



USAID
FROM THE AMERICAN PEOPLE

**RULE OF LAW INSTITUTIONAL
STRENGTHENING PROGRAM (ROLISP)**

REPORT

EVALUATION OF INSTITUTIONALIZING THE TRAINING PROGRAM

**Rule of Law Institutional Strengthening Program (ROLISP)
USAID Contract No. AID-117-C-12-00002**

**Prepared by: USAID ROLISP
Activity Office: USAID/Moldova
COR: Stephanie Chetraru
December 24, 2015**

Cecchi & Company Consulting, Inc., 27 Armenesca Street, Chisinau, Moldova

MONITORING REPORT

Name: Luciana Iabangi, Team Leader/ Judicial Training Specialist

Date: December 24, 2015

Place: Chisinau

SUMMARY OF FINDINGS

Purpose

- Monitoring and assessment of the progress in institutionalizing the training program evaluation and the use of evaluation feedback to improve the NIJ training during July – December 2015.

1.1 Results / achievements

- The NIJ staff with support from USAID ROLISP developed a list of amendments to the Quality Assessment Methodology that modify certain provisions of the Methodology to reflect the experience gained during the implementation of the methodology in 2014. The NIJ's Council approved the amendments in September 2015. According to the approved amendments the monitoring of the trainers' during the training will be done by the NIJ Vice-Director, NIJ's Chief of Training and Research Division and by other NIJ staff that will be appointed by the NIJ Vice- Director.
- The NIJ management decided not to give trainers feedback from the evaluations done during October 2014- July 2015 for the reason that the data is questionable because only one NIJ employee did the evaluating.
- In accordance with the NIJ quality assessment methodology the assessment of the initial training program is performed by two methods used for each discipline: (a) trainees rate the trainer's performance by means of an electronic questionnaire and (b) the chief of the Training Methodology and Research Division attends the lectures and seminars to monitor trainers' performance. The 1st semester of the initial training started in October 2015. However NIJ did not perform the assessment of the initial training program because it initiated the assessment of the NIJ's trainers' network. For this purpose NIJ developed a procedure for an Evaluation Panel for assessing NIJ trainers and announced that it was accepting applications from trainers for appointment to the Evaluation Panel that would do the assessment. NIJ received 66 applications and after reviewing the applications appointed the

Evaluation Panel members in September 2015. During November – December 2015 NIJ interviewed the trainers who submitted applications.

- In accordance with the NIJ quality assessment methodology the in-service training quality assessment is performed by means of a questionnaire filled out by trainees 20 minutes before the end of the in-service training activity. The questionnaire includes descriptive statements rated on a 10-point scale and the section “Justify the awarded rating.” USAID ROLISP purchased computer tablets to be used to evaluate trainers and the quality of in-service training because the paper evaluation is time-consuming and considerably increases the workload of NIJ staff. The purchased computer tablets were delivered to the NIJ in August 2015.
- NIJ’s In-service Training Division and Initial Training division did not organize training courses in July 2015 – August 2015 because of the summer vacation.
- During September 2015, NIJ’s In-service Training Division organized 20 courses. Under the provisions of the Quality Assessment Methodology, NIJ’s Training Methodology and Research Division was to evaluate 13 of the 20 course. However, it evaluated only 11 of the 13 courses that were to be evaluated. The evaluations were done using the paper-based evaluation method.
- On 7 October 2015 the NIJ’s IT staff discussed with the other NIJ’s employee the electronic evaluation procedure using the PC tablets provided by USAID ROLISP. NIJ’s IT staff also developed a short guide for the NIJ’s trainees on how to do the electronic evaluation using the tablets provided by USAID ROLISP. During October 2015 NIJ’s In-service Training Division organized 28 courses. Under the provisions of the Quality Assessment Methodology, NIJ’s Training Methodology and Research Division was to evaluate eight of the 28 courses. However, it evaluated only five of the eight courses that were to be evaluated. In four courses the evaluations were done using the paper-based evaluation method, and in one course the evaluation was done using the PC tablets provided by USAID ROLISP.
- During November 2015 NIJ’s In-service Training Division organized 35 courses. Under the provisions of the Quality Assessment Methodology, NIJ’s Training Methodology and Research Division was to evaluate 11 courses. It evaluated only 10 of the 11 courses that were to be evaluated. In 7 courses the evaluations were done using the paper-based evaluation method, and in three courses the evaluation was done using the PC tablets provided by USAID ROLISP.
- During December 2015 NIJ’s In-service Training Division organized 26 courses. Under the provisions of the Quality Assessment Methodology, NIJ’s Training Methodology and Research Division was to evaluate 8 of the 26 courses. It evaluated only 6 of the 8 courses that were to be evaluated. Two courses were not evaluated because they had same beneficiaries. The evaluation was done using the PC tablets provided by USAID ROLISP.

Month / 2015	No. of organized courses	No. of courses that NIJ had to evaluate under the	No. of evaluated courses on paper & on PC tablet
--------------	--------------------------	---	--

		methodology	
September	20	13	11 & 0
October	28	8	4 & 1
November	35	11	7 & 3
December	26	8	0 & 6

1.2 Constraints / problems

- Initial training quality assessment has been suspended pending the outcome of the complex evaluation procedure. NIJ did not assess the quality of initial training in the first semester.
- NIJ started to use the PC tablets provided by USAID ROLISP, so parts of the data are collected electronically in order to evaluate the in-service training. However some of the NIJ trainees complete the electronic questionnaires superficially. Also NIJ is slow in implementing the electronic evaluation system and is continuing to use the paper evaluation system. Some of the in-service courses are evaluated on paper and some are evaluated using the PC tablets.

1.3 Conclusions

- It is unclear whether the NIJ will restart assessing the quality of initial training and how it will apply the amended methodology.
- Without feedback to the trainers, we cannot consider that the methodology's intended purpose of ensuring an efficient mechanism for improving the trainers' performance and the quality of the initial and in-service training at the NIJ was achieved.

1.4 Planned follow-up

- Component 2 will continue monitoring and reporting on the implementation of the methodology by the end of USAID Program.