



**Result Based Monitoring and Evaluation Training Workshop
Report on Participants' Expectations and End of Workshop Evaluation
September 5-9, 2011, Hawassa**

**Reported by
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I. Summary of Participants Expectations

At the beginning of the workshop participants were asked to provide their expectation from the training workshop. Accordingly 38 participants gave their expectations which have been summarized and showed that 64.6% of them have been expected practical application of M&E.

The followings are details of their expectations:-

Knowledge and skills for practical application of M&E (62) – 64.6%

- Learning better M&E tools to monitor activities practically (9)
- Learning how to apply M&E in my institution (15)
- Learning how to share/transfer M&E tools to others in practice (11)
- To know why we monitor and evaluate any program/projects (8)
- Learning the basic tools of M&E (18)
- To be practical on M&E than being only theoretical (1)

Others (34) – 35.4%

- Gain standardized skill at the end of the training to perform M&E (2)
- To help programs/projects to be sustainable and institutionalize (1)
- Since it is my first time getting training by an economist, we expect a lot & new skills & change of attitude (2)
- Learning M&E frame work and use (1)
- Learning how to develop indicators (1)
- How to track & and use M&E results (1)
- Learning the difference b/n output, outcome & impact (1)
- Learning the difference & similarities b/n M&E (3)
- Learning the need of M&E (1)
- Learning how to write technical report on M&E (1)
- Learning how to collect data & analyze (1)
- Experience sharing from other participants (6)
- Learning how to enhance productivity & profitability (2)
- Learning principles of results based M&E tools (2)
- Learning how to facilitate market oriented agricultural production (1)
- Learning the time when M&E has to be conducted (1)
- Learning the objectives & steps of M&E (2)
- Learning the contribution of M&E for planning (1)
- Learning how M&E helps gender equality & participation (1)

- Understanding about IPMS' approach in our region (1)
- Build confidence on the subject matter (1)
- To change attitude through M&E (1)

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	4.44	0.50	4	5
2. Level of skills developed on RBM & E	4.41	0.56	3	5
3. Content of the workshop	4.76	0.50	3	5
4. Clarity of power point presentations	4.88	0.33	4	5
5. Balance between presentations and group exercises	4.32	0.68	3	5
6. Practicality of group exercises	4.56	0.50	4	5
7. Trainees' participation	4.41	0.61	3	5
8. Level of experience sharing	4.21	0.54	3	5
9. Responsiveness of facilitators to participants' need	4.62	0.49	4	5
10. The workshop fulfilled its objectives	4.79	0.41	4	5
11. Overall rating of the workshop	4.70	0.53	3	5
12. Overall Mean	4.55	0.55	3	5

Strength of the Training Workshop

- Well planned & delivered from the right source (13)
- The balance b/n group exercise and presentation is well organized (14)
- It is very clear, scientific, practical & participatory (13)
- Training manual & ppt contents are very clear & useful (8)
- Fully prepared documents with no shortage (5)
- Well facilitated (4)
- Trainer's full effort was very good in order to convey the full concept (9)
- Others (6)

Weakness of the Training Workshop

- Shortage of time for group work (19)
- Hall problem (3)
- Perdiem rate was low (70 Birr can't afford current expenses) (2)
- The training is about one semester course, 5 days is not enough to understand deeply (2)
- Others (7)

**Improving Productivity and Market Success (IPMS)
Training Workshop on Result Based Monitoring and Evaluation
September 5-9, 2011, Hawassa**

	Time	Facilitator
Day One: Monday, August 29, 2011		
Participant registration	8:30 - 9:00	IPMS
Opening	9:00 – 9:15	SNNPR BoA
Participant introduction	9:15 - 9:35	Participants
Participant expectations	9:35 - 9:50	Berhanu/Aklilu
Session 1: Introduction	9:50– 10:15	Berhanu/Aklilu
Tea Break	10:15 -10:45	IPMS
Session 2: Results-based Monitoring and Evaluation (RBM&E), Performance Framework (PF) and Performance Measurement Framework (PMF)	10:45 -11:30	Berhanu/Aklilu
Group Work	11:30 – 1:00	Groups
Lunch Break	1:00 – 2:00	Individual
Group presentations (3 groups)	2:00 – 3:00	Groups
Tea Break	3:00 - 3:15	IPMS
Session 3: Monitoring and Evaluation: Differences, Similarities and Complementarities	3:15 - 4:00	Berhanu/Aklilu
Group work	4:00 – 5:30	Groups
Day Two: Tuesday, August 30, 2011		
Group presentations (3 groups)	8:30 - 9:30	Groups
Session 4: Participatory Monitoring and Evaluation (PM&E)	9:30 -10:10	Berhanu/Aklilu
Tea Break	10:10 - 10:40	IPMS
Group work	10:40 -12:00	Groups
Group presentations (3 groups)	12:00 - 1:00	Groups
Lunch Break	1:00 -2:00	Individual
Session 5: Selecting Outputs, Outcomes and Impacts for RBM & E	2:00 - 2:45	Berhanu/Aklilu
Tea Break	2:45 - 3:15	IPMS
Group work	3:15- 4:45	Groups
Group presentations (3 groups)	4:45 -5:30	Groups
Day Three: Wednesday, August 31, 2011		
Session 6: Selecting Key Performance Indicators	8:30-9:15	Berhanu/Aklilu
Group work	9:15 – 10:15	Groups
Tea Break	10:15 – 10:45	IPMS
Group work (continued)	10:45 - 11:15	Groups
Group Presentation (3 groups)	11:15 – 12:15	Groups
Session 7: Setting Baselines and Targets	12:15- 1:00	Berhanu/Aklilu
Lunch Break	1:00 -2:00	Individual
Group work	2:00-3:30	Groups
Tea Break	3:30- 4:00	IPMS
Group presentation (3 groups)	3:30 – 5:00	Groups

Day Four: Thursday, September 1, 2011		
Session 8: Data Collection and Analysis	8:30 – 9:15	Berhanu/Aklilu
Group work	9:15 – 10:15	Groups
Tea Break	10:15-10:45	IPMS
Group work (continued)	10:45- 11:15	Groups
Group presentation	11:15 – 12:15	Groups
Lunch break	12:15 – 2:00	Individual
Session 9: Reporting and Using Monitoring and Evaluation Information	2:00 – 3:00	Berhanu/Aklilu
Group work	3:00 – 4:30	Groups
Group presentation (3 groups)	4:30 – 5:30	Groups
Day 5: Friday, August 2, 2011		
Session 10: Institutionalizing and Sustaining the M&E System	8:30 – 9:15	Berhanu/Aklilu
Plenary session discussion	9:15 – 10:00	Participants
Teak break	10:00 -10:30	IPMS
Workshop Evaluation	10:30 – 11:30	IPMS
Closing	11:30 – 12:00	BOA Official/IPMS

**Results-Based Monitoring and Evaluation Training Workshop, SNNPR
September 5-9, 2011, Hawassa**

List and address of participants

No	Name	Gender	Organization /area (Region or Zone)	Position	Educational level	Address	
						Tele	Email
1	Tsegaye Burako	Male	Region/HABP	Capacity building expert	MA	0911800552	tburako@yahoo.com
2	Kebede Solomon	Male	Region/HABP	Agricultural business expert	BSc & BA	0911051946	kebede2006@yahoo.com
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4	Kedir Mohammed	Male	Siltie zone	HABP coordinator	MA	0911387926	-
5	Melesse Gebregiorgis	Male	Sidama zone	Coffee/Tea expert	BSc	0911009829	-
6	Degisew Mulatu	Male	BOM	Expert	MSc	0916832916	-
7	Dr. Mulatu Mitiku	Male	Kembota zone	Expert	MSc	0916032340	-
8	Amhayesus W/Michael	Male	Region/AGP	Capacity building specialist	BSc	0913230893	amha_1998@yahoo.com
9	Berhanu Bimbe	Male	Region/HABP	HABP coordinator	BSc	0911988211	-
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16	Emran Temam	Male	Siltie zone	AGP coordinator	BSc	0913182828	-
17	Teherku Worku	Male	Gurage zone	AGP coordinator	BSc	0912242818	-
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24	Shimels Debele	Male	OMFI	Rural credit process owner	BSc	0911943632	shimdeb@yahoo.com
25	Sileshi Marga	Male	Kafa zone	AGP Focal person	BSc	0913105131	sileshimarga@yahoo.com

No	Name	Gender	Organization /area (Region or Zone)	Position	Educational level	Address	
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