

Organization Name: PARO
Project Number: ON16270

Performance Measurement Plan: Instructions and Template

Instructions

Before getting started:

1. Please read through a copy of the *Result Based Management: A How to Guide* that should have been sent to you along with this form and ask your program officer any questions you might have.
2. Below is a copy of the **Results Framework** included in your funding agreement for your review ONLY. No changes to the **Results Framework** are required. However, it should be thoroughly reviewed before completing the **Performance Measurement Framework**. If anything is unclear, please discuss with your program officer.

Steps to complete a Performance Measurement Plan:

1. The Planned Results column has been pre-populated by SWC.
2. Establish performance indicators for your planned results, and enter the performance indicators for the short and medium term results (one to three for each result statement is normally sufficient).
3. Establish the data sources and data-collection methods for your chosen performance indicators.
4. Fill in the Frequency/Timing and Responsibility columns for each performance indicator.

TABLE A: RESULTS FRAMEWORK

PROJECT RESULTS FRAMEWORK			
Theme or Project Title:	Funding to Advance Gender Equality in Canada		
Key Activities ONLY (Detailed Breakdown should appear in Work Plan)	Key Outputs/Products (e.g. Training Manual, Final Evaluation Report)	Planned Results	
		Short Term	Medium Term
Main Key Activity A: Active participation and contribution to the development of a Pan-Canadian network of key women leaders (as specified).	Work plan and gender-based analysis framework. Needs assessment summary report. Database, tool kit, information sessions/event 'Take a Girl' to vote campaign and Speaker's Bureau Report on 'sharing campaign' strategies and evaluation	Increased momentum in support of women in political leadership positions through increased levels of collaboration, community engagement, awareness of the value of gender equality in political participation, and increased visibility of opportunities for women. Increased numbers of diverse women have the supports and confidence to run for local municipal office and school board positions.	Policies and systems are changed to promote gender equality with respect to women's political leadership. Increased numbers of diverse women are elected to local municipal government and school boards. Action-oriented, local projects implemented across the country in support of gender equality. Collaborative, effective action by women leaders and women's organizations to advance women's equality issues.
Main Key Activity B: Project planning			
Main Key Activity C: Conduct a needs assessment through focus groups and literature review			
Main Key Activity D: Implementation of gender equity strategies and supports			
Main Key Activity E: Youth engagement infrastructure			
Main Key Activity F: Implementation of engagement strategies to reduce barriers to women's political engagement			

TABLE B: PERFORMANCE MEASUREMENT PLAN

Planned Results	Data Collection				
	Indicators	Data Sources	Data Collection Method	Frequency/Timing	Responsibility
<p>Short Term Results</p> <p>Increased momentum in support of women in political leadership positions through increased levels of collaboration, community engagement, awareness of the value of gender equality in political participation, and increased visibility of opportunities for women.</p> <p>Increased numbers of diverse women have the supports and confidence to run for local municipal office and school board positions.</p>	<p>Number of women consulted to address the main barriers and challenges faced when running for office or a board</p> <p>Number of success stories published of women politicians and/or community leaders</p> <p>Number of women reached by social media strategy: Website, Facebook and Instagram</p> <p>Number of women attending workshops for acquiring skills to run for government or boards</p> <p>Number of community members indicating increase in their knowledge of how to run for politics or boards</p> <p>Number of women encouraged/inspired to run for local government or boards</p> <p>Number of women willing to be mentors</p> <p>Number of women connected with mentors</p>	<p>Women politicians and community leaders:</p> <ul style="list-style-type: none"> Stakeholders Project partners (chambers of commerce, band leaders, community leaders, non-for-profit associations and committees) Advisory committee members <p>Documents (letters, newspaper articles, internal policies, protocols, etc.)</p> <p>Needs Assessment documents and report</p>	<p>Participant evaluation forms at workshops and events</p> <p>Existing reports, statistics and documentation</p> <p>One-on-One interviews</p> <p>Observation</p> <p>Group discussions & brainstorming</p> <p>Minutes</p> <p>Focus Groups</p>	<p>Continuous</p>	<p>Project Coordinator and NOHFC intern</p>

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Planned Results	Data Collection				
	Indicators	Data Sources	Data Collection Method	Frequency/Timing	Responsibility
<p>Medium Term results</p> <p>Policies and systems are changed to promote gender equality with respect to women's political leadership.</p> <p>Increased numbers of diverse women are elected to local municipal government and school boards.</p> <p>Action-oriented, local projects implemented across the country in support of gender equality.</p> <p>Collaborative, effective action by women leaders and women's organizations to advance women's equality issues.</p>	<p>Documented changes in policies or systems to promote gender equality in politics</p> <p>Number of young women sharing, learning and/or becoming involved in democratic participation</p> <p>Documented occurrences of women being elected for office, boards or leadership positions.</p> <p>Number of women running for local municipal council and school boards</p>	<p>Women politicians and community leaders:</p> <ul style="list-style-type: none"> Stakeholders Project partners (chambers of commerce, band leaders, community leaders, non-for-profit associations and committees) Advisory committee members <p>Documents (letters, newspaper articles, internal policies, protocols, etc.)</p>	<p>Participant evaluation forms at workshops and events</p> <p>Existing reports, statistics and documentation</p> <p>One-on-One interviews</p> <p>Observation</p>	<p>Continuous</p>	<p>Project Coordinator and NOHFC intern</p>