



# Evaluating Organizational Capacity in Ethiopia

2014 Spring/Summer Internship

*Information Session*  
*Friday November 15, 2013*



# STUDY TEAM

## Boston

- ◉ Malcolm Bryant
  - Principal Investigator, tool development
- ◉ Steven Crimaldi
  - Program Manager, budget
- ◉ Nafisa Halim
  - Statistician and analysis lead
- ◉ Elizabeth DeMare
  - Field research coordination, data collection and data management
- ◉ 2013 Data Collection Team
  - Joanna Krause, Luca Koritsanszky, Catherine Cook, Ashley Miller, Lu Na, Efua Gyan, Mahlet Yeshitla, Alyssa Fuller
- ◉ Student Projects
  - Kira Skolas, Boma Ubani, Rachel Cekarrel, Sabi Gurung, Sri Andini Handayani, Ariel Falconer

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## Ethiopia

- ◉ Yoseph Girma and team
  - CCRDA
- ◉ Timiru
  - Pact Ethiopia
- ◉ Yonas Mekonnen and Ephrem Hassan
  - Save the Children

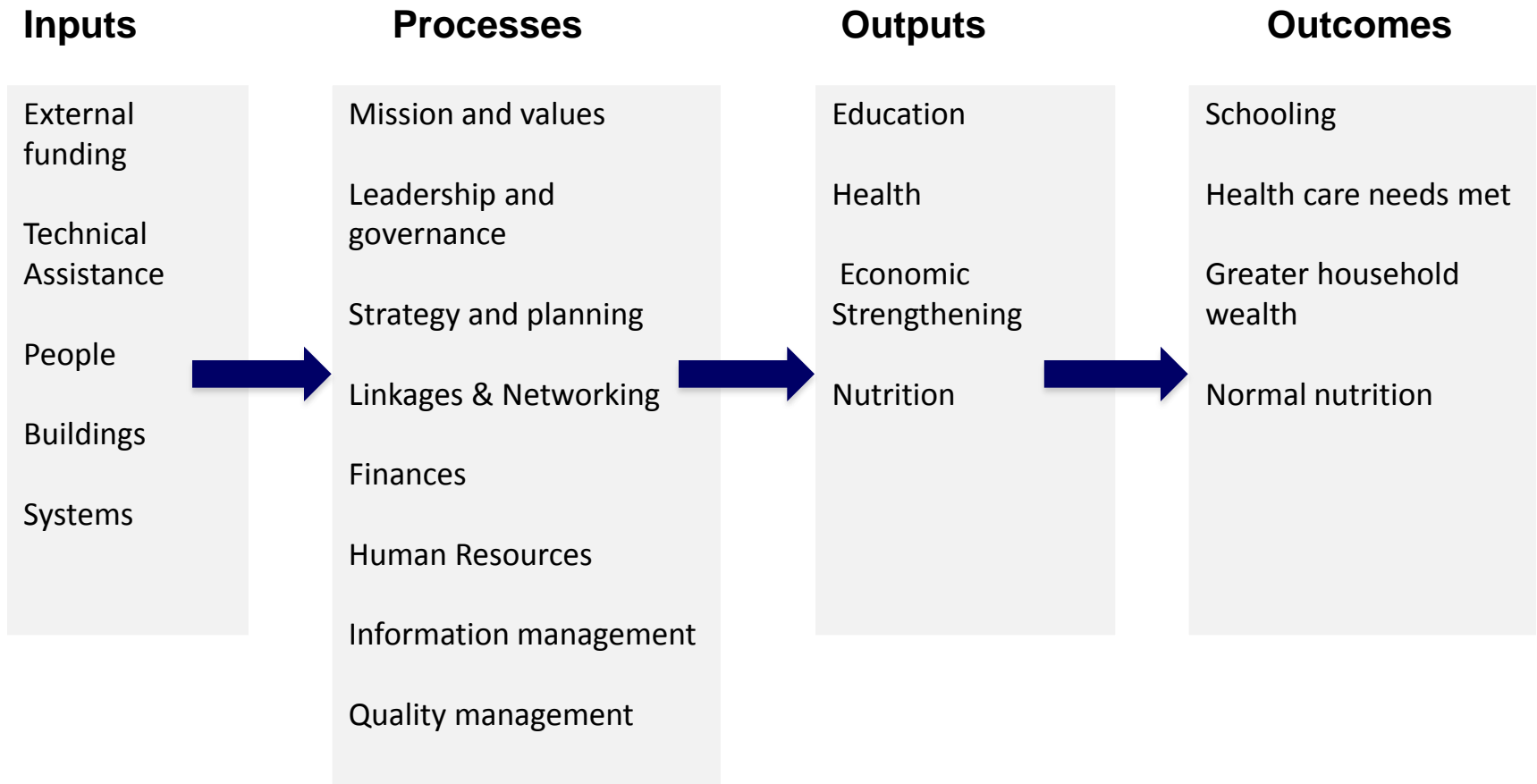


# BACKGROUND

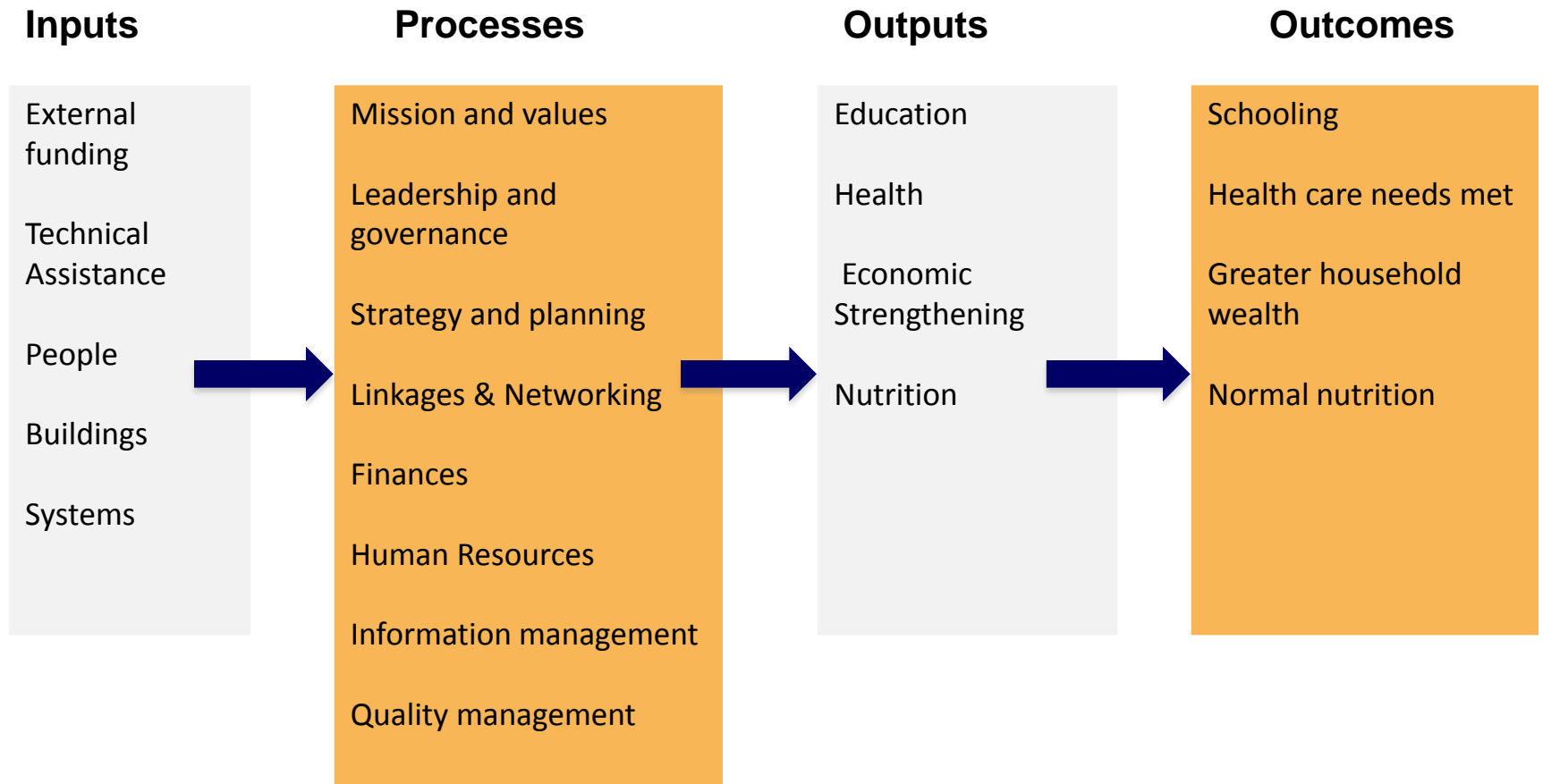
- ⦿ Preliminary study in India under the OVC Care project (2011)
- ⦿ Request from the Legatum Foundation to
  - Develop a methodology to evaluate organizational capacity of NGOs in Ethiopia
  - Develop a model to predict social return on investment
- ⦿ Impact evaluation of *Yekokeb Berhan*
  - Five year USAID project for highly vulnerable children in Ethiopia



# LOGIC MODEL



# LOGIC MODEL



# METHODOLOGY

- ⦿ Mixed methods
- ⦿ Longitudinal cohort: 44 NGOs
  - Round 1 – July-October 2012
  - Round 2- June-July 2013
  - Round 3 – June-July 2014
- ⦿ Measure organizational development across 11 domains
- ⦿ Child outcome data from the concurrent evaluation study



# QUANTIFYING ORGANIZATIONAL DEVELOPMENT

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## Organizational Domains

- 1 Mission and Values
  - 2 Leadership and Governance
  - 3 Strategic Planning
  - 4 Operational Planning
  - 5 Management of People
  - 6 Linkages and Communication
  - 7 Logistics Management
  - 8 Quality Management
  - 9 Management of Information
  - 10 Financial Management and Budgeting
  - 11 Financial Security and Fundraising
- 

**M** easuring  
**O** rganizational  
**D** evelopment &  
**E** ffectiveness



# SUMMARY OF MODE

- Cross sectional or longitudinal
- 3 hours
- All staff
- Key Informant interviews: Executive Director, data manager, human resource manager, finance manager
- Mixed methods

**Tool 1: Organizational Profile**

**Tool 2: Interview and Document Review**

**Tool 3: Staff Survey**

**MODE**



# A DAY IN THE LIFE OF A DATA COLLECTOR...





*Tsegaye, one of our trusted drivers to get us to assessments*

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*Arriving to one of our NGO assessments, Addis Ababa*

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Ethiopian Residents' Charity committed to work for poverty reduction, HIV/AIDS prevention, care and support for needy people in Ethiopia. DFT was established in March 2002 and re-registered in October 2009 under Ethiopian Charities and Societies Agency with a license number 0087.

### **Vision**

DFT envisions HIV/AIDS and poverty free society.

### **Mission**

To improve the quality of the lives of families with a special focus on women and children through family based and integrated community development approach.

### **Programs of DFT**

- \* HIV/AIDS Prevention, Care & Support
- \* Women Empowerment
- \* Family Planning and Reproductive Health (RH & FP)
- \* Promotion of Social Communication
- \* Environmental Protection

*Introducing our team to the Executive Director, Addis Ababa*





*Interview and Document Review, Addis Ababa*

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*Interview and Document Review, Training, Addis Ababa*

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*Buna and chai break!*

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Document Review, Addis Ababa

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*Suggestion box for beneficiaries, Addis Ababa*

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# EU Donated HN Chilga Project CWDs Data in 5 Kebeles



## HN - Vision

Handicap National aspires to see all children with disabilities and OVC in Ethiopia equally benefit from the national resources and become empowered citizens.

## HN - Mission

Handicap National is committed to create a favorable situation for CWDs and OVC in all socio economic life and promote healthy child development and welfare through conducting CBR, OVC support, disability and HIV/AIDS prevention and care, Networking and capacity building to parents and

# TYPES OF Trainings & Trainees Provided by EU in 5 Kebeles



Mission, Vision and Monitoring data, Chilga Woreda





*Storeroom assessments, Bahir Dar*

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*Storeroom assessments, Addis Ababa*

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*Data files, Chilga Woreda*

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MODE Interview, Addis Ababa

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*Reviewing financial management systems, Addis Ababa*

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*Conducting surveys with branch office volunteers. Kebele Office, Debre Tabor*

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*Mini bus back to the apartment, Addis Ababa*

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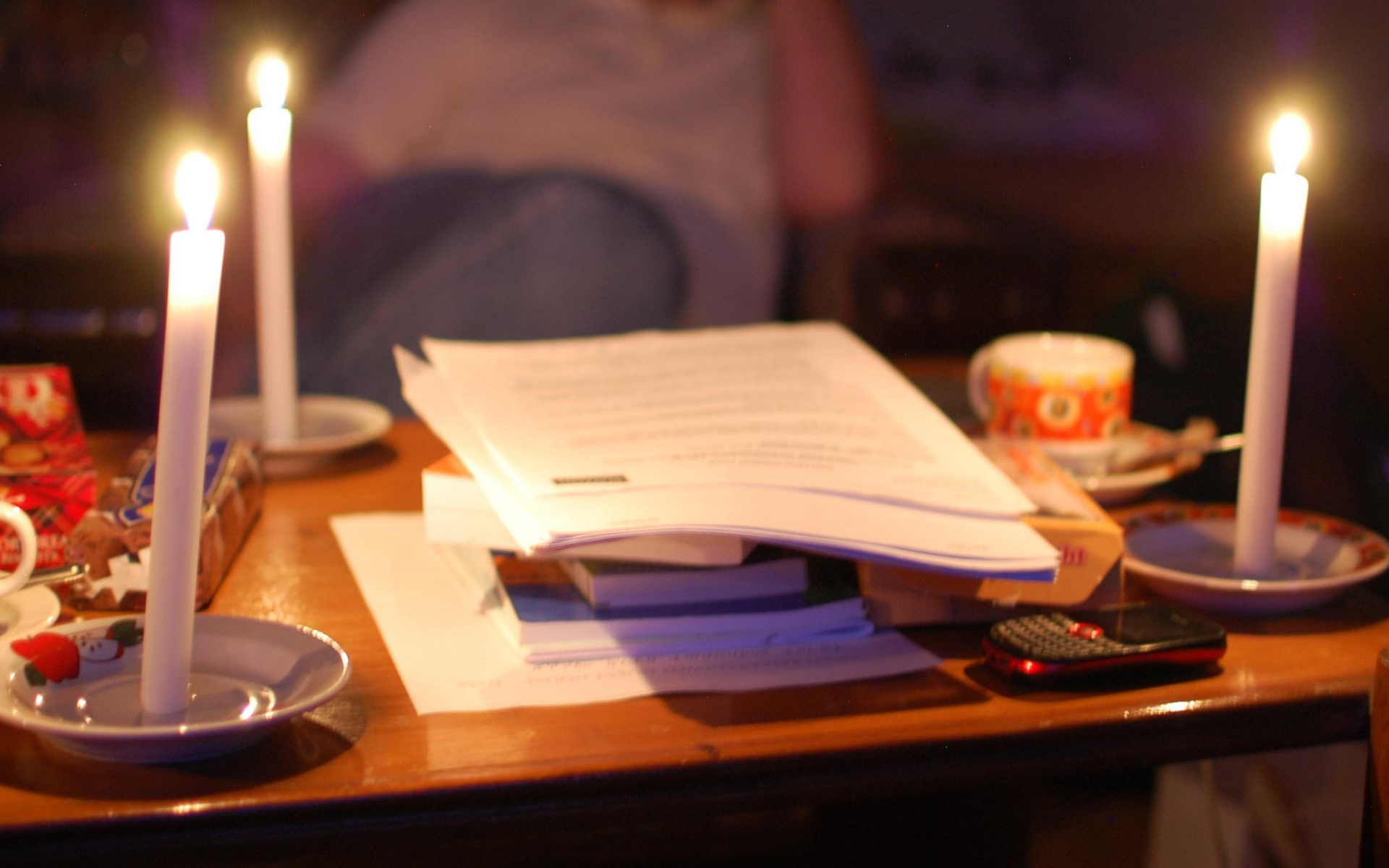




*Data, data, data! Addis Ababa*

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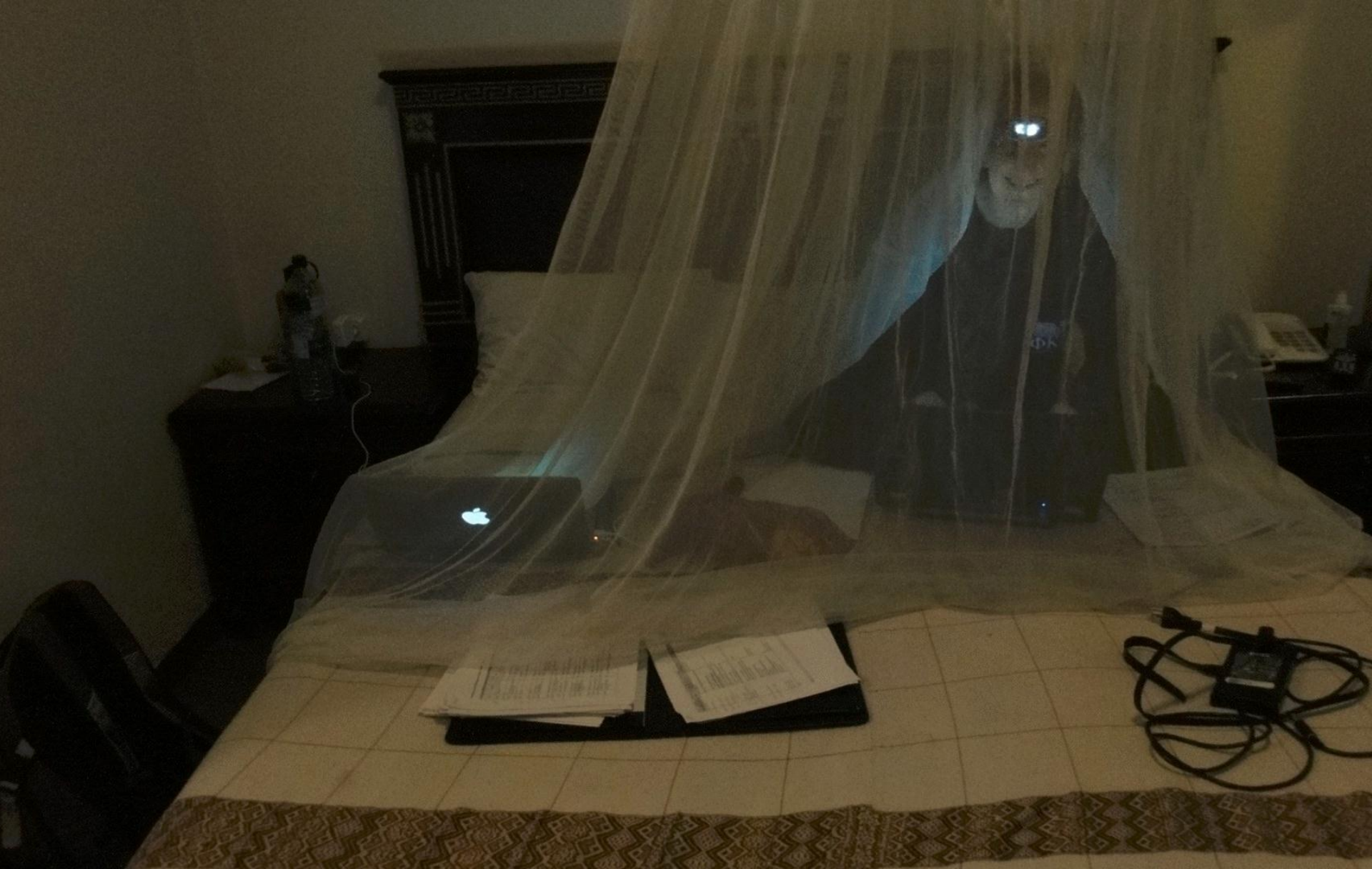






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# WHAT TO EXPECT IN ADDIS



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# SPRING/SUMMER INTERNSHIP SCOPE

- ◎ Spring (Jan-June)
  - Contribute to data analysis
  - Contribute to study projects and papers for peer reviewed literature
  
- ◎ Summer (May-August)
  - Attend training sessions (bi-weekly)
  - Travel to Ethiopia
  - Conduct NGO assessments (in and out of Addis Ababa) including interviews, surveys, data entry and data cleaning
  - Generate NGO specific reports post-assessment
  - Contribute to data analysis
  - Contribute to final report
  - Collaborate on papers for peer reviewed literature



# SKILLS YOU WILL GAIN

- ⦿ Data collection: key informant interviews and survey administration
- ⦿ Data management, entry (CSPro) and analysis
- ⦿ Report development
- ⦿ Work independently and in teams
- ⦿ Collaborate with Ethiopian masters students
- ⦿ Conduct research in a hands-on, fast-paced work environment in a developing country





# FUNDING

## Costs covered by study

- ⦿ All in-country travel costs to and from assessments
- ⦿ Housing will be provided in and out of Addis Ababa

## Costs *not* covered by study

- ⦿ Airfare, food, travel insurance, visa, and other incidentals (estimated cost = \$3,000)
- ⦿ Successful applicants can apply for Santander scholarships



# NEXT STEPS

- ⦿ Leave your name and email on the sign-in sheet
- ⦿ Elizabeth DeMare will send all interested applicants the application form
- ⦿ Email your CV and application form to Elizabeth, [edemare@bu.edu](mailto:edemare@bu.edu)
- ⦿ Interview with study team
- ⦿ Determine your availability to contribute to the project this spring (not required)
- ⦿ Check your finances and explore opportunities for funding



# KEY DATES

- ⦿ **November 22:** Application deadline
- ⦿ **December 2-12:** Interview with study team
- ⦿ **December 16:** Final team decisions



# Amasagenalo!



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