

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

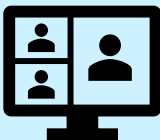
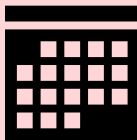
Overall Learning Objective: Understand the overall purpose of theories of change in programme evaluation, and how these are used and applied in evaluations.

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	Knowledge: What is a ToC, and what are its key elements and how do they fit together Knowledge: Why and when to use a ToC for different evaluation purposes	Knowledge base of evaluation [professional foundations]: - Understands current issues in evaluation practice and theory - Understands and applies the parameters of social science research in moderately complex evaluations	MODULE 1: Introduction to Theories of Change

2	Iteratively construct and/or reconstruct a ToC, incorporating relevant theory, research, and/or stakeholder input	Skill: Ability to construct and/or reconstruct a ToC	Identifying evaluation needs [technical evaluation skills]: - Has solid ability to identify and analyse the existing evidence base - Recognizes the importance of a contextual perspective Identifying evaluation needs [technical evaluation skills]: - 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	MODULE 2: Key Steps in Constructing and Reconstructing Theories of Change MODULE 3: Visually Depicting Theories of Change MODULE 5: Revising 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	Skill: Ability to provide critical feedback to an existing ToC	Defining evaluation purposes and design [technical evaluation skills]: Has solid understanding of and is able to establish the relevant evaluation quality assurance mechanisms for upholding high-quality standards	MODULE 4: Critically Reviewing a Theory of Change

6. Curricula

MODULE 1 INTRODUCTION TO THEORIES OF CHANGE

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

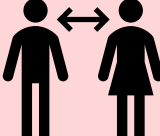
MODULE 2: KEY STEPS IN CONSTRUCTING AND REVISING THEORIES OF CHANGE

READ AND DISCUSS	VIDEO LESSONS	THEMATIC LIVE SESSION
 Participants will read selected assigned excerpts from publications on theories of change and answer the questions proposed by the instructors in the forums.	 Participants will watch pre-recorded video lessons on different ways of visualizing theories of change and the strengths and weaknesses of different approaches.	 All participants will attend a dynamic synchronous session on the key steps in developing / reconstructing a theory of change. The webinar will take place during the week of 1 December.

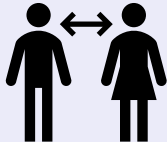
MODULE 3: VISUALLY DEPICTING THEORIES OF CHANGE

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

MODULE 4: CRITICALLY REVIEWING A THEORY OF CHANGE

READ AND DISCUSS	THEMATIC LIVE SESSIONS	MENTORING SESSION	GROUP ASSIGNMENT
 Participants will read selected assigned excerpts from publications on theories of change and answer the questions proposed by the instructors in the forums.	 Learners will participate in a dynamic synchronous session to cover key concepts around critically reviewing a theory of change. The session will take place during the week of 19 January.	 Modules activities will be reviewed and discussed with the instructor during a mentoring session.	 Each learner will be asked to select a theory of change (ToC) for this group assignment. Learners will then pair up to critically review each other's ToC using a pre-defined Rubric.

MODULE 5: REVISING A THEORY OF CHANGE

ON- THE-JOB ASSIGNMENT	MENTORING SESSIONS	COURSE CLOSE OUT AND CRITICAL REFLECTION
 During this module, participants will work on revising a theory of change for their selected project, incorporating feedback received from the other participants and instructor in previous activities.	 Before submission, the revised Theory of Change will be presented and discussed with the mentor.	 All participants will participate in a close out session where they will be guided through structured reflections to think about what they've learned over the course and how they can integrate these learnings into their current and future work. The session will take place during the week of 2 March.