

## Micro-Credential Study Plan

1. **Title:** Theories of Change
2. **Audience:** Evaluation Managers
3. **Level** Intermediate level (M&E Officers P2/NOB/P3/P4; Evaluation Officers P3/P4)
4. **Prior knowledge and or/skills that a learner needs to have including pre-requisite micro-credentials**

This course is designed to provide evaluation managers with the basic knowledge on theories of change and how they will need to effectively integrate them into their evaluation work. No prior knowledge or skills are needed. However, having had some exposure and level of familiarity using theories of change prior to the course may help participants get the most out of the training, as they will be able to bring their real-world work experience into their learning journey.

### 5. Learning Outcomes




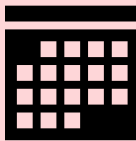
Overall Learning Objective: Understand the overall purpose of theories of change in programme evaluation, and how these are used and applied in evaluations.

LO	Description	Competencies	UNEG Competencies	Module
1	Describe what theories of change (ToC) are and how they are used within intervention design, implementation, and evaluation	<b>Knowledge:</b> What is a ToC, and what are its key elements and how do they fit together  <b>Knowledge:</b> Why and when to use a ToC for different evaluation purposes	<b>Knowledge base of evaluation [professional foundations]:</b> <ul style="list-style-type: none"> <li>Understands current issues in evaluation practice and theory</li> <li>Understands and applies the parameters of social science research in moderately complex evaluations</li> </ul>	<b>MODULE 1:</b> Introduction to Theories of Change


2	Iteratively construct and/or reconstruct a ToC, incorporating relevant theory, research, and/or stakeholder input	<b>Skill:</b> Ability to construct and/or reconstruct a ToC	<b>Identifying evaluation needs [technical evaluation skills]:</b> <ul style="list-style-type: none"> <li>Has solid ability to identify and analyse the existing evidence base</li> <li>Recognizes the importance of a contextual perspective</li> </ul> <b>Identifying evaluation needs [technical evaluation skills]:</b> <ul style="list-style-type: none"> <li>Has solid knowledge of various types of theories of change and logic models and is able apply an understanding of systems thinking in order to identify and facilitate the development of theories of change and logic models for moderately complex programmes and policies and in order to facilitate evaluative thinking among stakeholders</li> </ul>	<b>MODULE 2:</b> Key Steps in Constructing and Reconstructing Theories of Change  <b>MODULE 3:</b> Visually Depicting Theories of Change  <b>MODULE 5:</b> Reconstructing a Theory of Change
3	Review a ToC to check that it is (or remains) relevant and explicitly outlines the expected changes and assumptions along the causal pathways	<b>Skill:</b> Ability to provide critical feedback to an existing ToC	<b>Defining evaluation purposes and design [technical evaluation skills]:</b> <ul style="list-style-type: none"> <li>Has solid understanding of and is able to establish the relevant evaluation quality assurance mechanisms for upholding high-quality standards</li> </ul>	<b>MODULE 4:</b> Critically Reviewing a Theory of Change

## 6. Curricula


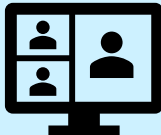

### MODULE 1 INTRODUCTION TO THEORIES OF CHANGE

ORIENTATION SESSION	READ AND DISCUSS	VIDEO LESSONS	QUIZ
 <p>All participants will be invited to a 30-minute orientation session. <b>The session will take place during the week of 10-14 March.</b></p>	 <p>Participants will read selected assigned excerpts from publications on theories of change and answer the questions proposed by the instructors in the forums.</p>	 <p>Participants will watch pre-recorded video lessons on the importance of theories of change and their different uses.</p>	 <p>Participants will test their knowledge through a multiple-choice quiz.</p>



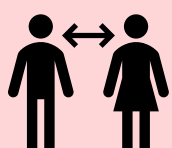

### MODULE 2: KEY STEPS IN CONSTRUCTING AND RECONSTRUCTING THEORIES OF CHANGE

READ AND DISCUSS	THEMATIC LIVE SESSION
 <p>Participants will read selected assigned excerpts from publications on theories of change and answer the questions proposed by the instructors in the forums.</p>	 <p>All participants will attend a dynamic synchronous session on the key steps in developing / reconstructing a theory of change. <b>The webinar will take place during the week of 7- 11 April.</b></p>


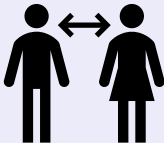

### MODULE 3: VISUALLY DEPICTING THEORIES OF CHANGE

READ AND DISCUSS	VIDEO LESSONS	ON-THE-JOB GUIDED PRACTICE
 <p>Participants will read selected assigned excerpts from publications on theories of change and answer the questions proposed by the instructors in the forums.</p>	 <p>Participants will watch pre-recorded video lessons on different ways of visualizing theories of change and the strengths and weaknesses of different approaches.</p>	 <p>Participant will practice key module concepts through an on-the-job-guided practice.</p>

### MODULE 4: CRITICALLY REVIEWING A THEORY OF CHANGE

READ AND DISCUSS	THEMATIC LIVE SESSIONS	GROUP MENTORING SESSION	GROUP ASSIGNMENT
 <p>Participants will read selected assigned excerpts from publications on theories of change and answer the questions proposed by the instructors in the forums.</p>	 <p>Learners will participate in a dynamic synchronous session to cover key concepts around critically reviewing a theory of change. <b>The session will take place during the week of 5 – 9 May.</b></p>	 <p>Modules activities will be reviewed and discussed with the instructor during a group mentoring session.</p>	 <p>Learners will be grouped into cohorts of 3-4 and each will select a theory of change (ToC) before attending a small group mentoring session, where they will discuss course materials, present their chosen ToC, and receive guidance on modules activities. They will then pair up to critically review each other's ToC using a pre-defined rubric.</p>

## MODULE 5: RECONSTRUCTING A THEORY OF CHANGE

ON-THE JOB ASSIGNMENT	INDIVIDUAL AND GROUP MENTORING SESSION	COURSE CLOSE OUT AND CRITICAL REFLECTION
 <p>During this module, participants will work on reconstructing a theory of change for their selected project, incorporating feedback received from the other participants and instructor in previous activities.</p>	 <p>Before submission, the reconstructed Theory of Change will be presented and discussed with the mentor.</p> <p>Finally a small group session will be organized to reflect on the process of reconstructing the TOC along with the other peers.</p>	 <p>All participants will participate in a close out session where they will be guided through structured reflection sessions to think about what they've learned over the course and how they can begin to integrate these learnings into their current and future work.</p> <p><b>The session will take place during the week of 23- 27 June.</b></p>