JULY 1, 2018 - JUNE 30, 2019
PHASE II, YEAR 3
HIGHER EDUCATION FOR SISTERS IN AFRICA
Evaluation Progress Report

PREPARED FOR: THE CONRAD N. HILTON FOUNDATION
GRANTEE: MARYWOOD UNIVERSITY
GRANT NUMBER: 20130041 (PHASE I) & 16584 (PHASE II)
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Acknowledgements

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On the Cover: Tanzania HESA participants at Mwenge Catholic University’s 2018 graduation ceremony.
Higher Education for Sisters in Africa (HESA) Phase II, Year 3 Program Evaluation Key Outcomes

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’ capacities 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.

24 Partnerships Maintained

New Partners ’18/’19:
Jordan University College & Catholic University Institute of Buea

282 Sisters Have Graduated

Honors/Awards:
25 1st Class Honors
35 2nd Class Honors
4 Other Awards

46 Sisters Have Withdrawn

Top 3 Reasons:
1. Institutional Request
2. Left Congregation
3. Personal Issues

WORKSHOP SUCCESSES

Orientation Attendance Rate 99% 99% of HESA sisters reported that Orientation met or exceeded their expectations.

Reflective Learning Attendance Rate 90% 99% of HESA sisters reported that Reflective Learning content met or exceeded their expectations.

HESA Alumnae Workshop Attendance Rate 42% 97% of HESA alumnae reported that the Alumnae Workshop met or exceeded their expectations.

The field of education is by far the most popular amongst HESA sisters.

<table>
<thead>
<tr>
<th>Education</th>
<th>38%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Econ. &amp; Bus. Admin.</td>
<td>15%</td>
</tr>
<tr>
<td>Medical Sciences</td>
<td>13%</td>
</tr>
<tr>
<td>Theology &amp; Religion</td>
<td>9%</td>
</tr>
<tr>
<td>Humanities/Social Sciences</td>
<td>9%</td>
</tr>
<tr>
<td>Leader. &amp; Res. Man.</td>
<td>5%</td>
</tr>
<tr>
<td>Did Not Report</td>
<td>3%</td>
</tr>
<tr>
<td>STEM</td>
<td>3%</td>
</tr>
<tr>
<td>Counseling &amp; Psychology</td>
<td>3%</td>
</tr>
<tr>
<td>Social Work</td>
<td>1%</td>
</tr>
<tr>
<td>Law</td>
<td>1%</td>
</tr>
</tbody>
</table>

In the 2019 ASEC Alumnae Survey, HESA alumnae met all outcome goals except the use of knowledge & skills to benefit their congregations, which fell below by 7%.

Workshop Successes

A total of 1,106 sisters have been served by the HESA program. Recruitment in Phase II, Year 3 was the largest to date.

In both Phase I & Phase II, the majority of HESA sisters are earning bachelor’s degrees.

<table>
<thead>
<tr>
<th>Master’s Degrees</th>
<th>198</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s Degrees</td>
<td>500</td>
</tr>
<tr>
<td>Diplomas*</td>
<td>130</td>
</tr>
</tbody>
</table>

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At the conclusion of Phase II, Year 3 of the Higher Education for Sisters in Africa (HESA) program, evaluation outcomes indicate that sisters are earning diplomas/degrees that are relevant to their ministries and needed within the context of their communities. With increased educational credentials, HESA alumnae report positive impacts on their ministries, congregations, and human development. Challenges continue to exist in organizational infrastructure, data management, academic dishonesty, and textbook/accommodation funding.

HESA has grown to serve 1,106 sisters (both Phase I and II) from 230 congregations since its inception in 2012. This year alone, 329 sisters were recruited and joined the program, the largest recruitment year to date. Of the 1,106 total sisters served by the program, 778 are currently enrolled online or onsite at 24 partner higher education institutions (HEIs) and 282 have graduated from the program. In total, 46 sisters have withdrawn from the program, indicating an overall retention rate of 95.8%.

Analysis of each of HESA’s established program objectives (Phase I and II) shows that the program has met or is on track to meet its anticipated output and outcome measures. For Phase II, these objectives include:

**Objectives**

1. Provide opportunities for Catholic sisters to **access & obtain post-secondary education**.
2. Increase sisters’ competencies in their fields, toward **greater effectiveness in their ministries**.
3. Increase sisters’ capacities to **strengthen the sustainability & internal systems of their congregations**.
4. Assist HESA alumnae to use their acquired skills & knowledge to **enhance & sustain their ministries / congregations**.
5. Disseminate best practices & learnings from ASEC & HESA, as well as models of innovative access to education.

A total of 1,106 sisters have been served by the HESA program. Recruitment in Phase II, Year 3 was the largest to date.
HESA Impact on Alumnae

100% gained specific skills from participating in the HESA program, that they otherwise would not have achieved

100% feel more confident as a result of participating in the HESA program

99% used the knowledge and skills they gained from the HESA program to benefit their ministry

68% used the knowledge and skills they gained from the HESA program to benefit their congregation

61% indicate that participating in the HESA program improved their ability to mobilize local resources

51% took up a leadership role in their ministry

42% received an increase in earnings after completing the HESA program

Data regarding the impact of the HESA program was gathered during Phase II, Year 3 using the End of Experience Assessment, the 2019 ASEC Alumnae Survey, site visits to the ministries of HESA alumnae, and focus groups at the 2019 HESA Partners Conference. 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 several program adjustments to address challenges. This grant year, adjustments have included - the creation of an informational evaluation video, collection of data regarding sisters’ academic awards and final research contributions, the addition of four new partnerships, and allocation of study supply stipends at Reflective Learning Workshops. With these adjustments, it is anticipated that the long-term desired impact of the HESA program will continue to be realized and HESA participants will ultimately strengthen the sustainability and systems of their congregations and positively impact human development through their various ministries.

900+ people served through HESA alumnae funded projects

60+ academic awards or honors received

70+ research contributions related to Catholic sisters in Africa

Protecting Vulnerable Children in Kenya
Sr. Delvin Chebukwa Mukhwana, DHM

Institution: Catholic University of Eastern Africa, Kenya
Credentials: Bachelor of Arts in Social Sciences; Masters in Development Studies
Graduated: May 2016 (Bachelor’s); Currently Enrolled (Master’s)

In September 2018, Sr. Delvin was promoted to direct the Association of Sisterhoods of Kenya (AOSK)’s Catholic Care for Children in Kenya (CCCK), “a program that seeks to safeguard and promote quality care for vulnerable children by adopting care reforms in family and community-based care, in line with the social teachings of the Catholic Church.” In this position, she has facilitated the development of a child protection policy to ensure “a conducive, safe, and enabling environment.” The policy was officially implemented on July 6, 2019.