

PERFORMANCE MONITORING PLAN For SAP WORK PIACE PROJECT TARGETING TEACHERS IN SLUM

SCHOOLS 2009

PERFORMANCE INDICATOR	INDICATOR DEFINITION	DATA SOURCE	METHOD/APPROACH OF DATA COLLECTION OR CALCULATION	DATA ACQUISITION		ANALYSIS, USE & REPORTING	
				SCHEDULE/FREQUENCY	RESPONSIBLE PERSON (S) & TEAM	SCHEDULE MANAGEMENT EVENT	RESPONSIBLE PERSON (S) TEAM
IMMEDIATE OBJECTIVE 1: Reduced HIV/AIDS risk behavior of targeted workers & their communities							
<i>% of targeted workers who report having sex with a non-regular partner in the last 12 months</i>	<p>Definition: targeted workers means teachers in primary and secondary schools.</p> <p>Non-regular means non-marital, non-cohabiting partner.</p> <p>Unit: # of respondents who have had sex with a non-marital, non-cohabiting partner in the last 12 months as a percent of total # of male/female respondents interviewed.</p>	Project survey	This will be done through sample surveys at annually. The survey will include questions on number of sex partners.	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.
<i>% of targeted workers reporting abstinence from sex in the last 12 months</i>	<p>Definition: abstinence means not practicing any form of sexual activity</p> <p>Unit: # of respondents who have had no sexual</p>	Behavioral surveillance survey	This will be done through sample surveys annually.	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the

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	activity in the last 12 months as a percent of total number of male/female respondents						Project Coordinator and Director.
<i>% of targeted workers who report using a condom the last time they had sex with a non regular partner in the last 12 months</i>	<p>Definition: Condoms are rubber contraceptive gadgets worn by either of the sex partners during sex intercourse to prevent them from having direct body contact of the sexual fluids.</p> <p>Unit: # of respondents who have used a condom the last time they had sex with a non-regular partner as a percent of the total number of male & female respondents.</p>	Behavioral surveillance Survey	Surveys will be Conducted by the local ADP staff on how teachers are consistently using condoms in targeted areas.	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.
DO 2: Reduced stigma & discrimination against people infected and affected by HIV/AIDS in targeted workplaces							
<i>% of HIV/AIDS infected and affected workers reporting stigma in the workplace.</i>	<p>Definition: Stigma is a negative feeling or attitude that one may have against self or another person.</p> <p>Unit: # of infected or</p>	Work place surveys	This will be done through sample surveys annually at the targeted schools. The survey will include questions on the	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project

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	affected workers reporting being stigmatized at the work place as a percent of total # of male/female respondents		number of HIV/AIDS infected or affected people being stigmatized at the work place.				Coordinator and Director.
<i>% of workers who report that they believe their employer keeps HIV/AIDS infected and affected people on the job.</i>	<p>Definition: Keeps: does not terminate one's services on the basis of HIV/AIDS statues</p> <p>Unit: # of workers who believe that their employer keeps HIV/AIDS infected/affected people on the job as a percent of male/female respondents.</p>	Work place surveys	Annual sample surveys at the targeted schools. Questions on the number of employers keeping HIV/AIDS infected or affected people on the job will be sought.	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.
<i>% of HIV/AIDS infected and affected people reporting no or reduced discrimination at the workplace.</i>	<p>Definition: Discrimination: is a negative treatment or judgment that one may have on another person.</p> <p>Unit: # HIV/AIDS infected/affected people reporting reduced discrimination at the</p>	Work place surveys	Data will be collected from a cross section of HIV/AIDS infected and affected people in targeted areas. This will be done at annually.	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.

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	work place as a percent of male/female respondents.						
IO 1: Increased use of available HIV/AIDS services							
<i>Rate of use of each targeted service.</i>	<p>Definition: Targeted service: HIV/AIDS related services (Voluntary counseling, Testing Trainings etc.)</p> <p>Unit: # of targeted workers (teachers) using HIV/AIDS available services as a percent of male/female respondents</p>	Project survey	Data will be collected from a cross section of targeted workers and questions of how often they use the availed HIV/AIDS services will be asked.	Annually	M&E Specialist, Field Facilitators	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.
IO 2: Increased application of life skills							
<i>% of targeted children (primary four – senior four) who have applied at least five out of the ten promoted life skills</i>	<p>Definition: Life skills: These are basic life principles that can help a person to have good/positive social/moral living.</p> <p>Unit: # of targeted children applying at least five of the ten promoted life skills as a percent of the total number of</p>	Behavioral surveillance survey	This will be done through sample surveys annually. The survey will include questions on how life skills have been applied.	Annually	M&E Specialist, Field Facilitators	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.

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	male/female respondents						
<i>% of teachers in targeted schools who have applied at least five out of the ten promoted life skills</i>	<p>Definition: Applied: those who are practicing</p> <p>Unit: # of teachers who have applied at least five of the ten life skills as a percent of the total no of teachers interviewed.</p>	Behavioral Surveillance survey		Annually	M&E Specialist, Field Facilitators	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.
IO 3: HIV/AIDS workplace anti-discrimination policies in place (government & unions/associations of target workers)							
<i>% of targeted workplaces that have HIV/AIDS anti-discrimination policies.</i>	<p>Definition: Anti -discrimination policies: these are policies that protect HIV/AIDS infected and affected teachers in the workplaces</p> <p>Unit: # Schools that have anti discrimination policies as a percent of total # of those visited</p>	Project surveys	Data will be collected from a number of schools determine those with anti HIV/AIDS anti discrimination policies.	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.
IO 4: Improved attitudes towards HIV/AIDS infected and affected people							
<i>% of workers that report accepting and supportive attitudes towards</i>	<p>Definition: Accepting: to take or work with willingly.</p>	Population surveillance	Data will be collected from a cross section of	Annually. Also at baseline, mid	M&E Specialist, Field	Annual management reviews	M&E Specialist will be responsible for

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<i>HIV/AIDS infected & affected persons in the targeted workplace.</i>	<p>Supportive: This is giving a hand or encouragement so as to assist one infected/affected by HIV/AIDS.</p> <p>Unit: # of teachers that report accepting & having supportive attitudes towards HIV/AIDS infected & affected persons in the targeted schools as a percent of female/male respondents</p>	none	workers in targeted areas to determine those who accept and support HIV/AIDS infected and affected people in targeted the work place.	term and final evaluation	Facilitators		analysis. Reports will be used by the Project Coordinator and Director.
<i>% of workers that report accepting and supportive attitudes towards HIV/AIDS infected and affected persons outside the targeted workplace.</i>	<p>Definition: Attitudes: The inner feeling or judgment towards people infected & affected by HIV/AIDS.</p> <p>Unit: # of teachers that report accepting and supporting HIV/AIDS affected/infected people outside the workplaces as a percent of total # of teachers interviewed.</p>	Behavioral surveillance	This will be done through sample surveys annually. The survey will target workers at the work place.	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators and external consultant	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.

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<i>% of HIV/AIDS infected and affected persons that report receiving acceptance or supportive attitudes in the targeted workplace.</i>	<p>Definition: Receiving: being treated fairly by fellow workers.</p> <p>Unit: # HIV/AIDS affected and infected teachers that report receiving acceptance and supportive attitudes from fellow teachers as a percent of total male/female respondents.</p>	Population based surveillance	This will be done through sample surveys annually. Questions will be designed to establish whether the HIV/AIDS infected and affected teachers are reporting that they receive supportive attitudes from their fellow workmates.	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators and external consultant	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.
SIO 1: Increased access to HIV/AIDS services							
<i>% of targeted workplaces offering at least 75% of the targeted services at or through the workplace.</i>	<p>Definition: targeted services include: voluntary counseling & testing (VCT), Interpersonal Therapy for Groups (IPT-G), life skills education, HIV/AIDS education.</p> <p>Unit: # of schools offering at least 75% of the targeted services as a percent of all the schools</p>	Work Place surveys	This will be done through sample surveys annually. The survey will include questions on HIV/AIDS services being offered by the different schools.	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.

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	surveyed.						
SIO 2: Increased awareness of HIV/AIDS and related services							
<i>% of employees in targeted workplaces who can name at least 75% of the targeted services.</i>	<p>Definition: Employees: These are persons who work for an organization in return for wages</p> <p>Unit: # employees who can name at least 75% of the targeted services as a percent of the total # of male/female respondents.</p>	Population surveys.	This will be done through sample surveys annually. The survey will include questions on how life skills have been applied.	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.
SIO 3: Increased knowledge of life skills							
<i>% of targeted children (primary four – senior four) who can identify at least five out of the ten life skills</i>	<p>Definition: life skills include: Knowing & living with self (self awareness, self esteem, assertiveness); knowing & living with others (effective communication, peer pressure-peer resistance, negotiation, consultation); skills for decision-making (critical thinking, decision</p>	Population surveys	This will be done through population surveys annually. The survey will include questions on whether any of the targeted life skills can be identified by the targeted children.	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators and external consultant	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.

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	making, problem solving). Unit: # targeted children who can identify at least five of the ten targeted life skills as a percent of the total # of male/female respondents						
<i>% of teachers in targeted schools who can identify at least five of the ten life skills</i>	Definition: Unit: # teachers in targeted schools who can identify at least five of the ten targeted life skills as a percent of the total # of male/female respondents.	Population surveys	This will be done through sample surveys annually. The survey will include questions on how life skills have been applied.	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators and external consultant	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.
SIO 4: Increased advocacy for the rights of people infected & affected by HIV/AIDS							
<i># of partner organizations engaged in advocacy campaigns.</i>	Definition: Partner organizations: include Uganda National Teachers Union (UNATU) and Federation of Educational NGOs in Uganda (FENU). Unit: # of partner	Partner organizations	This will be done annually and will include questions on partner organizations that carry out HIV/AIDS advocacy campaigns.	Annually. Also at baseline, mid term and final evaluation	M&E Specialist	Annual management reviews	M&E Specialist & will be responsible for analysis. Reports will be used by the Project Coordinator and Director.

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	organizations that are engaged in HIV/AIDS advocacy.						
<i># of advocacy campaigns carried out by partner organizations</i>	<p>Definition: Advocacy: speaking for the rights of HIV/AIDS infected and affected teachers</p> <p>Unit: # of advocacy campaigns (HIV/AIDS) carried out by partners organizations</p>	Project records	This will be done through review of project records quarterly.	Quarterly	M&E Specialist	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.
SIO 5: Increased knowledge about the rights & value of people infected and affected by HIV/AIDS							
<i>% of workers aware of the rights of people infected and affected by HIV/AIDS.</i>	<p>Definition: Rights: include right to work, right to fair treatment, right to privacy confidentiality, right to sick leave.</p> <p>Unit: # male/female teachers in the target schools aware of the rights of people infected / affected by HIV/AIDS as a percent of respondents.</p>	Population surveys	This will be done through sample surveys annually. The survey will include questions on knowledge of the rights of people infected and affected by HIV/AIDS.	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators	Annually	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.
<i>% of targeted employers aware of the rights of</i>	Definition: Employers: include head teachers in	School surveys	This will be done through sample	Annually. Also at	M&E Specialist,	Annual management	M&E Specialist will be

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<i>people infected and affected by HIV/AIDS.</i>	the targeted schools Unit: # targeted employers who are aware of the rights of people infected /affected by HIV/AIDS as a percent of total number of respondents		surveys annually. The survey will include questions on whether the rights of the people infected or affected with HIV/AIDS are known to the targeted employers.	baseline, mid term and final evaluation	Field Facilitators and external consultant	reviews	responsible for analysis. Reports will be used by the Project Coordinator and Director.
<i>% of workers aware of the value of people infected and affected by HIV/AIDS.</i>	Definition: Value: the worth or importance of people infected & affected by HIV/AIDS. Unit: # workers who are aware of the value of people infected /affected by HIV/AIDS in relation to the total number of workers interviewed.	Population surveys	This will be done through sample surveys at baseline, mid term and final evaluation. The survey will include questions on the worthiness of people infected/affected by HIV/AIDS	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators and external consultant	Annual management reviews	M&E Specialist will be responsible for analysis. Reports will be used by the Project Coordinator and Director.
<i>% of targeted employers aware of the value of infected and affected people by HIV/AIDS.</i>	Definition: Unit: # employers who are aware of the value of people infected /affected by HIV/AIDS as a percent of total # of respondents.	Population surveys	This will be done through sample surveys annually. The survey will include questions on how employers view the worthiness of people infected	Annually. Also at baseline, mid term and final evaluation	M&E Specialist, Field Facilitators	Annual management reviews	M&E Specialist & external consultant will be responsible for analysis. Reports will be used by the Project

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			or affected with HIV/AIDS				Coordinator and Director.