

APRIL 1, 2022 - MARCH 31, 2023
PHASE VI, YEAR 1

SISTERS LEADERSHIP DEVELOPMENT INITIATIVE

Progress Evaluation Report



PREPARED FOR: THE CONRAD N. HILTON FOUNDATION
GRANTEE: MARYWOOD UNIVERSITY
GRANT NUMBER: 28215
REPORT DUE DATE: APRIL 30, 2023

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Acknowledgements

This report was prepared by the Monitoring & Evaluation Unit within the African Sisters Education Collaborative at Marywood University.

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Suggested Citation: African Sisters Education Collaborative (ASEC) (2023, April). Phase VI, Year 1 ASEC SLDI Progress Evaluation Report. African Sisters Education Collaborative Evaluation Report. Scranton, PA: ASEC.

On the Cover: SLDI Basic Technology Workshop participants in Malawi, October 2022.

To request a full copy of any of ASEC's evaluation reports, please contact research@asec-sldi.org.

Sisters Leadership Development Initiative (SLDI)

Program Evaluation Key Outcomes Phase VI, Year 1 (April 2023)



4 OBJECTIVES



Increase the **leadership, administrative, financial, and technology competencies** of SLDI participants.



Assist **SLDI alumnae** to become lifelong, learners, educators, mentors, and leaders who use their acquired skills and knowledge.



Create a **pathway to institutional sustainability** for ASEC and congregations of women religious.



Disseminate best practices and learnings from ASEC and the SLDI program, as well as models of innovative access to leadership.



The SLDI grants have **served 5,925 individuals** since 2007

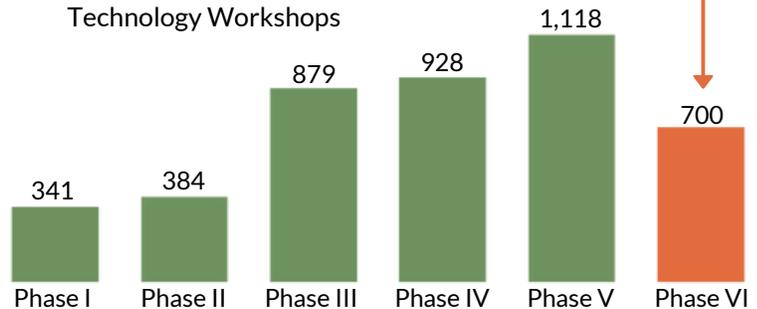


32 Basic Technology & 4 Intro to Web Design Workshops held in Year 1



2,275 ASEC annual newsletters were distributed in Africa

In Phase VI, Year 1, **700** sisters were served through Technology Workshops



INSTITUTIONAL CAPACITY BUILDING (ICB) PROJECT

Housed within SLDI, the Institutional Capacity Building (ICB) project supports national associations/conferences of religious by strengthening their internal systems.



National conference and congregation capacity building continued in Uganda and was initiated in Malawi.



Plans are currently underway to hold ICB Congregational Leaders Workshops across ASEC's 10 countries of operation in Year 2.

KEY OUTCOME FIGURES

Increase Competency 100% of Technology Workshop groups ($N = 36$) showed a **statistically significant increase** in pre- and post-skill assessment mean scores.

Assist Alumnae 99% of SLDI alumnae ($n = 801$) who attended the 2023 Alumnae Workshops reported that the **workshop met or exceeded** their expectations.

Broaden Impact 90% of SLDI alumnae ($n = 571$) **engaged in mentorship** to broaden the impact of the program in Phase VI, Year 1.

Laptop Use 89% of SLDI alumnae ($n = 585$) reported that their **laptop made a significant impact** on their work/ministry.

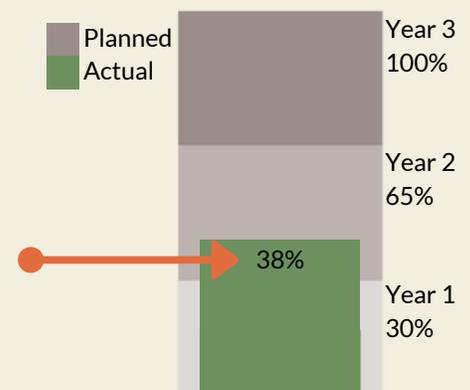
ASEC'S SUSTAINABILITY PLAN PROGRESS



ASEC has engaged a **fundraising consultant** who, after a full review and assessment of ASEC's current status, has developed a Sustainability Plan that will lead ASEC on a path to a secure future.



Outcomes related to ASEC's Sustainability Plan are only beginning to be realized in terms of **fundraising goals**. Results surpassed the projected Year 1 amount by 8% of the overall fundraising goal for the phase. Adjustments are being made in hopes to increase outcomes in Year 2.



Sisters Leadership Development Initiative (SLDI) Phase VI, Year 1 Executive Summary



As the Sisters Leadership Development Initiative (SLDI) enters Phase VI, 4,238 unique sisters, representing 350 congregations, have been served, equipping them with skills in leadership, administration, finance, and technology. In the program as a whole, an additional 1,687 stakeholders have been served through partner conferences, workshops for congregational leaders, and other capacity-building workshops. Since 2007, the program has served a total of 5,925 individuals.

In total, 561 workshops have been facilitated to implement SLDI (430 SLDI, 23 ICB, 102 Alumnae, 6 Other) since 2007. With a total of 52 offered in Phase VI, Year 1 alone (32 Basic Technology, 4 Introduction to Web Design, 15 Alumnae, 1 Other).

In Phase VI, Year 1, 700 sisters participated in Technology Workshops; 618 sisters participated in Basic Technology and 82 sisters participated in Introduction to Web Design. SLDI Year 1 workshops focus exclusively on building participants' technology capacities, although many participants view technology skills as a vital component of leadership.

Several new programming additions have been initiated in Phase VI including - workshops piloted in French, integration of social entrepreneurship to the curriculum, reinstatement of Introduction to Web Design Workshops, and the extension of Advanced Web Design Workshops to be offered in Years 2 and 3.

4 OBJECTIVES



Increase the **leadership, administrative, financial, and technology competencies** of SLDI participants.



Assist **SLDI alumnae** to become lifelong, learners, educators, mentors, and leaders who use their acquired skills and knowledge.



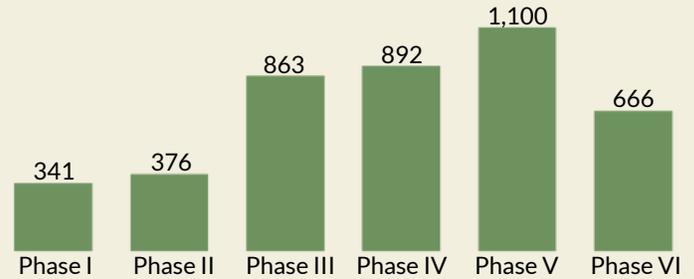
Create a **pathway to institutional sustainability** for ASEC and congregations of women religious.



Disseminate best practices and learnings from ASEC and the SLDI program, as well as models of innovative access to leadership.

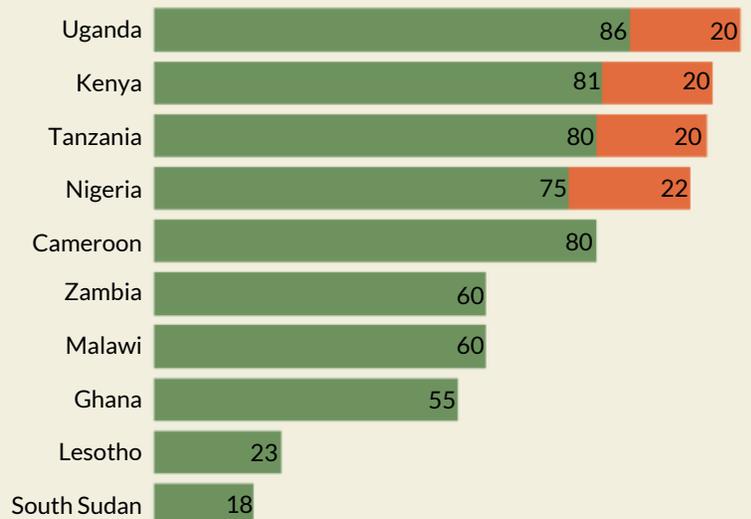
PARTICIPANT ENROLLMENT

To date, 4,238 unique sisters have been served by SLDI (4,350 times total), with 112 SLDI participants participating in the program in more than one phase.



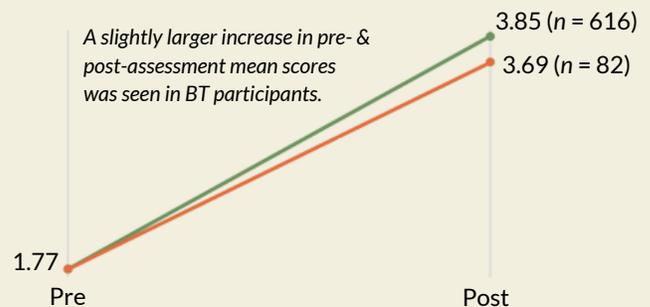
Contains unique participants counted by phase of entry only. Phase VI is in its first year and will likely see an increase in number of participants in Years 2 & 3.

A total of 700 sisters were served in Phase VI, Year 1 through Basic Technology and Introduction to Web Design Workshops.



INCREASED COMPETENCY

In Year 1, 100% (N = 36) of **Basic Technology and Introduction to Web Design Workshop** groups showed statistically significant skill increases in pre- and post-skill assessment mean scores.



Sisters Leadership Development Initiative (SLDI)

Phase VI, Year 1 Executive Summary Cont'd



SLDI ALUMNAE ACHIEVEMENTS

98% indicated participation in SLDI improved their **ability to collaborate** (n = 583)

94% are able to effectively **use the leadership, administrative, and/or financial skills** they gained from SLDI in their ministries (n = 584)

85% have **submitted grant proposals** after completing SLDI (n = 230)

84% have made at least one **internal system improvement in their congregation** after completing SLDI (n = 528)

84% **use data** in their congregation and/or ministry after completing SLDI (n = 572)

SLDI Phase VI, Year 1, has shown great progress towards meeting projected outcome and output goals for the phase. In regards to annual goals expected to be met by the end of Year 1, all projected figures were exceeded except the Alumnae Workshop attendance rate and website session increases. Adjustments are being made to assist in boosting output in these areas for the next reporting period.

Many activities are planned to be executed in Year 2, such as commencement of Leadership Track Workshops, ICB Congregational Leaders Workshops, and 2024 ASEC Alumnae Workshops. In addition, preparations are already being made for laptop and continued textbook distribution, M&E Officer implementation, and the writing of an academic publication. Lastly, it is hoped that the ICB capacity building intervention will conclude in Uganda and additional efforts will be made to ensure goal achievement under ASEC's Sustainability Plan.

Recommendations for future program implementation, based on data collected in the reporting period, include continuing to offer capacity building in basic technology, training French workshop instructors to lead ASEC introductory sessions, and conducting computer maintenance prior to workshop start. In addition, M&E Officers and completion of ASEC database development will assist with the program's evaluation.

Holistic Support for the Vulnerable in Kenya Sr. Elizabeth Wambui Gichuki, DHM

SLDI Track: Phase III, Administration, Kenya
Graduated: October 2015



To address education disparities in Kenya, the Ruben Center serves more than 3,000 poor and vulnerable children through education, health, and social services. Sr. Elizabeth Wambui Gichuki, DHM, works at the center with responsibilities including counseling, mentoring, teaching, and running support groups.

Using the skills she acquired through SLDI, Sr. Elizabeth took initiative during the COVID-19 pandemic to develop a project that assists underage mothers and vulnerable girls (ages 12-19) with school reentry. With the support of her congregation, the project is supporting 20 girls who are pursuing their secondary education in various boarding and day secondary schools.

ALUMNA SPOTLIGHT

FUNDS FOR HUMAN DEVELOPMENT

\$28,624,765

secured by SLDI alumnae* since 2012 to improve education, healthcare, social services, access to clean water and sanitation, and much more.



2,457,332
served
by SLDI
alumnae



4,771
jobs created
by SLDI
alumnae



19,723
mentored
by SLDI
alumnae

* Excludes funds secured by SLDI mentees and HESA alumnae.