



Monitoring and Evaluation Data Use

Goal and Proposed Outcomes

NASTAD Zambia's goals over the five-year project were to (1) build the capacity of Zambia's National HIV/AIDS/STI/TB National Council (NAC) in the area of HIV program monitoring and evaluation (M&E); and (2) enhance the long-term capacity of Zambia's public health system to conduct M&E of HIV programs and community needs, and plan appropriate interventions to fill the gaps.

Strategy and Approach Used

For the last five years, NASTAD Zambia has provided TA to the NAC, the MOH, and to the University of Zambia, Monitoring & Evaluation Center of Excellence (M&E CoE). With the M&E CoE, NASTAD has strengthened Zambia's public health system capacity to conduct M&E. NASTAD's approach has been to provide TA through a peer-to-peer methodology that builds both the skills and capacity in these agencies to collect, analyze, and use quality data for decision-making and program planning. The peer-driven, integrated-to-the-workplace methodology ensures strong knowledge transfer and improves the likelihood that knowledge and capacity gains will be sustained. To further institutionalize gains, NASTAD provides follow-up and mentoring to the focal staff.

Training and Mentoring

To best target capacity building, NASTAD Zambia, with partners, identified the epidemiology, M&E, data quality, data analysis, and data-driven planning training needs of field staff and health care providers, and developed training curricula to address the identified gaps and needs. The NASTAD team, comprised of U.S.-based state health department staff and NASTAD-Zambia staff, worked with local partners to develop, pilot, and



implement the Epidemiology for Data Users (EDU) training curriculum to enhance understanding of basic epidemiology, M&E, data analysis and use skills. Participants applied the knowledge and skills gained by developing a district or provincial epidemiologic profile, as well as M&E plans in support of the National HIV/AIDS/STI/TB Strategic Framework.

As a follow-up, in an effort to improve the capacity of health facility staff to collect relevant, quality data, and analyze and use the data to improve the quality of health care in Zambia, NASTAD, in partnership with other agencies, supported the development and implementation of The Quality Improvement through Data Use (QIDU) curriculum. This curriculum focused on enhancing health facility staff's skills to review routinely collected data to assess quality of health care delivery, and to develop interventions using

systematic performance improvement approaches (PIA) that address gaps in quality. Knowledge and skill gains were practiced through development and implementation of Quality Improvement (QI) projects in their respective health facilities.

In follow-up to both training initiatives, NASTAD Zambia has implemented on-site mentoring of participants to reinforce application of skills acquired during training, and to support quality improvement projects. All training was implemented using a cascade approach whereby a cadre of Master Trainers was trained by skilled peers, at the national and provincial level, and the Master Trainers were mentored by peers as they cascaded the training to the focal participants. This approach was used in order to build sustainability of the program and to ensure ongoing capacity building of both trainees and trainers.

Technical Assistance and Mentoring

NASTAD Zambia has helped NAC to implement and improve their data quality assessment processes. Using ideas and input from peer TA providers observing and participating in the process, NASTAD Zambia helped to automate and simplify data collection and reporting from the facility level, and simplify data collation and quality assurance at the sub-national level. NASTAD also helped to design processes for the NAC to use to summarize, assess, report on, and use data for action.

Finally, NASTAD helped the University of Zambia develop their CoE M&E. Assistance spanned from strategic planning to curriculum development to interim impact assessment to compilation of all materials into the CoE M&E's Short Course Training Manual. In doing so, NASTAD facilitated faculty exchange visits with Cornell University and the University of Zambia, as well as with faculty from two smaller U.S. Universities, to build a greater network for peer-to-peer exchange.

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Results

- 100% national coverage of EDU (300 provincial and district-level staff) and QIDU (290 provincial and district-level staff) in all 9 provinces and 72 districts in Zambia
- 20 districts received peer-mentoring for improvement. Action points on re-submission of data and follow-on activities provided. While there are no current measurements, this activity was done recently and we should be able to see changes in the next reporting cycle

Summary of Outcomes and Impact

Over the last five years, NASTAD has contributed significantly to building the capacity of Zambia's national and sub-national public health workforce for routine program M&E and data use for program planning. Specifically, NASTAD has:

- Assisted facilities to identify and initiate quality improvement projects to improve service delivery
- Improved the availability of quality M&E data at the national, provincial, and district levels
- Built capacity such that data can be used at the national and sub-national levels to drive decision-making
- Developed a cadre of hundreds of public sector staff who have knowledge, skills, and the ability to apply them to high-quality data collection, data analysis, quality improvement, and use.



Data quality audit meeting in Zambia