Sisters Leadership Development Initiative (SLDI)

Phase IV, Year 3 (March 1, 2018 - February 28, 2019)

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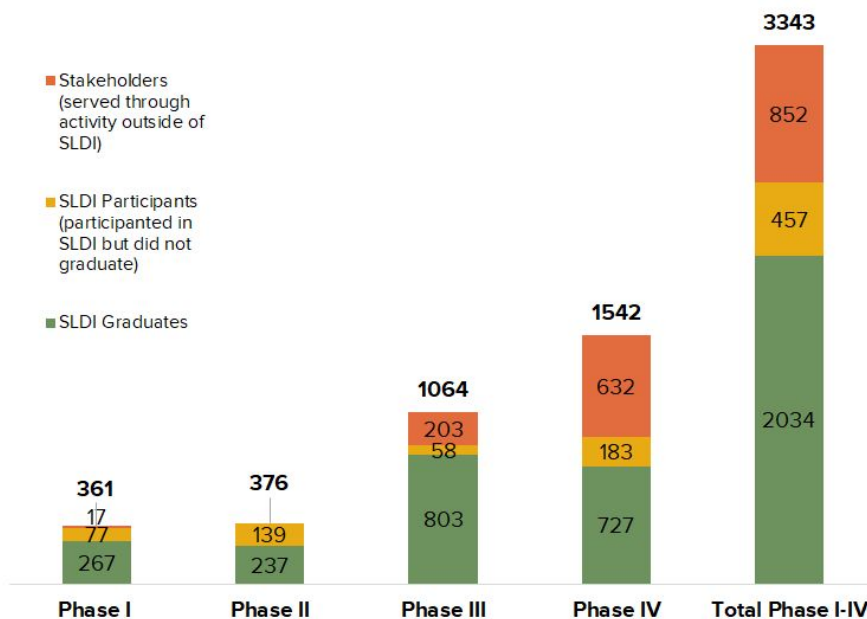
Executive Summary

At the close of the Sisters Leadership Development Initiative (SLDI) Phase IV, program evaluation outcomes show that sisters complete the program with increased skills and leadership abilities, a desire to pursue higher education, and subsequently create positive impacts on ministries, congregations and human development. Challenges exist in effectively engaging a growing number of alumnae and in creating a centralized database of participant information.

Key Outcomes

Increase in Participants and Stakeholders Served: Since its inception in 2007, the SLDI program has served 3343 individuals; 2491 sisters have been served through the SLDI program and 852 stakeholders were served through additional activities within the SLDI grant budget such as Superiors Workshops, Partner Workshops, Research Trainings and more. With close to 2500 alumnae, ASEC is seeking ways to increase alumnae engagement through Alumnae Workshops and other opportunities, and is continuing the

SLDI has served nearly 2500 sisters since 2007, with 910 sisters served in Phase IV alone.

- Stakeholders (served through activity outside of SLDI)
- SLDI Participants (participanted in SLDI but did not graduate)
- SLDI Graduates

|	Phase I	Phase II	Phase III	Phase IV	Total Phase I-IV
Total	361	376	1064	1542	3343
Stakeholders	17	—	203	632	852
SLDI Participants	77	139	58	183	457
SLDI Graduates	267	237	803	727	2034

process of creating a centralized database to house participant information and track evaluation data.

Gains in Skills and Competencies: After participation in SLDI, sisters consistently demonstrate statistically significant increases in curricular skill areas, self-efficacy, and leadership competencies.

Desire for Higher Education: Close to 30% (N = 567) of alumnae continue their education after SLDI and about 10% of SLDI alumnae continue their studies in the Higher Education for Sisters in Africa (HESA) program. When alumnae were asked how ASEC can best support them, the most popular suggestion was to assist alumnae in pursuing their academic education.

Alumnae Positively Impact their Ministries and Congregations: About 74% (N = 567) of SLDI alumnae have implemented or improved internal systems in their ministry and/or congregation in the areas of strategic planning, financial planning and management, and/or human resources (HR) management. Almost the same amount, 73.1% (n = 517) have received ministry leadership positions after participation in SLDI and 74.3% (n = 514) serve in supervisory roles. Additionally, 97% (n = 520) of alumnae serve as mentors and their mentees include both religious and lay people.

Human resources management and **strategic planning** are the leading areas of systemic improvement in ministries and congregations, respectively.

	IN MINISTRIES	IN CONGREGATIONS
Human Resources Management	38.6%	28.9%
Financial Planning	37.6%	27.5%
Strategic Planning	35.8%	29.5%
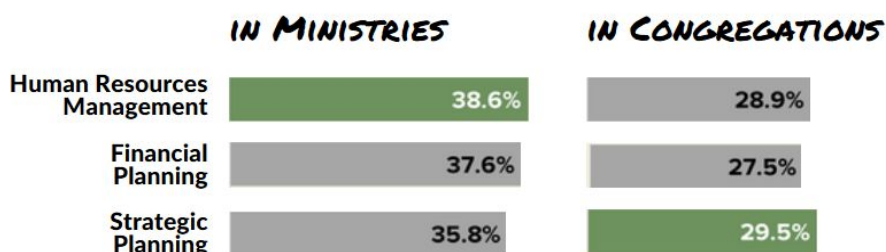
Alumnae Positively Impact Human Development: ASEC alumnae and mentees have secured more than $16.5 million for human development projects across Africa, contributing to achievement of the United Nation's Sustainable Development Goals (SDGs). Education (SDG 4) and health (SDG 3) focused projects receive the most funding; 51% of all funds support these two areas. Additionally, most projects serve people living in rural areas.

The Impact of ASEC Alumnae Funded Projects

$16.5+ million secured for human development needs

2.1 million + people served through funded projects

3500 + jobs created through funded projects

$8.5 million secured for education and health, mostly in rural areas

SLDI Program Overview

To better understand the program and its outcomes, the program purpose, objectives, structure, evaluation goals and methodology are described below. Following this Executive Summary, this report will discuss progress towards the achievement of each program objective as well as notable successes, challenges and adjustments, and recommendations for the future of SLDI.

Purpose of the SLDI Program & Program Objectives

The purpose of the Sisters Leadership Development Initiative (SLDI) program is to provide technological, administrative, financial and leadership training to Catholic sisters in Africa. The ultimate desired impact of the the program is to provide sisters with relevant skills and knowledge they can practically implement, which will translate into improved operations and sustainability in their congregations, and positive impacts on human development. The program has five objectives:

1. Increase the leadership and technology competencies of the participants;
2. Assist SLDI alumnae to become lifelong learners, educators and leaders;
3. Support the development and continuation of participant mentoring relationships to broaden the impact of the program;
4. Assist the participants and alumnae to use acquired skills and knowledge to enhance and sustain their ministries;
5. Disseminate best practices and models of innovative access to leadership.

SLDI Program Structure

SLDI operates in three-year phases. In the first year of the program, sisters attend a month-long workshop focused on increasing their technology and computer skills. In the second and third years of the program, sisters attend a month-long Leadership Workshop each year, participating in either an Administration track or Finance track. During the Leadership Workshops sisters build their capacity in areas relevant to their ministries, such as project planning and management, grant proposal writing, financial planning and management, human resources management, and much more. All sisters receive a laptop during the program to assist them in practicing, enhancing and sharing their skills once the program concludes.

After sisters complete the SLDI program, they are considered alumnae and are invited to engage in continuing professional development and networking through annual alumnae workshops. In these 3-day workshops, sisters come together in each of ASEC's countries of operation to learn more about a specific topic or skill area, share successes and challenges they experience in their work, and discuss emerging issues. Also, alumnae are expected to mentor at least 3 other sisters after the program concludes. Sisters receive skill development in mentorship during the Leadership workshops. The program recently concluded Phase IV Year 3 on February 28, 2019.

SLDI Evaluation Goals

Prior to the beginning of each phase, an evaluation plan is developed to outline the program objectives, activities, projected outputs and outcomes, and desired impact. Specific projected outputs and outcomes relate to each program objective. The program measures progress towards these projected targets over the course of the year and the phase, with three goals guiding the evaluation process:

1. Engage in formative evaluation which assists in identifying process or program concerns that may necessitate program changes. This type of evaluation aids in understanding the the successes and challenges of the program, in order to make improvements where needed and enhance areas of success.

2. Engage in summative evaluation, which includes measuring progress towards program objectives and regular reporting of program outputs and outcomes to ASEC stakeholders.

3. Share the story and impact of the program with ASEC stakeholders and the public. This includes collecting data that may be used for research on ASEC programs and/or the lives and work of Catholic sisters in Africa.

SLDI Evaluation Methodology

The program evaluation collects and analyzes both quantitative and qualitative data. A variety of instruments were used to collect data used in this report, including surveys, curriculum-based assessments, an existing scale, in-person interviews, and site visits. Data was collected from SLDI participants, SLDI alumnae, SLDI Instructors, and ASEC staff to evaluate the program holistically. Both paper and electronic formats were used for data collection. Data is collected throughout the course of the program to fulfill both formative and summative goals of the evaluation. Program evaluation data is stored in a secure database, hosted by Marywood University.

To request a copy of the full SLDI Phase IV Year 3
evaluation report, please contact
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