



UNIVERSAL
ENLIGHTENMENT
& FLOURISHING

Universal Enlightenment Forum Presents

The Flourishing Girls Club

Monitoring and Evaluation

CONTENT

Theory of Change
Logical Framework **Monitoring**
and Evaluation Tools

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UEF bridges silos of knowledge and wisdom across time, geography, religion and culture to establish research and disseminate ideas around human flourishing and religious literacy. Through writing, research and collaborating with other like-minded organizations, UEF is dedicated to facilitating the preservation and integration of human knowledge - and to maximizing human flourishing

Girls clubs provide space for disadvantaged adolescent girls to flourish.



Through Love, Learning and playing girls can flourish

Assumptions

Girls cannot flourish without loving, learning and playing often.

Disadvantaged adolescent girls do not have support for love, learn and play in developing contexts.



Universal Enlightenment Forum

Flourishing Girls Club

Initiative Theory of Change

Intervention

Girls clubs provide a space for disadvantaged adolescent girls to create a community and dedicate time to loving, learning and playing.

Intermediate Outcomes

Girls are spending consistent time each week loving, learning and playing while building a community to support flourishing.

Intended Impact

Girls flourish.



UEF's Flourishing Girls Club Program: Logical Framework

Projected Impact	Strategy	Projected Outcomes	Objectives
Increase flourishing for disadvantaged adolescent girls across the globe.	Provide comprehensive training for all club facilitators ahead of implementation of the UEF Flourishing Girls' Club through the Facilitator Training Guide Curriculum.	All (100%) facilitators are prepared to implement the girls club.	The sessions in the Facilitator Training Guide aim to inform participants of the importance of girl's clubs, the love, learn, play principles and the expectations of the facilitators' role in the club.
			The sessions in the Facilitator Training Guide aim to model human rights based approaches to prepare facilitators to communicate effectively, handle sensitive situations and facilitate the club sessions successfully.
			The sessions in the Facilitator Training Guide aim to establish best practices for creating a safe and conducive learning environment to support girls' love, learn and play during the club.
			The sessions in the Facilitator Training Guide aim to provide content knowledge surrounding topics covered in the Flourishing Girls' Club Handbook.



Indicators	Means of Verification	Outputs
Percentage of club facilitators who correctly respond to at least 10 questions of questions 1-12 on the endline questionnaire by the end of the club facilitator training sessions.	Facilitator Endline Questionnaire (Questions 1-12)	100% of club facilitators correctly respond to at least 10 questions of question 1-12 on the endline questionnaire by the end of the club facilitator training sessions.
Percentage of club facilitators who correctly respond to questions 13, 15, 16, 17, and 19 on the endline questionnaire by the end of the club facilitator training sessions.	Facilitator Endline Questionnaire (Questions 13, 15, 16, 17, and 19)	100% of club facilitators correctly respond to questions 13, 15, 16, 17, and 19 on the endline questionnaire by the end of the club facilitator training sessions.
Percentage of club facilitators who correctly respond to question 14 on the endline questionnaire by the end of the club facilitator training sessions.	Facilitator Endline Questionnaire (Question 14)	100% of club facilitators correctly respond to question 14 on the endline questionnaire by the end of the club facilitator training sessions.
Percentage of club facilitators who score above 70% on each of the 7 content assessments administered after each content training session.	Formative Content Assessments (7)	100% of club facilitators score above 70% on each of the 7 content assessments administered after each content training session.



UEF's Flourishing Girls Club Program: Logical Framework

Projected Impact	Strategy	Projected Outcomes	Objectives
Increase flourishing for disadvantaged adolescent girls across the globe.	Administer a comprehensive girls' club within the Love, Learn and Play philosophical framework through the UEF Flourishing Girls' Club Curriculum.	Girls across the world will be equipped with the tools, resources and community to love, learn and play which will result in increased flourishing. The Love, Learn and Play philosophical framework will be spread globally.	By the end of the club, club participants will be able to identify opportunities for love, learn and play within daily life resulting in increased flourishing.
			By the end of the club, club participants will be able to expand their awareness of empowerment, leadership, activism, general health, sexual reproductive health, financial literacy and entrepreneurship.
			By the end of the club, club participants will be able to exercise increased self-confidence, self-respect, and self-worth within the Love, Learn and Play philosophical framework.
			By the end of the club, club participants will be able to flourish.
Increase awareness of the Love, Learn and Play framework by establishing UEF's Flourishing Girls' Clubs in multiple contexts.	Record best practices and feedback from current club facilitators and participants	Additional clubs can be facilitated in diverse contexts across the world spreading the Love, Learn and Play framework to increase flourishing globally.	By participating in monitoring and evaluation club facilitators and participants will provide valuable insights for UEF staff to advance the LLP Club.



UEF's Flourishing Girls Club Program: Logical Framework

Indicators	Means of Verification	Outputs
Percentage of club participants who correctly respond to 6 or more of questions 3, 4, 5, 6, 8, 9, 10, 12, and 13 on the endline questionnaire at the end of the club duration.	Participant Endline Questionnaire (Questions 3, 4, 5, 6, 8, 9, 10, 12, and 13)	100% of club facilitators correctly respond to at least 10 questions of question 1-12 on the endline questionnaire by the end of the club facilitator training sessions.
Percentage of club participants who correctly respond to 6 or more of questions 2, 7, 16, 17, 18, 19, 20, 21 and 22 on the endline questionnaire at the end of the club duration.	Participant Endline Questionnaire (Questions 2, 7, 16, 17, 18, 19, 20, 21 and 22)	100% of club facilitators correctly respond to questions 13, 15, 16, 17, and 19 on the endline questionnaire by the end of the club facilitator training sessions.
Percentage of club participants who correctly respond to 5 or more of questions 1, 11, 13, 14, 15, 17, 21 and 22 on the endline questionnaire at the end of the club duration.	Participant Endline Questionnaire (Questions 1, 11, 13, 14, 15, 17, 21 and 22)	100% of club facilitators correctly respond to question 14 on the endline questionnaire by the end of the club facilitator training sessions.
Percentage of club participants who attend 90% of the club meetings.	Attendance Tracker	100% of club participants attend 90% of the club meetings.
Responses as captured in the weekly feedback form for facilitators and mid-point evaluation focus group for participants.	Club Facilitator Weekly Feedback Form Mid-point Evaluation	Increased understanding of the on-the-ground experience of club facilitators and participants by UEF staff and leadership.



Note the titles of each document are found on the page before to ensure simpler printing and copying of each document for use during the club.

1.Club Facilitator Pre assessment

The pre-assessment should be administered to all Flourishing Girls' Club facilitators before the first training session. This assessment measures the prior knowledge facilitators are bringing to the training session. The program representative leading this training should review all responses to the pre-assessment and use this data to inform decisions for modifications throughout the sessions.

2.Club Facilitator Post assessment

To conclude the monitoring and evaluation of the training piece of the UEF Flourishing Girls' Club all trained facilitators must take the post assessment. This assessment is the same as the pre-assessment and measures any improvement of the participants' understanding of the topics covered in the training sessions.



3. Club Facilitator Weekly Feedback Form

During the implementation of the club, facilitators should complete the weekly feedback form to shed light on the progression of the club regarding best practices and opportunities for improvement for UEF and the partner organization(s). This short form provides space for facilitators to leave comments and insights as to the progression of the club and the participants' responses to the session(s). There are close ended and open ended questions to provide diverse data. One form should be completed for each facilitator or club group. This should be shared weekly with UEF and the partner organization(s).

4. Club Participant Pre assessment

The pre-assessment is administered to all Flourishing Girls' Club participants before the first session. This assessment measures the prior knowledge participants bring to the club and provides a baseline for change when compared to the endline questionnaire. The club facilitator leading this training should review all responses to the pre-assessment and use this data to inform decisions for modifications throughout the sessions. Each completed questionnaire should be shared with UEF and the partner organization(s) once reviewed by the facilitator after the first week of the club.



5. Club Participant Post assessment

This assessment or endline questionnaire provides a summative evaluation of the impact of the club and its content on the participants. This tool mirrors the pre-assessment or baseline questionnaire to provide comparison and highlight changes in attitudes, knowledge and understanding as it relates to the objectives of the club and its curriculum. Facilitators may use the results of this assessment to gauge their effectiveness in delivering the sessions. Each completed questionnaire should be shared with UEF and the partner organization(s) once reviewed by the facilitator after the last week of the club.

6. Mid- point Evaluation

At the halfway point of the club the mid-point evaluation is administered to the club participants as a group. This tool provides questions to ask the entire group of participants similar to a focus group. The club facilitator is responsible for recording the group's responses. This allows for major concerns to be addressed within the duration of the rest of the club and for more immediate feedback from the participants for the facilitators, UEF and the partner organization(s). The responses should be shared with UEF and the partner organization(s) as soon as possible once the evaluation has been administered.



7.Attendance Tracker

Attendance must be taken at the start of each session; this is one of the club facilitator's weekly responsibilities. An attendance tracker sheet is provided with the materials below. This attendance data should be shared with the UEF and partner organization(s) team weekly. Reminder: Club participants must attend 90% of the club meetings.

8.6-month Post Intervention Check-in Questionnaire

After the club has been completed the monitoring and evaluation process is still ongoing as we want to measure the lasting impact of the club. Six months after the graduation for the club, facilitators will gather the club participants to administer a focus group with the questions provided. The facilitator may administer the questionnaire to smaller groups of participants for feasibility. Club facilitators will record participants' responses and provide the data to UEF and the partner organization(s) as soon as possible after administration.



This assessment should be administered at the beginning of the Facilitator Training sessions, after all sessions are facilitated

Answer the following questions to the best of your ability, honestly and fully. Your responses to these questions will not affect your employment as a facilitator for the Flourishing Girls Club.

Circle **True** or **False** in response to the following statements.

1.	It is important for adolescent girls to have a place and time where they can get together as a group of just girls.	True	False
2.	Girls face the same challenges as boys in [country name].	True	False
3.	A girls' club environment should be similar to a classroom environment.	True	False
4.	Every girl should feel welcomed in a girls club.	True	False
5.	It is important for girls to love, learn and play.	True	False
6.	It is important for adults to love, learn and play.	True	False
7.	Club facilitators should be seen just like teachers in a classroom.	True	False
8.	Club facilitators should be seen as leaders and role models for the girls in the club.	True	False
9.	Facilitators should not always believe or trust girls who report something bad happening to them.	True	False
10.	It is not important for girls to learn as much as boys.	True	False
11.	Girls should play at any age.	True	False
12.	Love can mean many things and someone can love their friends, their family, and themselves.	True	False



Circle the appropriate response to each question.

- 13.** Which of the following is a human rights based approach to facilitation?
- A. Only including participants who seem engaged into discussions.
 - B. Supporting different learning styles.
 - C. Using violence to correct misbehavior.
 - D. Calling on the same participant for every response.
- 14.** Which of the following is an example of a safe and conducive learning environment?
- A. Participants feel pressured to only participate if they have the right answer.
 - B. The facilitator makes rude or derogatory comments.
 - C. Every session is different and unexpected.
 - D. Participants are familiar with the progression of sessions and can expect recurring routines throughout the session.
- 15.** Which of the following is a good example of a way to check for understanding of participants?
- A. It is not important to check for understanding.
 - B. Ask the group if they understand and move on without acknowledging the response
 - C. Have participants provide an individual, written response to a question from the session.
 - D. Ask if any students have questions and then move on.



Write your response to each of the following on the lines provided.

- 16.** List the elements that make a useful session guide (lesson plan).

- 17.** Why is it important to be intentional and sensitive when working with adolescent girls in [country name]?

- 18.** What does flourishing look like for women in [country name]?

- 19.** Describe how you will provide leadership and mentorship to the participants of the girls' club?

- 20.** What are you hoping to learn from this training session? What areas are you hoping to improve on during these sessions?



*This assessment should be administered at the end of the Facilitator Training sessions, after all sessions are facilitated

Circle **True or False in response to the following statements.**

1.	It is important for adolescent girls to have a place and time where they can get together as a group of just girls.	True	False
2.	Girls face the same challenges as boys in [country name].	True	False
3.	A girls' club environment should be similar to a classroom environment.	True	False
4.	Every girl should feel welcomed in a girls' club.	True	False
5.	It is important for girls to love, learn and play.	True	False
6.	It is important for adults to love, learn and play.	True	False
7.	Club facilitators should be seen just like teachers in a classroom.	True	False
8.	Club facilitators should be seen as leaders and role models for the girls in the club.	True	False
9.	Facilitators should not always believe or trust girls who report something bad happening to them.	True	False
10.	It is not important for girls to learn as much as boys.	True	False
11.	Girls should play at any age.	True	False
12.	Love can mean many things and someone can love their friends, their family, and themselves.	True	False



Circle the appropriate response to each question.

13. Which of the following is a human rights based approach to facilitation?

- A. Only including participants who seem engaged into discussions.
- B. Supporting different learning styles.
- C. Using violence to correct misbehavior.
- D. Calling on the same participant for every response.

14. Which of the following is an example of a safe and conducive learning environment?

- A. Participants feel pressured to only participate if they have the right answer.
- B. The facilitator makes rude or derogatory comments.
- C. Every session is different and unexpected.
- D. Participants are familiar with the progression of sessions and can expect recurring routines throughout the session.

15. Which of the following is a good example of a way to check for understanding of participants?

- A. It is not important to check for understanding.
- B. Ask the group if they understand and move on without acknowledging the response.
- C. Have participants provide an individual, written response to a question from the session.
- D. Ask if any students have questions and then move on.



Write your response to each of the following on the lines provided.

16. List the elements that make a useful session guide (lesson plan).

17. Why is it important to be intentional and sensitive when working with adolescent girls in [country name]?

18. What does flourishing look like for women in [country name]?

19. Describe how you will provide leadership and mentorship to the participants of the girls club?

20. What skills do you feel you improved the most through this training workshop?



Universal Enlightenment Forum's Flourishing Girls Club Facilitator Weekly Feedback Form

This form provides space for reflection and feedback by club facilitators to the UEF team for each week of the club. Please provide honest feedback, your responses to this form will benefit the Flourishing Girls Club and will not negatively impact your employment for the club.

Week of Club: _____

Session Topic/ Title: _____

of Participants: _____

1. Rate how successful the session was, overall, this past week. Mark one of the following.

Strongly Disagree

Disagree

Agree

Strongly Agree

2. Rate the level of engagement, or participation, of the club participants this past week. Mark one of the following.

Strongly Disagree

Disagree

Agree

Strongly Agree

3. Rate the usefulness of the session guide for the session facilitated this past week. Mark one of the following.

Strongly Disagree

Disagree

Agree

Strongly Agree



4. Provide a positive reflection on the session from the past week below.

5. What are some areas that can be improved on in future sessions?

6. How can UEF further support the club at this time?

7. List any other comments you have regarding the club below.



*This assessment should be administered at the beginning of the Facilitator Training sessions, after all sessions are facilitated

Answer the following questions to the best of your ability, honestly and fully. Your responses to these questions will not affect your employment as a facilitator for the Flourishing Girls' Club.

Mark the following statements as either True or False by circling one

1.	Girls and women can flourish in [country name].	True	False
2.	Girls my age have the same opportunities to flourish as boys my age.	True	False
3.	Love, learning and playing are important to incorporate into daily life.	True	False
4.	Love is only between two people in a romantic relationship.	True	False
5.	Learning can happen outside of school.	True	False
6.	Play is for young children only.	True	False
7.	Girls have more responsibilities than boys in [country name].	True	False
8.	It is good to be a part of a community of girls and women.	True	False
9.	There are women I look up to in my community.	True	False
10.	I can make choices that will lead to my own flourishing.	True	False



Rate your agreement with the following statements by circling your response.

11. I am looking forward to attending every session of UEF's Flourishing Girls Club.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

12. I value love, learning and playing in my daily life.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

13. I can flourish in this community.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

14. I am a good person.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

15. There are people in my community that support me.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

16. There are barriers I face as a girl that boys my age do not face, based on gender.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

17. I can be a leader in my community.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

18. I can exercise my rights and stand up for myself and others through activism.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree



19. It is important to practice good hygiene for myself and those around me.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

20. By learning about my body I can better protect myself from sexually transmitted diseases, early pregnancy and sexual violence.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

21. I can make financial choices now that benefit my future.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

22. There are steps I can take and skills I can develop to further my interests in a career.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

Write your **response** to each question

23. What are you most looking forward to during this club?

24. What are you most nervous about concerning joining this club?

25. Is there anything else you would like us to know about?



*This assessment should be administered at the end of the Facilitator Training sessions, after all sessions are facilitated

Answer the following questions to the best of your ability, honestly and fully. Your responses to these questions will not affect your employment as a facilitator for the Flourishing Girls' Club.

Mark the following statements as either **True or **False** by circling one**

1.	Girls and women can flourish in [country name].	True	False
2.	Girls my age have the same opportunities to flourish as boys my age.	True	False
3.	Love, learning and playing are important to incorporate into daily life.	True	False
4.	Love is only between two people in a romantic relationship.	True	False
5.	Learning can happen outside of school.	True	False
6.	Play is for young children only.	True	False
7.	Girls have more responsibilities than boys in [country name].	True	False
8.	It is good to be a part of a community of girls and women.	True	False
9.	There are women I look up to in my community.	True	False
10.	I can make choices that will lead to my own flourishing.	True	False



Rate your agreement with the following statements by circling your response.

11. I was excited to attend every session of UEF's Flourishing Girls Club.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

12. I value love, learning and playing in my daily life.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

13. I can flourish in this community.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

14. I am a good person.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

15. There are people in my community that support me.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

16. There are barriers I face as a girl that boys my age do not face, based on gender.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

17. I can be a leader in my community.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

18. I can exercise my rights and stand up for myself and others through activism.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree



19. It is important to practice good hygiene for myself and those around me.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

20. By learning about my body I can better protect myself from sexually transmitted diseases, early pregnancy and sexual violence.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

21. I can make financial choices now that benefit my future.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

22. There are steps I can take and skills I can develop to further my interests in a career.

☐ Strongly Disagree ☐ Disagree ☐ Agree ☐ Strongly Agree

Write your **response** to each question

23. What is your favorite memory from attending the Flourishing Girls Club?

24. What was the most difficult part of attending or participating in the club sessions?

25. Is there anything else you would like us to know about?



This template provides the questions that should be asked during the middle point in the LLP Girls' Club duration. The questions should be asked by the facilitator to the entire group of participants as a focus group format

Facilitators should ask the questions verbally and record the response of all participants in the space provided. Give plenty of time for each participant to provide a response who wants to. All participants are not required to respond individually, but should participate in some manner.

Total number of participants in attendance:

The following should be responded to by a show of hands, **participants should raise their hand if they agree with the statement**. Record how many students raise their hand on the line provided. *note who raises their hands for these questions and ask why, provide some notes below each of these.

1. I am enjoying coming to the club each week _____
2. It is easy for me to join each club session. _____
3. My family supports me coming to the club. _____
4. Sometimes it is hard for me to come to the club.* _____

5. I have not made friends at the club* _____

6. I feel safe at the club. _____
7. I do not feel happy when I am at the club _____

8. I will continue to come to the club until graduation. _____



The next set of questions are open ended. Participants can provide answers in a sentence or few words. All participants who want to respond should be given a chance. Take notes of their response on the lines provided.

9. What has been your favorite session of the club so far _____


10. What part of each session do you enjoy the most? Why?
Count the number of participants who enjoy each part and provide notes regarding their explanation.

Motivation: #	_____	_____
Introduction: #	_____	_____
Content: #	_____	_____
Activity: #	_____	_____
Reflection: #	_____	_____

11. If you could change one thing about the club, what would it be?



Attendance Tracker

Participant Name	Dates of UEF LLP Girls' Club Session Meetings																	
 UNIVERSAL ENLIGHTENMENT FORUM																		
1.																		
2.																		
3.																		
4.																		
5.																		
6.																		
7.																		
8.																		
9.																		
10.																		
11.																		
12.																		
13.																		
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16.																		
17.																		
18.																		
19.																		
20.																		
21.																		
22.																		
23.																		
24.																		
25.																		



This questionnaire should be administered to the former participants of UEF's Flourishing Girls' Club, 6 months after the club has ended. This template provides the questions that should be asked to participants individually as in an interview or in a focus group setting with multiple former participants. Record the responses to the questions in the space provided.

- 1** How have you incorporated love, learning and play in your daily life?
- 2** Have you flourished since attending the UEF Flourishing Girls' Club? In what ways?/ Why not?
- 3** How have you exercised or experienced equity and empowerment since attending the club?
- 4** How have you exercised or experienced leadership since attending the club?



- 5** How have you exercised or experienced activism since attending the club?
- 6** Have you flourished since attending the UEF Flourishing Girls' Club? In what ways?/ Why not?
- 7** How have you exercised healthy sexual and reproductive care since attending the club?
- 8** How have you exercised or experienced good financial literacy since attending the club?
- 9** How have you exercised or experienced entrepreneurship since attending the club?
- 10** What do you want future FlourishingGirls' Club participants to know about the club?