

**DECENT EMPLOYMENT AND PROFESSIONAL DEVELOPMENT FOR EARLY CHILDHOOD EDUCATORS IN NIGERIA
KEY PERFORMANCE INDICATORS 2012 TO 2016**

Name of Implementing Partner: National Union of Teachers

Names of Regions and Districts: Kaduna:

Period of Assessment: JUNE 2012 TO JUNE 2016

Indicators for Assessment	Maximum Score	Information source, Assessment basis and Scoring	Actual score
		From NUT's status report, Key Partners, LFA,	
1. Demonstration of strengthened commitment and enhanced capacity to provide focused and high quality union services			
1.1 Capacity building of NUT Staff	10	(i) Score 10 if NUT trains the required number of staff as Resource Persons, covers refresher training and provides relevant materials to the staff. (ii) Score 5 if NUT fails to cover the required number of days (for initial, and refresher training) or to provide materials to the staff. (iii) Score 0 if NUT does not train the	10
1.2 Use of knowledge and skills gained by NUT Staff	5	i. Score 5 if Programme Staff have trained EC Educators at National, Kaduna State and Pilot Districts Levels. ii. Score 2 if NUT trains ECE at the Kaduna State Level.	5
1.3 Establishment of ECE Association within NUT	5	(i) Score 5 if NUT establishes ECE Association within NUT and monitored and provided mentoring and coaching support. (ii) Score 3, if NUT established the Association but did not monitor or provide	5
1.4 Private Sector involvement	5	(i) Score 5 points if NUT recruits 200 Early Childhood Educators employed in the private sector and provided training. (ii) Score 2 if NUT recruited but did not provide training to all. (iii) score 0 if NUT is unable to meet all the	2
SUB TOTAL	25		22
2. Indicators for the development of Concept for ensuring Professional Training to Early Childhood Educators in Nigeria.			
2.1 Curriculum for Early Childhood Educators courses developed	5	(i) Score 5 if NUT develops a curriculum for ECE courses and content tested, with instructors to facilitate the various courses. (ii) Score 2 if NUT developed ECE Curriculum but has not trained instructors (iii) score 0 if NUT does not meet all the	5

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2.2 Number of Early Childhood Educators trained	5	(i) Score 5 if NUT trained all ECEs in beneficiary districts (At least initial and refresher) (ii) Score 3 if NUT trained ECEs only once. (iii) Score 0 if NUT does not train the ECEs	3
2.3 Integration of Programme	5	i. Score 5 if NUT meets regularly with Stakeholders at National, Kaduna and Pilot Districts level for the integration of the Programme in the Education Sector. ii. Score 3 if NUT meets regularly with more than one of the groups state above.	3
2.4 Monitoring and Supervision of activities of Early Childhood Educators.	5	(i) Score 5 if supervisors observe lessons delivered by Early Childhood Educators and provide feedback as well as hold meetings with them (at least one visit to each Early Childhood Educator every month). (ii) Score 2 if supervisor visits and observe lesson delivered by Early Childhood Educators but does not hold meetings with	5
Sub-Total score	20		16
3. Indicators for the extent NUT is actively involved in social dialogue and advocacy, and has initiated cooperation with central stakeholders to improve the ECE Sector.			
3.1 Status of ECE with regards to its inclusion in the Education Curriculum			
3.2. Status of the implementation	5	(i) Score 5 if NUT implements 95% of Programme activities. (ii) Score 3 if NUT carries out 50% to 94% of Programme activities. (iii) score 0 if NUT carries out less than 50% of Programme activities	3
3.3. Extent of Dialogue Meeting	5	(i) Score 5 if NUT meets National, Regional and District Executive Committees on regular basis. (ii) Score 2 if NUT meets any two of the above groups on regular basis. (iii) Score 0 if NUT meets only one of the above groups on regular basis.	2

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3.4 Dialogue and Advocacy for i	5	(i) Score 5 if NUT holds dialogue meetings with Government and Colleges of Education, have evidence of MoUs, Colleges of Education support in providing in-service training to EC Educators, meets on regular basis. (ii) Score 2 if NUT meets any two of the above items. (iii) Score 0 if NUT meets only one of the above items.	5
3.5 Engagement with Media	5	(i) Score 5 if NUT has very good evidence of advocacy through the media, has representation on media platforms, engages regularly with the media. (ii) Score 2 if NUT has very little evidence of advocacy through the media, not represented on medial platforms. (iii) Score 0 if NUT has no evidence of advocacy through the media, no representation on media platforms and does not engage media on regular basis.	2
Sub total score	20		12

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4. Indicators for Relevance, Effectiveness, Efficiency, Impact and Sustainability.			
4.1 Relevance	10	(i) Score 10 if NUT activities are appropriate with Early Childhood Education Delivery, Original Project Objectives achieved, Objectives met the needs of the target groups, capacities of Early Childhood Educators reinforced, has gained legitimacy from the Government and School Proprietors and school heads. (ii) Score 5 if NUT meets only two of the above mentioned criteria. (iii) Score 0 if NUT fails to meet all the above criteria.	10
4.2 Effectiveness	5	(i) Score 5 if NUT has clear evidence of its capability in achieving results, has very good evidence of results achieved, has observable and verifiable indicators. (ii) Score 2 if NUT fails to provide any two of the above issues. (iii) Score 0 if NUT provides only one of the above items.,	5
4.3 Efficiency	5	(i) Score 5 if NUT holds timely reflective/review meetings, has improved staff development programmes, participate in workshops/conferences locally and internationally and has evidence of being innovative towards achieving good results. (ii) Score 2 if NUT meets less than three of the above items. (iii) Score 0 if NUT meets only one of the	5
4.4 Impact	10	(i) Score 10 if ECE role model centres are effectively managed, more schools have adequate resources for Early Childhood Education (e.g. have qualified Early Childhood Educators), Government, Private School Proprietors and School Heads have integrated Early Childhood Education in their curriculum. (ii) Score 5 if NUT meets less than three of the above items. (iii) Score 0 if NUT meets only one of the above items.,	10

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4.5 Sustainability	5	(i) Score 5 if NUT has very good evidence of exit and sustainability strategies, has evidence of effective engagement with Government, Private School Proprietors and School Heads. Has documented evidence/materials to support replication of the ECE Concept. (ii) Score 2 if NUT has very good evidence of exit and sustainability strategies. (iii) Score 0 if NUT fails to have exit and sustainability strategies,	5
Sub total score	35		35
Grand Total	100		85