STANDARD SECTOR INDICATOR CODE: ENV-022	**Protected Area Management Staff:** Number of protected area personnel, out of the total number that the Volunteer/partner worked with, who demonstrated one or more new or improved skills in protected area management. (ENV-022)	
ENVIRONMENT SECTOR	**Sector Schematic Alignment** • **Project Area:** Natural Resource Planning and Management • **Project Activity Area/Training Package:** Protected Area Management	
Type: Outcome	**Unit of Measure**: Staff/Personnel	**Disaggregation:** **Sex**: Male, Female

Definitions:

Examples of improved skills in protected area management include, but are not limited to: Developing management plans, identifying plants and wildlife, map-making, using GIS and computer technology, interpreting aerial photographs, conducting wildlife censuses, classifying and conserving soils, planting trees and other plants to restore natural habitats, building trails, constructing fences, photography, improving English mastery, and grant-writing

Partner/s—refers to the local counterpart who is co-facilitating skill improvement activities with the Volunteer

Rationale: An increase in the number of protected staff personnel who demonstrate new and improved skills in protected area management should result in improved stewardship of protected area resources.

Measurement Notes:

1. **Sample Tools and/or Possible Methods (for Peace Corps staff use):** Volunteers should use data collection tools to measure progress against project indicators. A data collection tool to measure this indicator could be based on one of the following methods—survey, observation, or interview—though there may be other data collection methods that are appropriate as well. For more information on the suggested methods, please see **Appendix I in the MRE Toolkit.** Also be sure to check the intranet page as sample tools are regularly uploaded for post use. Once a tool has been developed, post staff should have a few Volunteers and their partners pilot it, and then distribute and train Volunteers on its use.

2. **General Data Collection for Volunteer Activities:** All Volunteer activities should be conducted with the intention of achieving outcomes – knowledge change (short-term), skills demonstration (intermediate-term), and behavioral changes (intermediate to long term) as defined by the progression of indicators within the objectives of a project framework. The progression of measurement for all Volunteer activities should begin with baseline data being conducted prior to the implementation of an activity (or set of activities), followed by documenting any outputs of the activities and then later at the appropriate time, measurements of specific outcomes (see "Frequency of Measurement").

3. **Activity-Level Baseline Data Collection**: Activity-level baseline data should be collected by Volunteers/partners before or at the start of their activities with a staff member or group of staff members. It provides a basis for planning and/or assessing subsequent progress or impact with these same people. Volunteers should take a baseline measurement regarding the outcome(s) defined in this indicator (i.e. determine whether or not a staff member in question has demonstrated an improved management skills for protected area before working with the Volunteer) early in their work focused on demonstrating new or improved protected area management skills. The information for the baseline measurement will be the same or very similar to the information that will be

collected in the follow-on measurement (see "Frequency of Measurement") after the Volunteer has conducted his/her activities and it is usually collected using the same data collection tool to allow for easy management of the data over time.

Because Volunteers are expected to implement relevant and focused activities that will promote specific changes within a target population (see the "unit of measure" above), taking a baseline measurement helps Volunteers to develop a more realistic snapshot of where staff members within the target population are in their process of change instead of assuming that they are starting at "0." It also sets up Volunteers to be able to see in concrete terms what influence their work is having on the staff members they work with during their service. Please note that data collection is a sensitive process and so Volunteers will not want to take a baseline measurement until they have been able to do some relationship and trust-building with the person/people the Volunteer is working with, and developed an understanding of cultural norms and gender dynamics.

4. **Frequency of Measurement**: For reporting accurately on this outcome indicator, Volunteers must take a minimum of two measurements with staff members of the target population reached with their activities. After taking the baseline measurement (described above), Volunteers should take at least one follow-on measurement with the same staff member(s), typically <u>after</u> completing one or more activities focused on achieving the outcome in this indicator and once they have determined that the timing is appropriate to expect that the outcome has been achieved. Please note that successful documentation of a behavior change or new practice may not be immediately apparent following the completion of activities and may need to be planned for at a later time. Once Volunteers have measured that at least one staff member has achieved the indicator, they should report on it in their next VRF.

   Volunteers may determine to take more than one baseline and one follow-on measurement with the same staff member (or group of staff members) for the following valid reasons:
   a. Volunteers may want to measure whether or not any additional staff members initially reached with activities have now achieved the outcome in the indicator, particularly for any activities that are on-going in nature (no clear end date);
   b. Volunteers may want to enhance their own learning and the implementation of their activities by using the data collected as an effective monitoring tool and feedback mechanism for the need to improve or increase their activities;
   c. A Peace Corps project in a particular country may choose to increase the frequency of measurement of the indicator and Volunteers assigned to that project will be required to follow in-country guidance.

   In all cases, any additional data collection above the minimum expectation should be based on the time, resources, accessibility to the target population, and the value to be gained versus the burden of collecting the data. Following any additional measurements taken, Volunteers should report on any new staff members achieving the outcome in their next VRF.

5. **Definition of Change**: The minimum change to report against this indicator is that a staff/personnel member demonstrated at least one new or improved skill in protected area management as compared to what was measured initially at baseline. In the case of this indicator, if the person the Volunteer/partner works with had already demonstrated use of wildlife consensuses, then the Volunteer would <u>not</u> be able to count him/her for this activity because the Volunteer's work did not actually lead to the desired change. However, if as a result of working with the Volunteer/partner, the staff member decided to start planting trees and other plants to combat deforestation, that would count because the Volunteer's work influenced the implementation of a new protected area management skill.

6. **General Reporting in the VRF**: The "number achieved" (or numerator), that Volunteers will report against this indicator in their VRFs is the number of staff/personnel who have demonstrated new or improved protected area management skills after working with the Volunteer/partner. The "total number" (or denominator) that Volunteers will report on for this indicator in their VRFs is the total number of staff/personnel who participated in the activities designed to meet this indicator.

7. **Reporting on Disaggregated Data in the VRF:** This indicator is disaggregated by "Sex". When reporting in the VRF, a Volunteer should disaggregate the staff/personnel who achieved the outcome based on male and female.

Data Quality Assessments (DQA): DQAs are needed for each indicator selected to align with the project objectives. DQAs review the validity, integrity, precision, reliability, and timeliness of each indicator. For more information, consult the Peace Corps MRE Toolkit.

Alignment with Summary Indicator: ENV. ADOPT NEW/IMPROVED NAT. RES. MGMT PRACTICES (INDIVIDUALS)