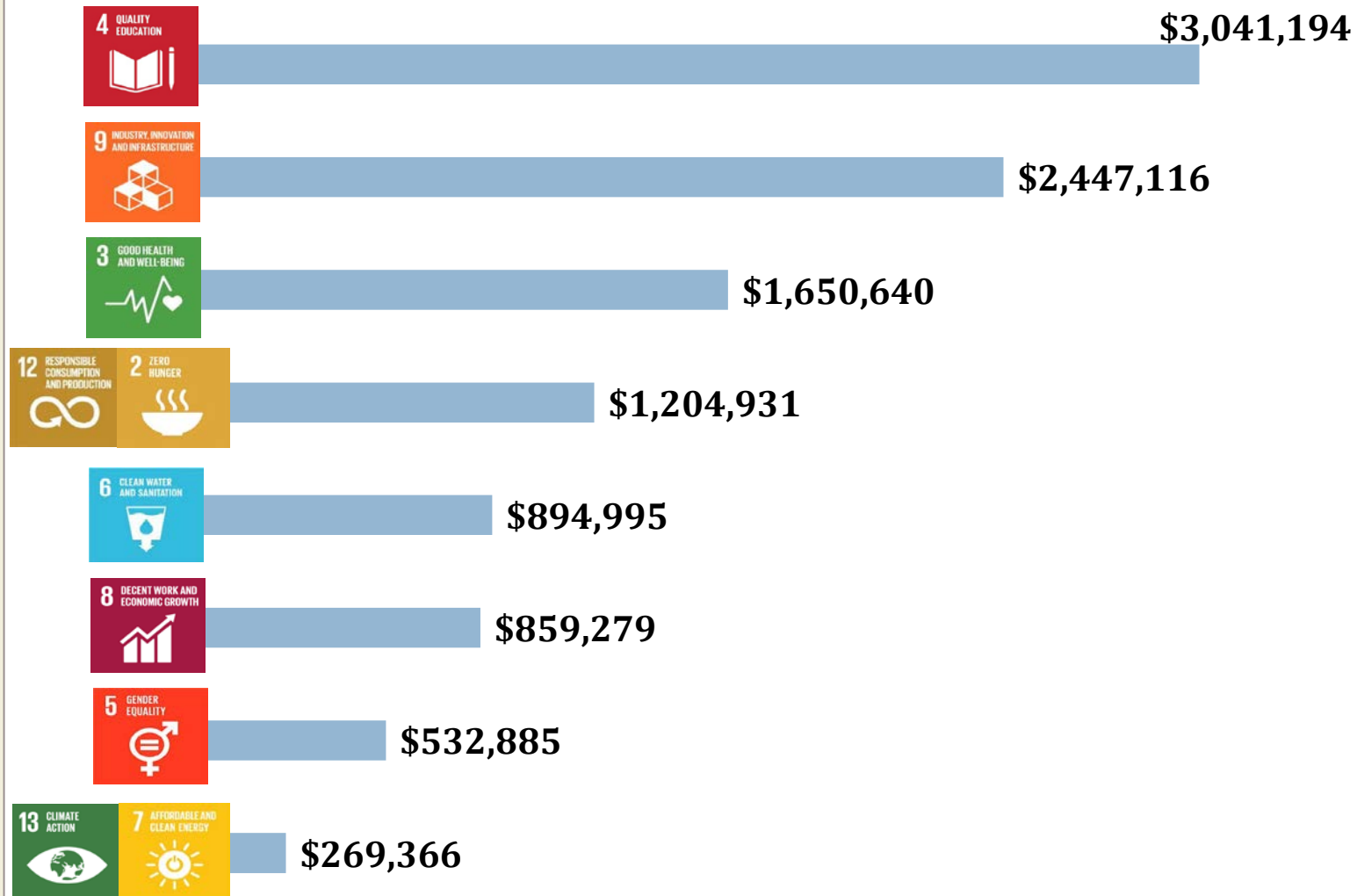
SLDI alumnae and
mentees have
secured over
\$13.7 million
dollars
in the past 6 years

Where is the Funding Going (2012-18)?
Kenya Has a Clear Lead, Followed by Zambia & Nigeria



Top Areas of Impact 2012-2018

Which Sustainable Development Goals Have Alumnae Impacted in the Past Six Years (2012-18)? Education and Infrastructure are the Top-Funded Areas



Through
Alumnae Projects
(2012-18):

2,058,866
individuals are
being served*



3,340 jobs were
created**



**30% of all reported alumnae projects provided the number served*

***25.4% of all reported alumnae projects provided the number of jobs created*

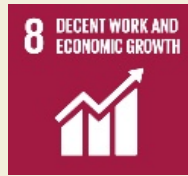
Alumnae Achievements

Alumnae Leadership Achievement	Percentage of Alumnae Reporting Achievement (2018)
Improved Ability to Collaborate	98.5% (N=261)
Positively Changed Personal and/or Professional Relationships	94.6% (N=259)
Positively Changed Self-Perception	94% (N=251)
Effectively Use Skills to Benefit Ministry	91.5% (N=248)
Effectively Use Skills to Benefit Congregation	89.5% (N=248)
Supervising Employees	82.5% (N=251)
Received Leadership Role/Promotion in Ministry	82% (N=255)
Received Leadership Role Outside her Ministry	52.9% (N=255)
Implemented Audits	48.3% (N=238)
Implemented a Strategic Plan	36.3% (N=248)
Received an Increase in Salary	36% (N=239)
Implemented a Financial Plan	34.9% (N=238)

“The relationship with other congregations was built and we have created opportunities to exchange ideas about finances and proposal writing. I do not struggle alone instead I have **identified sisters to share with the different challenges encountered.**”

“SLDI- I make plans for my class as their class teacher on how to attain the best results in academics. I **evaluate my work and identify new strategies on how to attain my goals.** I remain focused towards achieving my vision and mission at work place. HESA- I trained as a teacher and I **am happy to work with learners, as a science instructor girls have come to belief that sciences is for all.**”

Success Story: Sr. Gwendoline Bisijang, SST



Finance track graduate,
2015, Cameroon

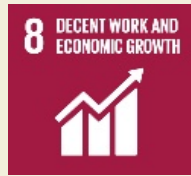


Sr. Gwendoline is the Coordinator of the **Victim Offender Prison Care Support (VOPS)** in **Douala Central Prison** and 10 other prisons, in Western Cameroon.

The aim of VOPS is to:

- Ensure the respect of the rights of inmates
- Ensure a smooth reintegration into society using a holistic approach to prison pastoral care
- Provide and/or improve healthcare, legal, counseling, vocational training, rehabilitation services to inmates and former inmates. Also train judicial and penitentiary staff

Success Story: Sr. Gwendoline Bisijang, SST



Finance track graduate,
2015, Cameroon

Sr. Gwendoline has successfully mobilized \$429,555 for her ministry. In 2018, she reported receiving funds from 6 different sources for the following projects:

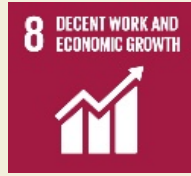
- **Healthcare** and Medications for Inmates: \$27,064
 - \$6,142 from Caritas Italiano
 - \$6,180 from Diocese of Bozen
 - \$4,536 from fundraising efforts
 - \$10,206 value of in-kind services including medical consultations, medications, and surgeries for 14 inmates
- **Legal Assistance** and proper documentation of inmates information for 4 prisons: \$246,172 from donor that wishes to remain anonymous
- **Vocational Training and Empowerment & Legal Assistance** for inmates and ex-inmates of the Douala central prison: \$156,319 from Misereor

An inmate receives a medical consult



Training of penitentiary staff on the respect and rights of inmates and their role in the rehabilitation and reinsertion of inmates

Success Story: Sr. Gwendoline Bisijang, SST



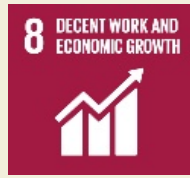
Supplemental Nutrition program for inmates



Award of certificates to former inmates who have completed their stay in the rehab center and are ready to reintegrate in the community

Bread making training for former inmates

Success Story: Sr. Gwendoline Bisijang, SST



Finance track graduate,
2015, Cameroon

“Honestly I never thought of ever working in the prison since my original intentions which I had made known to authority were health oriented. ...I embraced the apostolate with my whole heart making use of seminars, books and persons to improve on my self and on the work.

Two years into the prison apostolate I was opportuned to participate in the ASEC course which helped me add some professionalism in my work. In 2015 upon completion, the coordinator was transferred and I was asked to replace her. This task I took up with confidence and **I must say thanks to the knowledge I got from the ASEC programme (as this is the only professional training I have received after my Advance Level Certificate)** it has been a challenging yet fulfilling experience attending to the needs of thousands of (ex)inmates and controlling at least 50 employees at the same time. I continue to give thanks to God almighty for the opportunity he gives me daily to co-create with him, offering another chance to those society has abandoned. I enjoy working in this ministry and **I wish to dedicate my life to working for justice and helping young people make good use of opportunities around them.”**

Objective 5: Disseminate best practices and models of innovative access to education



*Sr. Florence, Visiting Scholar
from Nigeria, with some of
the US ASEC staff*

SLDI Objective 5 Results: Disseminate best practices and models of innovative access to education

Projected Output/Outcome	Actual Output/Outcome	Met/Not Met
At least 500 copies of annual newsletter will be distributed in each of the 10 countries of operation	A total of 500 newsletters were distributed in all 10 ASEC countries through February 2018. Another 100 newsletters will be given to Regional Directors in East & West Africa for dissemination.	✓
At least 75% of SLDI alumnae and/or Superiors from congregations involved with SLDI and HESA will be on the e-newsletter distribution list	100% of SLDI participants through 2017 were added to ASEC's e-newsletter mail distribution list.	✓
80% of program participants and alumnae will demonstrate increased knowledge and use of Website and/or Google Classroom to access resources	100% of participants were given access to the ASEC Student Portal, which directed them to resources on sustainable development and potential donors.	✓
3 – 5 research proposals will be funded	35 researchers' proposals received partial funding to contribute peer-reviewed chapters to ASEC's next book project, all of whom are expected to publish chapters. Two publications are pending	✓

Visiting Scholar Program



Pope Francis supports more scholarship on women religious in Africa! At least we hope so...that's just his cardboard cutout.

- ASEC successfully continued its partnership with Georgetown University's Center for Applied Research in the Apostolate (CARA) with a second **Visiting Scholar**, Sr. Florence Emurayeveya. Sr. Florence is an SLDI alumna (Phase I, Project Directors track) in Nigeria and a sister of Eucharistic Heart of Jesus (EHJ). She also has a Masters in Education.
- As part of the Visiting Scholar program Sr. Florence worked on her proposed research topic: "The impact of statistical records and information management on the overall performance of women religious services in Lagos State."
- A third Scholar from Zambia was recently selected and will begin her fellowship in June 2018.

Summarizing Our SLDI Outcomes



*ASEC Alumnae
in Uganda
actively
participate in
their annual* ²⁹
workshop.

Challenges and Adjustments/Successes

Challenge	Adjustment/Success
Staffing Resources	<ul style="list-style-type: none"> • New staff: Assistant Director of Development, Assistant Director of SLDI, Executive Director • Graduate & Research Assistants
Stabilizing Program Infrastructure	<ul style="list-style-type: none"> • SLDI Program & ASEC Evaluation Manuals have been created • Streamlining information and data management • Use of online evaluation forms
Laptops	<ul style="list-style-type: none"> • Changes in procurement process
Issues of Different Education Levels & Lack of English Proficiency Among Participants	<ul style="list-style-type: none"> • Superior Agreement • Clearer selection criteria • Use Intent to Apply form with SLDI candidates
Alumnae Grant-Writing & Resource Mobilization: About 25% of all alumnae have reported funded projects.	<ul style="list-style-type: none"> • Continue to support alumnae in this area through consultancy project and other Phase V activities. • Disseminate alumnae survey to all alumnae
Alumnae Engagement: Attendance at alumnae workshops has been decreasing over the past three years.	<ul style="list-style-type: none"> • Consider strategies to more effectively engage alumnae in Phase V, including extending alumnae workshop to one week
Sharing Data More Effectively	<ul style="list-style-type: none"> • Continue providing country-specific evaluation reports • Sharing evaluation outcomes with SLDI participants and assisting them in better understanding the purpose of evaluation

Additional Recommendations

Evaluation

- **Centralized & Electronic Data Collection & Management:** Database development is ongoing
- **Monitoring & Evaluation Officers:** Regularly collect data from alumnae, visit their projects/ministries, and build evaluation capacity of alumnae in each country through workshops/trainings. Also assist in alumnae engagement, facilitate collaboration amongst sisters and congregations, and aid in assessing ASEC's impact.

Program

- **Continue SLDI Consultancy Project**
- **Engage Successful Alumnae:** Select sisters who have become experts in specific skill areas to train others or serve as models



HESA Program Overview

Objective 1: To provide opportunities for Catholic sisters in ten African countries to access and obtain post-secondary credentials through onsite learning in Africa and online distance learning

1. Expected Outcomes & Outputs

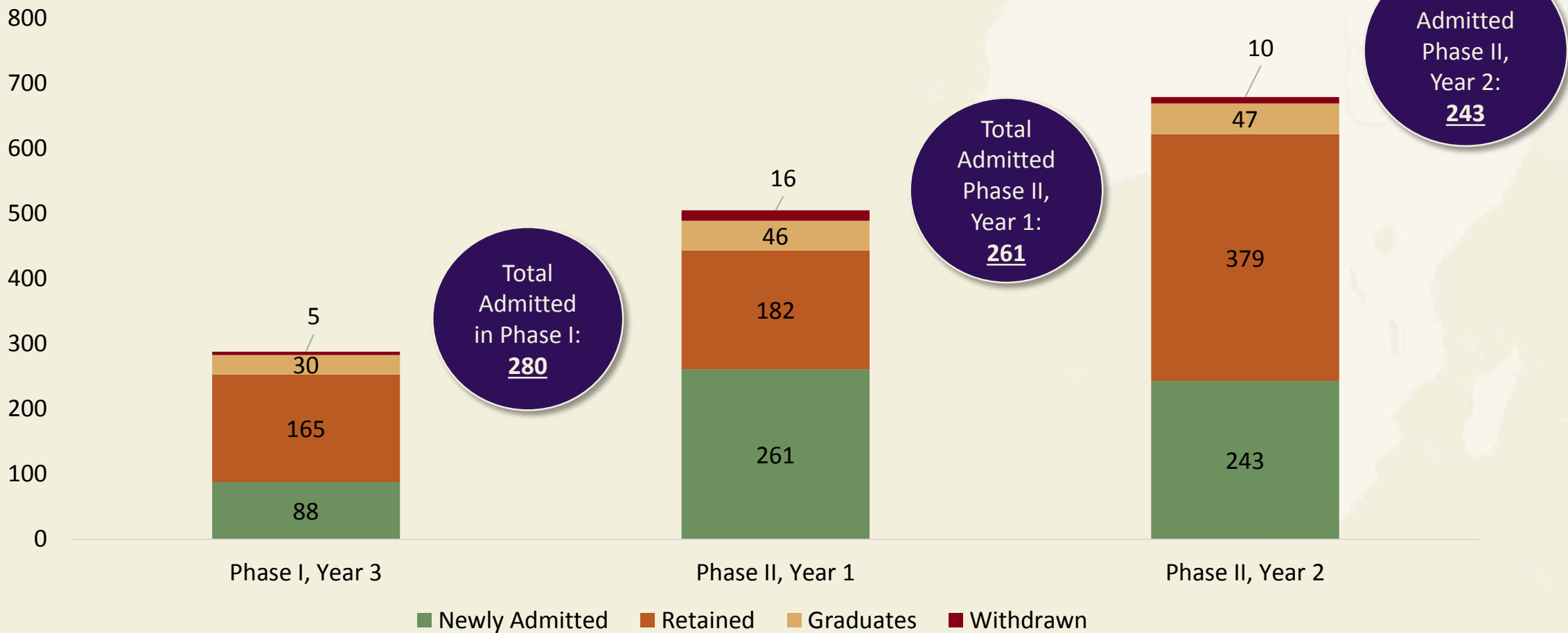
- **512** sisters served (56 master, 456 bachelor/diploma)
- **95%** of sisters will receive a degree or diploma in their field
- **98%** of sisters will complete Orientation
- **95%** of sisters will complete Reflective Learning
- **90%** of sisters will successfully transfer online credits to onsite institutions (Model A)
- **90%** of sisters will report satisfaction with online studies and resources
- Sign Memorandums of Understanding (MOU) and Frameworks of Reference (FOR) with partner institutions

1. Actual Outputs & Outcomes

- ✓ **541** sisters served (46 master, 495 bachelor/diploma)
- ✓ **95.7%** overall retention rate
- ✓ **98.5%** Orientation completion rate
- **88.9%** Reflective Learning completion rate
- ✓ **93.5%** of sisters successfully transferred online credits to onsite institutions (Model A)
- ✓ **97%** (N=65) of sisters reported satisfaction with online studies and resources
- ✓ HESA continues to partner with **22** colleges/universities in the US and Africa, renewing MOU/FORs as necessary

Enrollment Growth

HESA Overall Growth (June 2016-March 2018)
Total Served as of 3/1/18: 777



HESA Graduations

Date	#	Awarded	Country
July 2014	1	Certificate	Kenya
Dec. 2014	11	Diploma	Kenya
Oct. 2015	3	B.Ed.	Kenya
Dec. 2015	4	Diploma	Kenya
Feb. 2016	1	B.S.N.	Kenya
May 2016	17	Diploma	Kenya
May 2016	3	B.Ed.	Kenya
May 2016	2	B.A.	Kenya
Oct. 2016	7	B.Ed.	Kenya
Dec. 2016	7	B.Ed.	Tanzania
May 2017	20	Diploma	Kenya
May 2017	5	B.Ed.	Kenya
May 2017	7	B.A.	Kenya

Date	#	Awarded	Country
July 2017	6	B.Sc. & B.Ed.	Nigeria
Oct. 2017	1	B.Sc.	Ghana
Nov. 2017	19	Bachelor's	Kenya
Nov. 2017	4	Bachelor's	South Sudan
Feb. 2018	5	Bachelor's	Uganda
Total Graduated as of 3/1/18			123



Kenya, Graduation, 2018

Objective 2: To increase African sisters' competencies and leadership capacities in their respective fields of study towards greater effectiveness in accomplishing their ministries

2. Expected Outcomes & Outputs

- **90%** of sisters will receive higher credentials in their field of work or ministry (diploma or degree)
- **85%** of sisters will demonstrate greater effectiveness in accomplishing their ministries
- **90%** of sisters will report providing some level of mentorship or skill sharing with other sisters in their communities

2. Actual Outputs & Outcomes

- ✓ Sisters enrolled in **49** unique fields of study
- ✓ HESA Alumnae (N=37) reported:
 - 89%** working in a position where they can effectively use the knowledge and skills they gained from the HESA program to benefit their **ministry**
 - 85%** HESA improved their ability to **write grant proposals**
- **57%** (N=37) of HESA alumnae reported mentoring others after completing HESA, continued monitoring is needed

Objective 3: To increase the potential for African sisters to assume higher leadership responsibilities in support of their ministries and congregations

3. Expected Outcomes & Outputs

- **85%** of sisters will report increased responsibility in their congregation or workplace after graduation/completion of the program

3. Actual Outputs & Outcomes

- ✓ **100%** of Phase II, Year 1 Model A sisters (N=47) demonstrated growth in all skill categories in Post-Orientation Survey
- ✓ HESA Alumnae (N=37) report:
 - 97%** their perception of themselves as a leader changed after completing HESA
 - 69%** receiving a promotion after completing the HESA program



Objective 4: To increase sisters' competencies and leadership capacities to improve functioning of their congregations



4. Expected Outcomes & Outputs

- 90% of congregations will report improved organizational functioning relative to sisters' education

4. Actual Outputs & Outcomes

- ✓ **97% (N=37)** of HESA Alumnae report working in a position where they can effectively use the knowledge and skills they gained from the HESA program to benefit their **congregation**
- ✓ **90.2%** of congregational Superiors report having a positive experience with the HESA program and HESA is meeting congregational educational areas of need, based on ASEC's 2016 Superior Survey

Objective 5: To increase the potential for Africa through gainful income to improve functioning of their congregations

5. Expected Outcomes & Outputs

- 85% of sisters will report an increase in earnings within 3 years after completion of diploma or degree
- 85% of sisters will report greater responsibility or promotion in title in their congregation or workplace

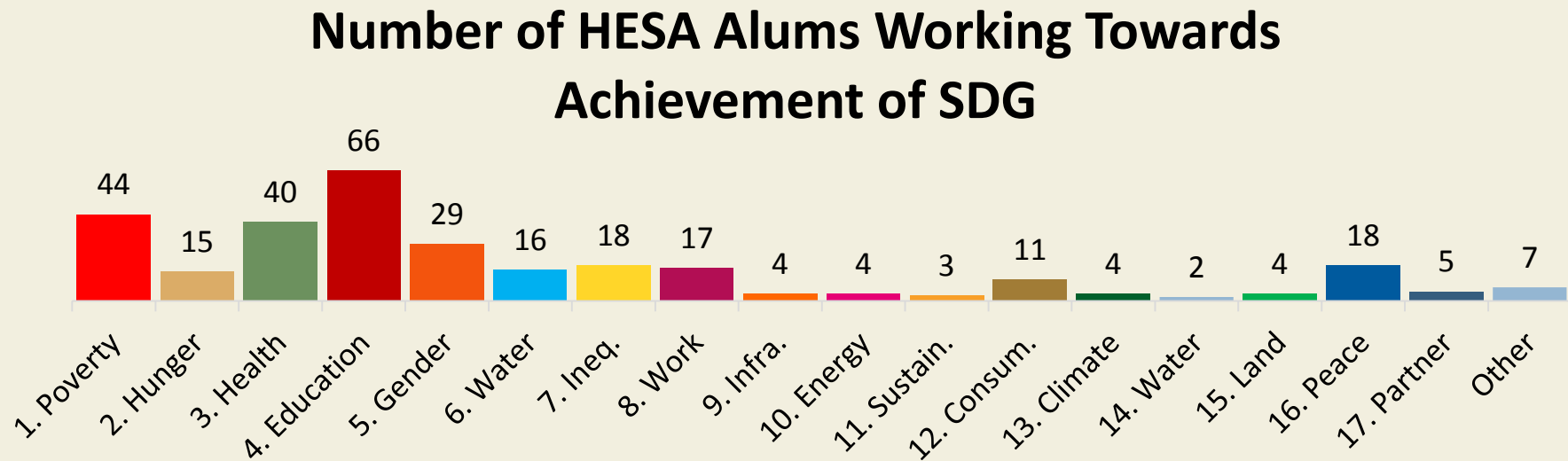
5. Actual Outputs & Outcomes

- **55%** (N=37) of HESA Alumnae report receiving an income increase after completing the HESA program, continued monitoring needed
- ✓ HESA Alumnae (N=37) report that HESA improved their ability to:
 - 86%** ensure project sustainability
 - 90%** fundraise
 - 96%** mobilize local resources
- **69%** (N=37) of HESA Alumnae report taking on a leadership role within their ministry

Objective 6: To assist participants and alumnae to use acquired skills and knowledge to enhance and sustain their ministries

6. Expected Outcomes & Outputs
<ul style="list-style-type: none">85% of congregations will report improved organizational functioning relative to sisters' education

6. Actual Outputs & Outcomes
<ul style="list-style-type: none">Alumnae successes, site visits



Exemplary HESA Alumnae



Sr. Felistas Jematia Chesire, ASE

SLDI Finance Track, 2009

Bachelor of Commerce, Graduated 11/2017

Masters in Business Administration, In Progress

Institution: Catholic University of Eastern Africa

Current Ministry: Financial Administrator of the Kwetu Home for Street Boys and other congregational projects



Kwetu Dispensary



Sr. Felistas Chesire



New school computer lab



Street boys at Kwetu Home



Greenhouse for Agribusiness

Objective 7: To disseminate best practices and models of innovative access to education

7. Expected Outcomes & Outputs

- Provide networking for sisters to share experiences and skills
- Academic journal articles and books will be published using ASEC and HESA specifically, as case studies
- At least 2 conference presentations will spread best practices on ASEC and HESA
- Sisters will contribute to the growing body of literature on women religious

7. Actual Outputs & Outcomes

- ✓ ASEC held its first Convening in Kenya in October 2016
- ✓ Social media and ASEC news stories continue to be shared
- ✓ ASEC's second book continues to be edited for publication
- ✓ 2 conference presentations were conducted this year on the HESA program by ASEC staff
- ✓ ASEC hosted its first visiting scholar from Kenya in March 2017

Challenges and Adjustments

Challenge	Adjustment
Time Management <ul style="list-style-type: none">#1 cited challenge amongst HESA students	Fixed topic covered at HESA Orientation and Reflective Learning <ul style="list-style-type: none">Goal Setting/Prioritizing
Reflective Learning Attendance <ul style="list-style-type: none">HESA fell below projected goals	<ul style="list-style-type: none">Emphasis on attendanceMust submit request in writingIllness, inability to travel, prior commitmentsPolicy on transition to Alumnae Workshops
Cameroon Country Status <ul style="list-style-type: none">English/French speaking protest in 2016Strike amongst teachers at partner universitySisters unable to complete coursework	<ul style="list-style-type: none">Some sisters moved to French speaking areas to complete online studies (Chestnut Hill/Rosemont College)English proficiency barrier
South Sudan Recruitment <ul style="list-style-type: none">Political instability and conflictCivil War 2013-2015, 2.2 million people displacedFebruary 2017 UN declare famineASEC Country Director passed away March 2017	<ul style="list-style-type: none">Continue to serve the country despite challengesNew ASEC Country Director, Sr. Veronica Othow appointed

Challenges and Adjustments

Challenge	Adjustment
Staffing Resources <ul style="list-style-type: none"> Addition and growth of programs Special Events Executive Director 	<ul style="list-style-type: none"> New staff: Data Manager, HESA Program Evaluator, Assistant Director of Development Graduate Assistants & Research Assistant Improved communication, use of technology
Stabilizing Program Infrastructure	<ul style="list-style-type: none"> New policies and procedures Staff Manuals have been created Streamlining information and data management Online evaluation forms
Evaluation Department Restructuring	<ul style="list-style-type: none"> All HESA evaluation tools and practices reviewed
Transcript Collection	<ul style="list-style-type: none"> ASEC country staff encouraged to identify a partner liaison to increase communication
Laptops	<ul style="list-style-type: none"> Procurement Policy on SLDI Alumnae, when to receive new laptop
Online Curriculum	<ul style="list-style-type: none"> Students were completing 27-42 credits online Students now complete only 27 online Discussion with partner institutions about acceptable courses Pilot completely online program at Veritas in Nigeria

Current Recommendations

Evaluation

- Continue to develop a comprehensive database
- HESA Phase II Evaluation Objectives
- Include tracking of academic final projects/research contributions, award as part of the HESA End of Experience Survey
- Shorten survey length, develop a means to “save as you go”
- Monitoring and Evaluation Staff

Program

- Explore the addition of potential partnerships that will increase sisters' access to applicable fields of study
- Expansion to diploma level in some countries
- Clarify curriculum and Memorandums of Understanding for Model A
- Increase alumnae engagement
 - Increase length of Alumnae Workshop, etc.

Scholarship Program & Service Learning Program Overview

Scholarship & Service Learning Programs

Scholarship Program

- In total, serving 245 sisters in Tanzania, Malawi and Zambia: 138 sisters earning two-year college certificates, 107 sisters completing secondary education.
- In 2017, 74 new sisters will benefit from the program: 15 sisters received scholarships to attend the Bigwa School and 59 sisters received scholarships within the Two-Year program.
- New objectives were developed for this program and were edited by Sr. Draru. Staff will review then complete an evaluation plan.

Service Learning

- In 2018, expect to serve 7 students and 2 alumnae. Also 2 sisters from ASEC founding congregations will participate in the trip to Kenya.
- In 2017, served 2 Marywood students & 6 Chestnut Hill students, traveled to Kenya.
- Evaluation report for 2017 service learning program expected to be complete in May 2018.

Thank you!

**Any
Questions or
Comments?**



Sisters in an Administration workshop in Kenya⁴⁸