

**Monitoring and Evaluation Plan
For Strategic Plan 2014 – 2019**

Strategic Object: To Extend the Influence and Visibility of DHAT as a Regional Advocacy Champion

Activity	Output	Outcome	Indicator	Baseline	Target/Benchmark	Data Source	Time frame	Responsibility
Develop international links and participate in international networks	Inter networks and participation established	Increased visibility	# of partnerships established	2 partnerships (ICDR, Handicap Inter/ HEARD)	4 International networks (Research, advocacy, documentation, capacity building)	Program reports Meeting reports MoUs	2014 - 2016	Phil, Hamida, Rob, Farai
Collaborate with Regional Organisations for inclusive SRHR programming	Collaborations established	Increased programming in SRHR	# of collaborations established # of activities conducted	0 collaborations established	4 International networks (Research, advocacy, documentation, capacity building)	Program reports Meeting reports MoUs	2014 - 2016	Phil, Hamida, Rob, Farai
Influence change in policies, legislation and practices on TB, HIV and AIDS and SRH	policies, legislation and practices influenced	Increased programming in SRHR	# of policy items changed # of legislation item changed # of practices contributed to	0??, policies, legislation, practices changed	8 policies legislation, practices items changed	Newspaper reports Policy, legislation docs Civil society Program reports	2014 - 2018	Phil, Hamida, Rob, Farai, Edwin
Advocacy for disability inclusive Rights (Non Restrictive Rights) for greater access to quality HIV, AIDS and SRH services	Advocacy activities conducted	Increased programming in SRHR	# of advocacy activities conducted # of SRH practices influenced # of policy position statements procd	### est. SRHR advocacy work (Oxfam – Zim SFH –Zam ?? – Mal ?? Bots	8 Established SRHR advocacy work	Program reports Policy position paper, Partnership Agreements	2014 - 2018	Phil, Hamida, Rob, Farai, Edwin

Strategic Object: To Extend the Influence and Visibility of DHAT as a Regional Advocacy Champion

Activity	Output	Outcome	Indicator	Baseline	Target/Benchmark	Data Source	Time frame	Responsibility
Training of DHAT and partner staff	DHAT and Partner staff trained	Increased knowledge and performance Improved individual performance	# of staff trained # of training activities conducted # Types of training conducted	#? Training conducted (1, Advocacy, 2. M&E, 3. Resource Mobilization and Gender)	1 Advocacy Training 1 ED Training 1 HoO Training 1 HoP Training 1 YPC Training 1 FO Training 1 Admin Ast Trg	Program reports Meetings reports Quarterly reports Annual reports	2014 - 2016	Phil, Hamida, (Farai, Rob)
Identify and collaborate with UN agencies, bilateral agencies, government ministries/agencies, private sector and donor community for greater access to SRHR by PWDs	Partnerships identified and developed	Increased support to PWDs and other service organisations brought about via synergies by DHAT strategic partners	# of signed MoUs partnership agreements docs	0# identified and networked orgs (UN agencies, UNAIDS,WHO, UNDP, UNFPA, UNIFEM), 2 Identified networked Regional orgs (ARASA, SADC forum, NAPSAR+, Zim Lawyers, ZADHIR, PSI)	5 (International) UN agencies identified and networked 4 Regional organizations Identified and networked 12 national organizations	Program Reports Memo of understanding Collaborative work report Meetings minutes	2014 - 2016	Phil, Hamida, Mukuta, Rob
Collaborate/Work with disabled youths, Women and Girls, Men and Boys and their organisations	Collaboration identified and developed	Increased youth and gender programming	# of signed MoUs partnership agreements docs	Youth Org: SAYWHAT Women: (Diwode, WASN, ZNADWO, ZDSA, ZWIDE)	4 Youth Orgs 4 Women's Orgs 4 Men's Org	Program Reports Memo of understanding Collaborative work report Meetings minutes	2014 - 2017	Hamida, Edwin, Mukuta , Rob

Strategic Object: To Extend the Influence and Visibility of DHAT as a Regional Advocacy Champion

Activity	Output	Outcome	Indicator	Baseline	Target/Benchmark	Data Source	Time frame	Responsibility
Use digital communication and social media to disseminate information on Rights, HIV, AIDS and SRH more accessible and understandable to PWDs	Rights, HIV, AIDS and SRH information disseminated	Increased access to SRH information Increased knowledge on SRH	# of social media platforms used # of advocacy issues raised	1 facebook Acc 1 twitter Acc You tube Acc 1 MySpace Acc	1 facebook Acc 1 twitter Acc 1 You tube Acc 1 MySpace Acc	Social Media Accounts	2015	Rob, Farai,

Strategic Object: To Integrate TB, Cancers and SRH into the DHAT HIV and AIDS Response

Activity	Output	Outcome	Indicator	Baseline	Target/Benchmark	Data Source	Time frame	Responsibility
Advocate for the recognition of PWDs as a key population in the MPOA	Advocacy recognition for conducted	Increased programming for HIV Prevention and SRHR awareness	# of advocacy activities Conducted # of	0# targets for Maputo plan of action	3 meetings/yr for Maputo plan of action	Meetings reports Quarterly Reports	2015 - 2019	Phil, Farai

Strategic Object: To Capacitate DPO Federations and key strategic partners to deliver quality and appropriate information and services on HIV and AIDS and related health issues to persons with disabilities

Activity	Output	Outcome	Indicator	Baseline	Target/Benchmark	Data Source	Time frame	Responsibility
Capacity needs assessment of DPO Federations in all four DHAT programme countries (Botswana, Malawi, Zambia and Zimbabwe)	Assessment of capacity Needs conducted	Increased focus to address organizational weaknesses	# of DPO Federations Assessed	0?# DPO federations assessed	4 federations assessed	Assessment reports Meetings Reports Federations Reports	2015	Phil, Hamida, Farai, Rob
Working through volunteer involving organisations such as Voluntary Services Organisation (VSO) and Peace Corps, place highly skilled but low cost local and international volunteers to strengthen DPO Federations in identified areas of need	Volunteer Organizations Identified Capacity needs of DPO federations identified	Improved performance of DHAT and DPO Federations	# of volunteers attached # capacity needs addressed	0?# volunteers attached 0?# capacity needs of DPOs identified	3 volunteer organizations identified 4 DPO federations capacity needs addressed	Signed MoUs	2015 - 2017	Phil, Hamida, Farai, Rob

Strategic Object: Scale up Successful Interventions and Good Practices at National and Regional Level

Activity	Output	Outcome	Indicator	Baseline	Target/Benchmark	Data Source	Time frame	Responsibility
Research, documentation and dissemination of good practices that promoted greater access to quality information and services on TB, HIV and AIDS and SRH for persons with disabilities	<p>Research Partners identified</p> <p>Research issues identified</p> <p>Research Results Documented</p> <p>Good Practices documented and disseminated</p>	Increased evidence for disability SRHR programming	<p># of collaborating partners</p> <p># of research Issues studied</p> <p># of research results documented</p> <p># of good practices documented</p>	<p>2# studies documented</p> <p>1# good practice documented</p>	<p>10#? Research studies conducted</p> <p>10#? best practices documented</p>	Program reports,	2014 - 2019	Rob, Phil Hamida, Farai
Grant Making to DPOs to adapt and replicate good practices.	Grants offered to DPOs	Increased response to good practices	<p># of Grants utilized for replicating good practices</p> <p># of good practices replicated</p>	<p>0 grants made</p> <p>0 good practices replicated</p>	20#? grants made	Established MoUs	2014 - 2018	Hamida, Rob, Phil, Farai
Capacity building of DPO Federations and DPOs to mobilise their own resources through training, mentorship in resource mobilisation	Capacity building of DPOs and Federations conducted	Increased Efforts in Resource mobilization	<p># of Resource Mobilization Training</p> <p># of organizations trained</p>	0# of Resource Mobilization Training	4 resource mobilization trainings/Year	Training Reports quarterly reports		Hamida, Rob, Phil, Farai
Catalytic project initiatives that demonstrate short term impact on the ground, in partnership with DPOs and other key strategic partners	Catalytic Project Initiatives (CPI) established	Increased access to SRH by PWDs	<p># of CPIs established</p> <p># of PWDs accessed</p>	<p>0# CPIs established</p> <p>0# PWDs accessed through CPIs</p>	<p>4#? of CPIs established</p> <p>4#? of DPOs involved</p>	Program reports	2014 - 2018	Phil, Hamida, Rob, Farai, Edwin

Strategic Object: Enhance Our Organizational Effectiveness, Efficiency and Sustainability

Activity	Output	Outcome	Indicator	Baseline	Target/Benchmark	Data Source	Time frame	Responsibility
Using social media and other technological advancements to add value to DHAT program	Through Social media DHAT promoted	Increased visibility Of DHAT	# of people reached # of feedback messages # and type of social media used	1 Facebook 1 twitter	1 Facebook 1 twitter	Social Media accounts	2014	Robert, Farai
Creating a Regional Resource Centre of Excellence in knowledge management that addresses the needs of PWDs in TB, cancers, HIV and AIDS and SRH services	Regional Knowledge repository created	Increased knowledge in Disability, HIV and AIDS and TB and SRH programming	# of good practice documents produced # of HIV and AIDS and TB and SRH programming docs	#? good practice documents produced # of HIV and AIDS and TB and SRH programming documents	4#? Good practice documents	#? produced good practice documents #? Disability, TB, SRHR, programming documents	2014 - 2018	Phil, Hamida, Rob, Farai, Edwin
Promoting research on HIV and AIDS and SRH of PWDs.	Research on HIV and AIDS and SRH reference to PWDs promoted	Stronger evidence base Improved TB, HIV and AIDS and SRH programs	# of research studies conducted #of research resulted documented and disseminated	2# Research studies supported 2# research organizations partnered	8#? research studies conducted 4 research organizations partnered	Program Reports Documented Research results	2014 - 2018	Phil, Rob, Hamida, Farai, Edwin
Improving current M&E system to track and document the impact of supported interventions on the lives of PWDs	M& E system reviewed and improved	increased M&E knowledge Improved M&E systems in DPOs	# of M&E training activities conducted # of M&E volunteer placements facilitated	1# M&E system available (#? M&E Federations)	5 of M&E systems (1# DHAT+ 4#Federations)	Program Reports M&E systems Documents Quarterly reports	2014 - 2018	Rob, Hamida, Farai, Edwin, Phil
Staff development needs (Training) in areas related to their work	# of people trained # Types of training	Staff development needs Training activities conducted	Improved individual performance	7# training activities Advocacy Qualitative data analysis etc	10 development needs training activities	Training Reports Quarterly Report Staff meeting minutes	2014 - 2018	Phil, Hamida

