Percentage of target staff reporting an improvement in capacity to use adaptive practices

Indicator Number:
56

Logic Model Component:
Outputs (Reach and Engagement)

Data Type(s):
Proportion

Short Definition:
Refers to the percentage of target staff reporting an improvement in capacity (knowledge, skills, or abilities) to use adaptive practices

Definition and Explanation (Long):
This indicator refers to the percentage of target staff reporting an improvement in capacity (knowledge, skills, or abilities) to use adaptive practices for the management of a project, program, or initiative as a result of participating in training or other activities aimed at building capacity in adaptive management. Target staff may include partners. Self-reporting, pre- and post-evaluations, or follow-up surveys should be conducted to determine the extent to which there was an improvement in awareness, understanding, or capacity in iterative approaches to learning and adapting.

Data Requirements:
Quantitative data from pre- and post-tests using survey questions and Likert scales to determine capacity to use adaptive practices and follow-up assessments at three and/or six months to determine knowledge retention; qualitative data can provide greater insight into target user capacity

Data Sources:
Pre- and post-tests, follow-up surveys

Frequency of Data Collection:
Quarterly, semiannually, or after specific activities

Purpose:
This indicator can be used to monitor changes in capacity (awareness, knowledge, and skills) in adaptive practices over time (before training/activity and after training/activity). It is a simple
way to establish a foundation of staff trained in programmatic flexibility and change.

**Issues and Challenges:**

Although a project, program, or initiative may include adaptive management approaches in their work plan, it does not necessarily reflect the use of those sessions in decision making. Self-reported data may be biased and may not empirically represent the context or practice.

**Related Indicators:**

The number of instances of staff reporting their KM capacities improved, by type (indicator 12) is useful, however, the proportion may be a more useful indicator for projects, programs, or initiatives with small staff.

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