



## TOOL OVERVIEW: JANUARY 2015



# Participatory Performance Tracking Tool

**OVERVIEW** The Participatory Performance Tracker (PPT) is a management and outcome monitoring tool which allows for evaluation of group dynamics and performance with the support of group leaders and field facilitator coordinators. To effectively use the PPT, groups must hold regular meetings to facilitate dialogue around adoption of key behaviors and practices, as well as capture data on individual and group performance. The data collected can be aggregated at the district, regional, national, or global level in order to analyze how groups progress over time, and may also be analyzed at different times throughout the year. Cohorts can be compared in order to learn what is working in the field and where there may be gaps in program implementation.

Data from the PPT can be analyzed by practice area, i.e. agriculture, financial inclusion, or nutrition to allow for the identification of high and low performing groups. This way, CARE may identify gaps in implementation according to certain groups. The PPT may inform

### What the PPT Gives You

- Management and outcome monitoring tool
- Measures group and individual performance
- Drives positive behavior change in many sectors of Food and Nutrition Security

management decision making, and managers may reallocate staff and resources to struggling groups. Ultimately, the PPT provides groups with a means to assess their own progress to empower and create transparency within groups. Individuals as well as groups are able to identify their own performance gaps to create momentum and pressure to improve. The PPT can be tailored to capture information on common group activities as well as particular factors of importance such as gender inclusivity, savings, and broader financial inclusion.

**“For me, the PPT is a tool which allows all level actors to understand what went well, what went not well, the opportunities missed, and indicates the remedy to move the gap. As a whole the PPT is a tool which meets the basic rationale for monitoring and evaluation: accountability, learning and improvement, and communication.”**

**-Teferra, Learning, Design & Measurement Manager CARE Ethiopia**

## IS THE PPT RIGHT FOR YOU?

- Are you working with groups?
- Have you clearly identified and defined the capacities you are trying to build or the desired behavior changes you are trying to support?
- Do you already have a clear capacity building or training plan approach?
- Would participatory review processes enrich the group capacity building approach you have already developed?

If you answered yes to all of the above questions, the PPT may be the right tool for you. The PPT can be used in a variety of groups such as Village Savings and Loan Association groups, with the potential to adapt for maternal and child health/breastfeeding support groups. Before adapting this tool for your specific project, be sure that it aligns with your capacity building and/or training plan.

### PPT Value Chains

**Bangladesh:** dairy, indigo, chili peppers, potatoes

**Ethiopia:** livestock fattening, honey, pulses, barley, maize

**Ghana:** groundnuts, soy

**India:** maize, rice

**Malawi:** groundnuts, soy

**Mali:** rice, millet, shallots

**Tanzania:** sesame, cassava

### **CASE Example: Pathways to Empowerment**

CARE's Pathways to Empowerment is a six country program that seeks to improve the productivity and empowerment of women farmers in more equitable agricultural systems. This program has utilized the PPT across six target countries: Bangladesh, Ghana, India, Malawi, Mali, and Tanzania. The program utilizes 11 domains (soil and water management, use of inputs, gender, etc.) that are categorized into pre-planting, planting, harvest, and post-harvest across all six

countries. This ensures that the monitoring and evaluation data is comparable across multiple countries.

Findings of the 2013 PPT data indicate that producer groups are engaged in 58% of the recommended practices that have been identified for their value chain across all six countries. Groups had the highest rates of practice adoption in the domains of soil and water management, post-harvest management, and gender. The biggest challenges with group engagement were in the areas of marketing, record keeping and finance, and spraying for pest and vegetative disease management. The gender composition of the groups, as well as the gender of the group leader, was also indicative of adoption practices. Groups of all females had higher levels of practice adoption in the domains of input and land selection, soil and water management, and the use of inputs. Interestingly, the performance of groups with participants of both genders was independent of gender composition; however, groups with female leaders engaged in more of the recommended practices.

### **Domains and Indicators**

*Key things to keep in mind:*

- Domains must align with the practice areas you are promoting. For example, planting.
- Indicators within each domain must align with the key practices you are promoting. For example, under planting you might have specific spacing and depth practices you are promoting that you want to track.
- All indicators for individual practices must be yes/no questions to simplify the process and analysis.
- The tool needs to be simple and brief enough for community facilitators to apply.

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