

Monitoring and Evaluation Report

2019 - 2020



The Baale Mane
Gopalapura



Monitoring and Evaluation (M&E)

Introduction



Monitoring and Evaluation is used to assess the performance of projects and programmes and to evaluate their long term impacts. At Baale Mane, we have created a set of tools to measure the impact of our work and collate data on our programmes. These tools will be replicated in future years, allowing us to record over time the impact our programmes have had on individual girls.

TOOL OVERVIEW

The monitoring and evaluation system we have created is designed to measure our impact in the 4 key areas of Survival, Protection, Development and Participation. Primarily there will be 4 key tools:

1. **A self-assessment survey** filled out annually by younger girls, transition girls, independent girls, alumni and staff
2. **A development report** filled out biannually for each girl by our external providers, including British Council, Enfold, tutors and computing
3. **A health report** filled out biannually for each girl by medical professionals, a nutritionist and the Baale counsellor
4. **A comprehensive checklist** filled out annually by a Baale staff member, a trustee and an external evaluator to measure our maintenance and provision of a safe home environment, transport and clothing

A report summary, including recommended changes and improvements, is included at the end of the report.

Our Framework

The structure of Baale Mane and what we aim to provide for the girls is based around the following framework. This framework builds upon the four pillars of The United Nations Convention on the Rights of the Child, an internationally ratified human rights treaty which sets out the rights of children.

The four categories of **Survival**, **Protection**, **Development** and **Participation** are central to our programmes and integrated into the daily life at Baale. We aim to provide the following resources to all girls at Baale Mane:

SURVIVAL

- Food & nutrition
- Water
- Home & facilities
- Utilities
- Garden

PROTECTION

- Safety & security
- Hygiene
- Health & medical care
- Clothing
- Transport

DEVELOPMENT

- School education
- English Language
- Computer skills
- Extra tuition
- Counselling

PARTICIPATION

- Sports
- Creativity
- Life skills
- Job readiness
- Cultural activities

Our programmes are designed with this framework in mind, and are therefore evaluated based on successes in catering for the girls' survival, protection, development and participation needs. The Monitoring and Evaluation tools investigate these key aims and evaluate our impact in these areas.

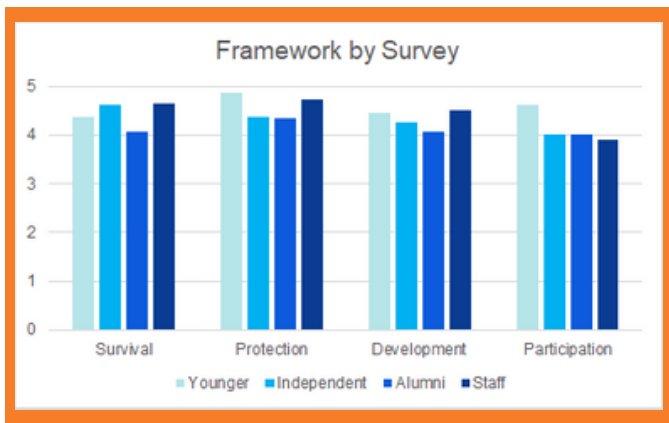
Self-Assessment Survey

Overview

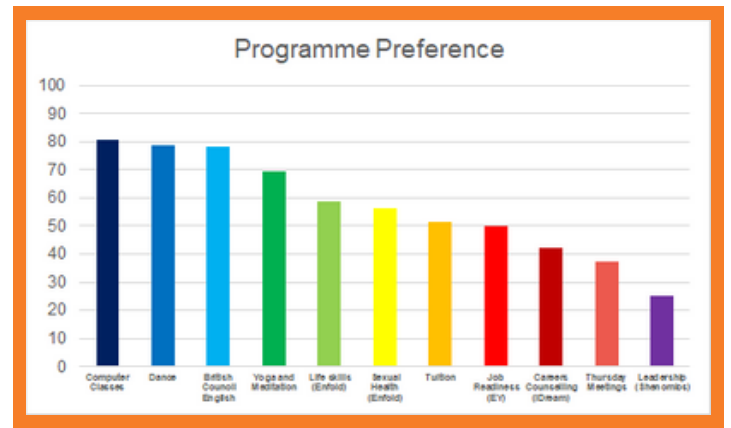
The **self-assessment survey** aims to record data from the individuals connected to Baale Mane about their personal development and insights into the programmes over the previous year. It is filled out on an annual basis by five groups of people:

1. **Younger girls** (aged 8-15, residential at Baale Mane)
2. **Transition girls** (aged 15-18, residential at Baale Mane)
3. **Independent girls** (aged 18-22, at college in Bangalore)
4. **Alumni girls** (Baale Mane graduates)
5. **Staff** (all individuals employed by Baale Mane)

OVERALL DATA



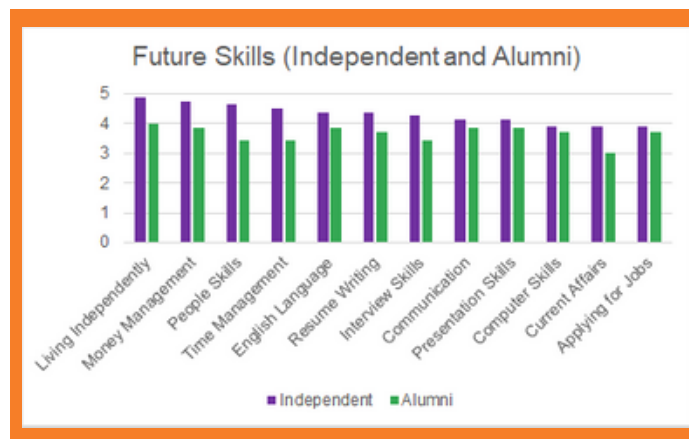
Graph 1: Mean results of the girls' abilities in the core framework areas, rated by younger girls, independent, alumni and staff from 1 (disagree) to 5 (agree). These included 'I feel safe at Baale Mane' (protection) and 'I always attend the extra sessions at Baale' (participation).



Graph 2: Percentage of girls (both younger and independent) who selected each programme when asked which programmes they enjoyed

82%

Of independent and alumni girls are confident in English Language



Graph 3: Results of the independent and alumni girls' rating of their confidence in future skills from a range of areas on a scale of 1 (disagree) to 5 (agree)

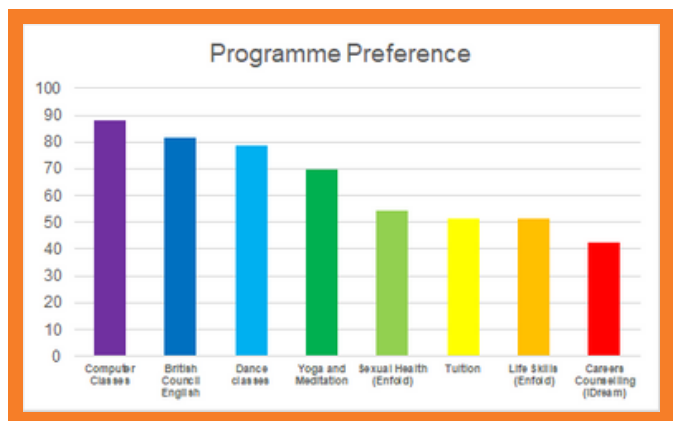
84%

Of all girls appreciated and enjoyed Baale's supplementary education programmes

Self-Assessment Survey

Younger Girls

The **younger girls** (girls aged 8-15) were each asked to fill out a self-assessment survey about their experiences of programmes at Baale Mane over the past year and their own personal development.

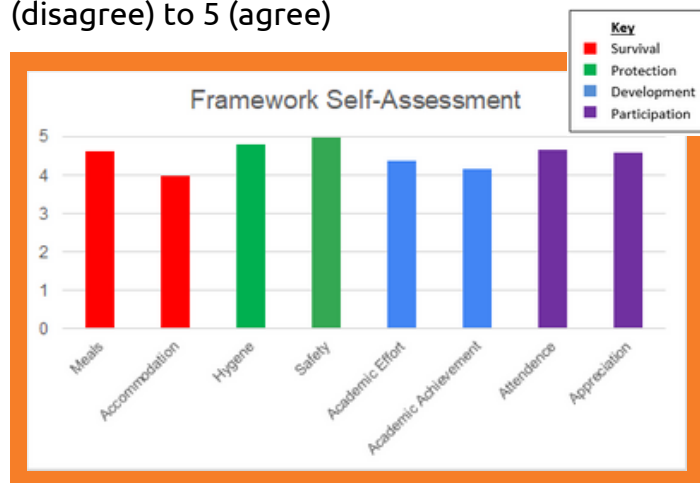


Graph 1: Percentage of girls who selected each programme when asked which programmes they enjoyed

92% Of girls believed they were putting in their best effort academically

100% Of girls said they felt safe at Baale Mane

Graph 2: Mean results of the girls' abilities in the core framework areas, rating their own performance in each area on a scale of 1 (disagree) to 5 (agree)



TRANSITION GIRLS

For the current year, the results of the **transition girls** (girls aged 15-18) were combined with those of the younger girls, as there were only 4 girls in this age group. However, they were asked an additional question on 'Confidence in Life Skills and Job Readiness', with results recorded in graph 3.

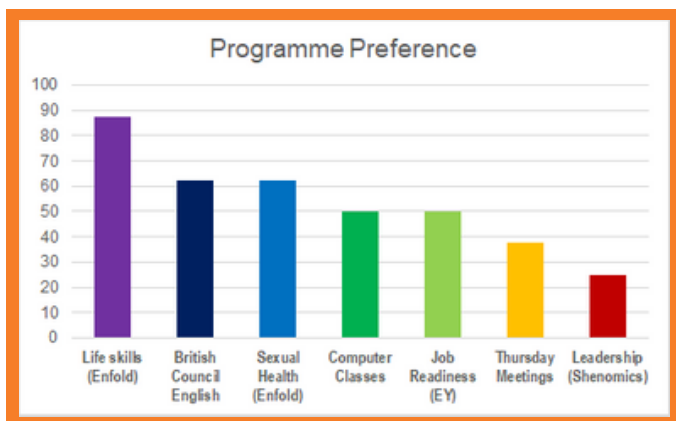


Graph 3: Results of the transition girls' rating of their confidence in future skills on a scale of 1 (disagree) to 5 (agree)

Self-Assessment Survey

Independent Girls

The **independent girls** (girls aged 18-22, who are studying in college or vocational course in Bangalore city) were each asked to fill out a self-assessment survey about their experiences of programmes at Baale Mane over the past year and their own personal development.



Graph 1: Percentage of girls who selected each programme when asked which programmes they enjoyed

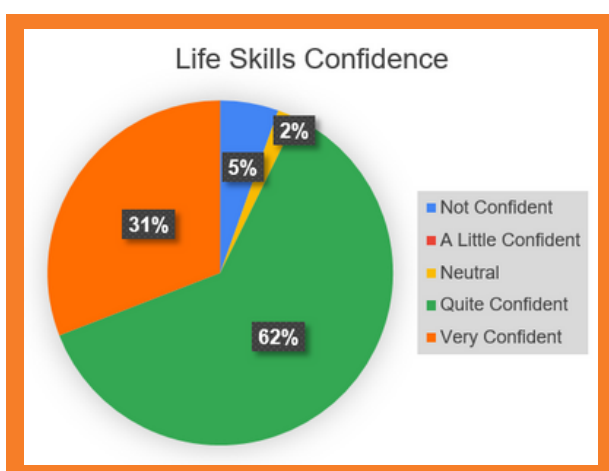
75%

Of girls reported high confidence in Computer Skills

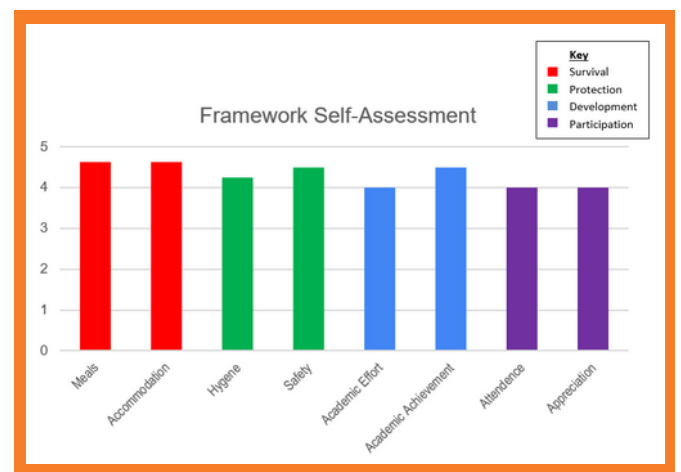
88%

Of girls reported high confidence in English Skills

100% Of girls reported high confidence of living independently in the city



Graph 3: Overall results of the girls' rating of their confidence in life skills and job readiness in a variety of areas

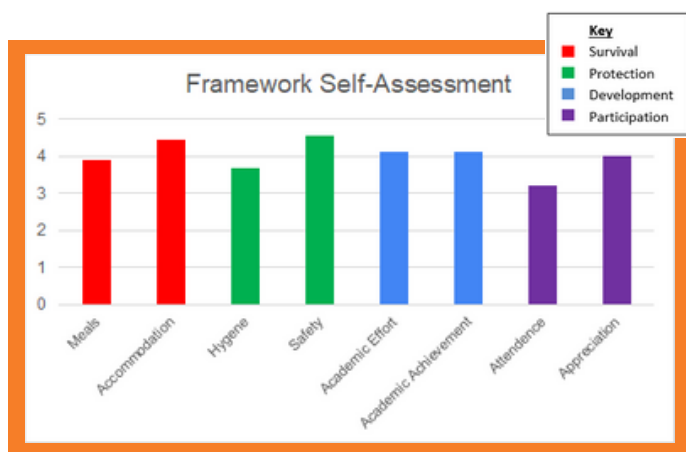


Graph 2: Mean results of the girls' abilities in the core framework areas of survival, protection, development and participation. They were asked to agree with statements about their performance in each area on a scale of 1 (disagree) to 5 (agree)

Self-Assessment Survey

Alumni Girls

The **alumni girls** (who have completed their vocational or college courses and graduated from Baale Mane support) were each asked to fill out a self-assessment survey about their experiences of programmes at Baale Mane during their time there and their current circumstances and skills.



Graph 1: Mean results of the alumni girls' abilities in the core framework areas, rating their own performance in each area on a scale of 1 (disagree) to 5 (agree)

Graph 2: Results of the alumni girls' rating of their confidence in future skills from a range of areas on a scale of 1 (disagree) to 5 (agree)

88%

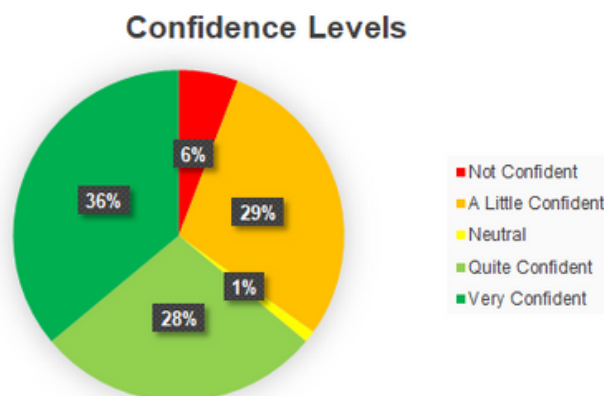
Of our alumni girls are currently employed
(of those who completed the survey)

Alumni employers include:

- Ernst & Young
- Shadhika
- Enchanting travels
- MA Braganza & Associates
- Canara Bank
- Lionbridge

67%

Of our alumni girls give back to their communities

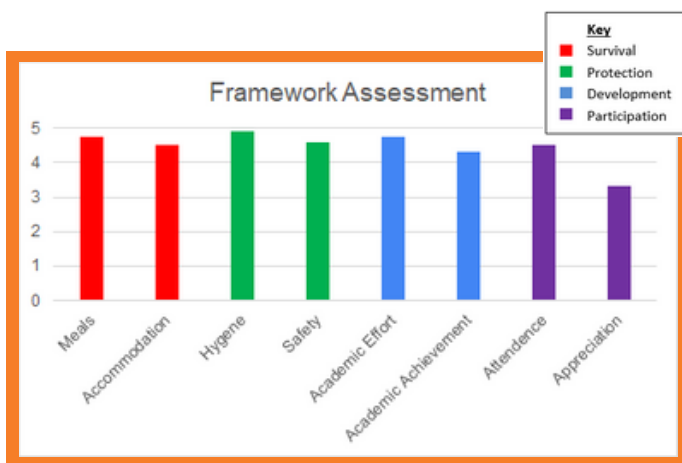


Graph 3: Overall results of the girls' rating of their confidence in future skills and job readiness in a variety of areas

Self-Assessment Survey

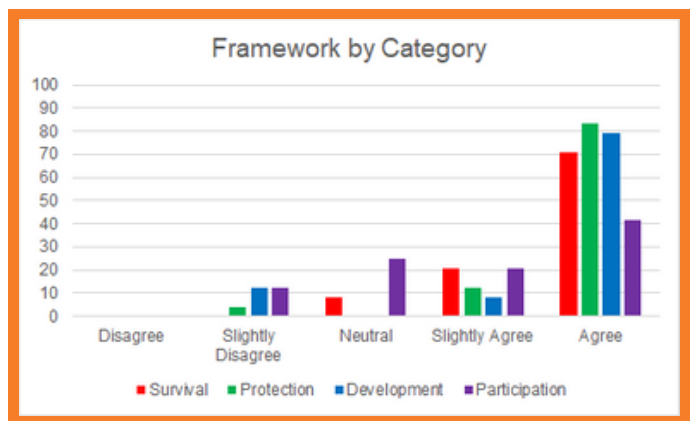
Staff

The **staff** (currently employed by Baale Mane) were each asked to fill out a self-assessment survey about their experiences of programmes at Baale Mane over the past year and their own skills and development.



Graph 1: Mean results of the staff's assessment of the girls' abilities in the core framework areas, rating the girls' performance in each area on a scale of 1 (disagree) to 5 (agree)

Graph 2: Overall scores of the staff's assessment of the girls' abilities in the core framework areas, with the percentage of times they chose 1 (disagree) to 5 (agree)



100%

Of staff believe they are utilising their skills well in their work at Baale Mane

92%

Of staff report receiving support to develop their skills further

Improving Baale Mane (some staff responses)

- Baale has developed a lot over the past 2 years, and is a much stronger organisation
- We have to work more on training staff on Child Rights and Protection, Safeguarding etc
- We are building it better everyday by exploring new opportunities

Development Report

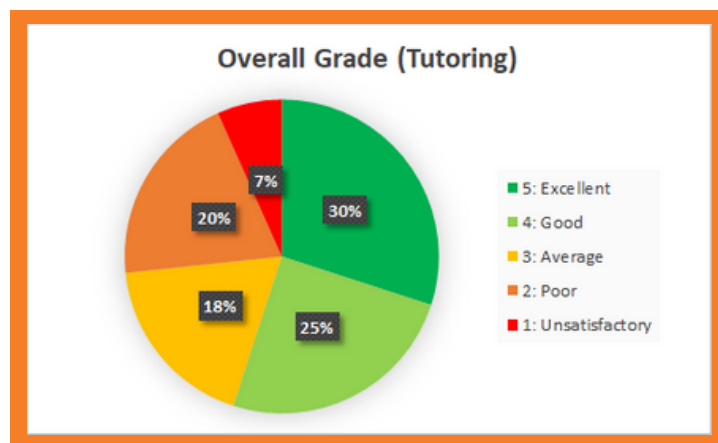
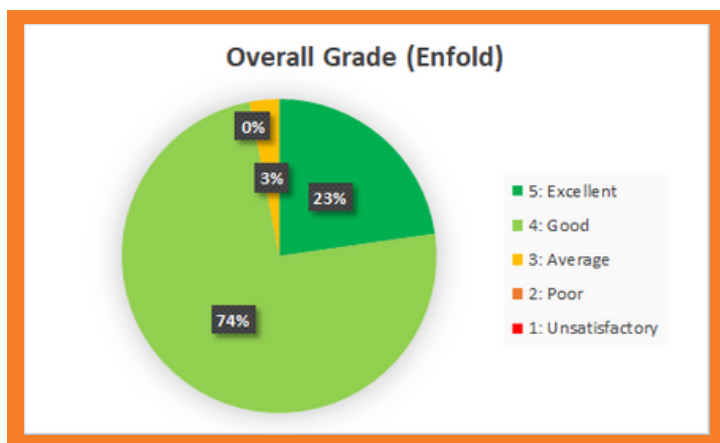
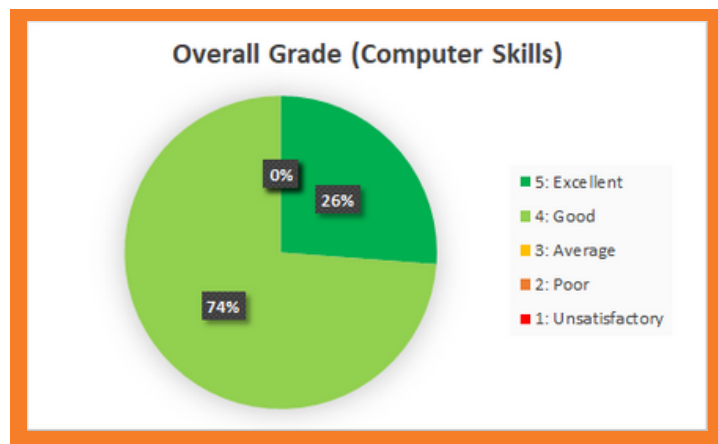
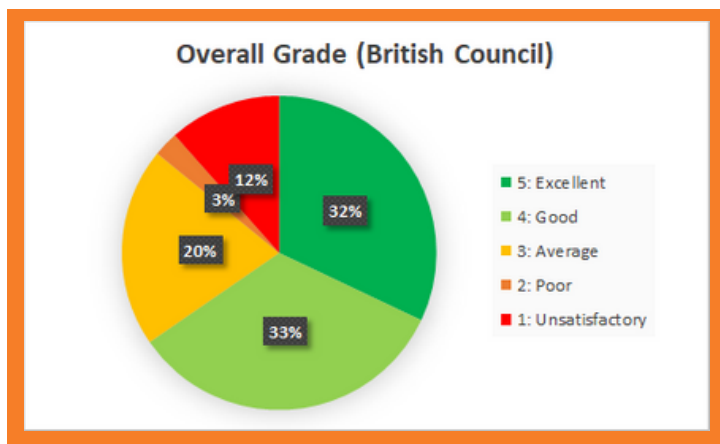
Overview



The **development report** aims to record data from the programme providers who run supplementary education and skill building programmes at Baale Mane. It is filled out on a biannual basis by our core providers:

1. **English Programme** (British Council)
2. **Computer Skills** (Computer Teacher)
3. **Life Skills and Sexual Health** (Enfold)
4. **Tuition** (Baale Tutors)

OVERALL DATA



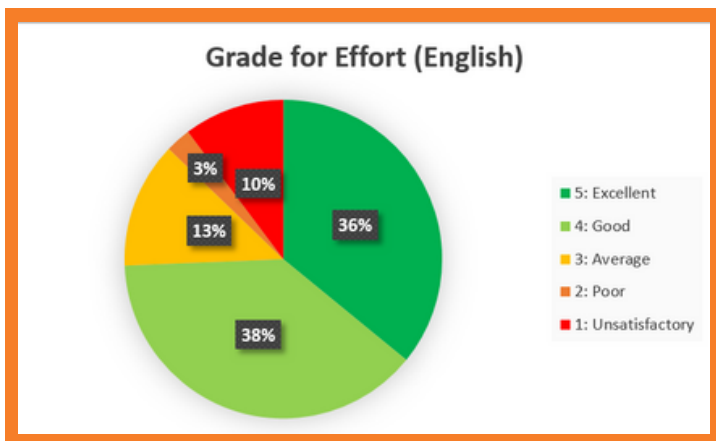
Graph 1 to 4: Overall results of the girls' effort in **English classes, Computer skills, Enfold Sessions and Tutoring**, assessed by the providers in each subject. These grades are a combination of Effort and Achievement, averaged for each subject.

Development Report

English Programme

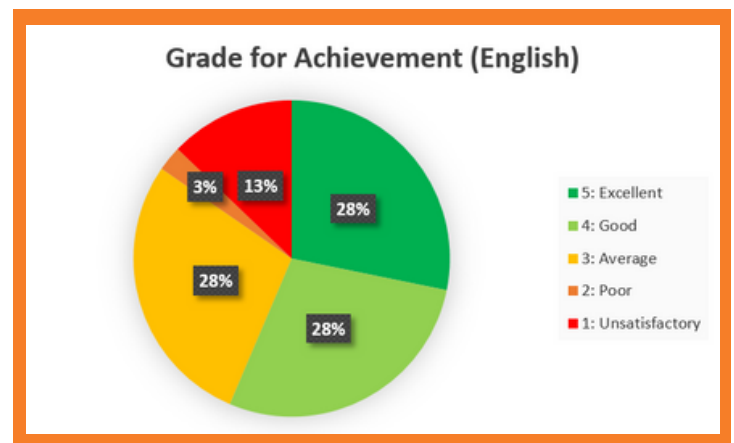
ABOUT THE PROGRAMME

During the summer holidays in April and May 2019, British Council ran a two week intensive English program called 'Speak Out, Write Right'. After the success of the summer program, we decided to partner with British Council on an annual course with weekly classes at Baale Mane, for the independent girls as well as the younger ones. This programme provides regular skill development and builds the girls spoken, written and oral English skills. The programme ensures the girls have year round English learning to gradually develop their skills. The girls are very much enjoying the sessions and learnt a great deal over the past year.



Graph 1: Overall results of the girls' effort in annual English classes, assessed by the British Council tutors. **74%** of the girls were rated with 'Excellent' or 'Good' effort in the classes.

Graph 2: Overall results of the girls' achievement in annual English classes, assessed by the British Council tutors. **56%** of the girls were rated with 'Excellent' or 'Good' effort in the classes, while 44% were not achieving as well as expected.



"Very strong learner who showed progress with every lesson"

"Particularly excelled at using target language in the classroom during practice"

"Would benefit from structured and regular language lessons having some elements of grammar and vocabulary, and involving plenty of skills"

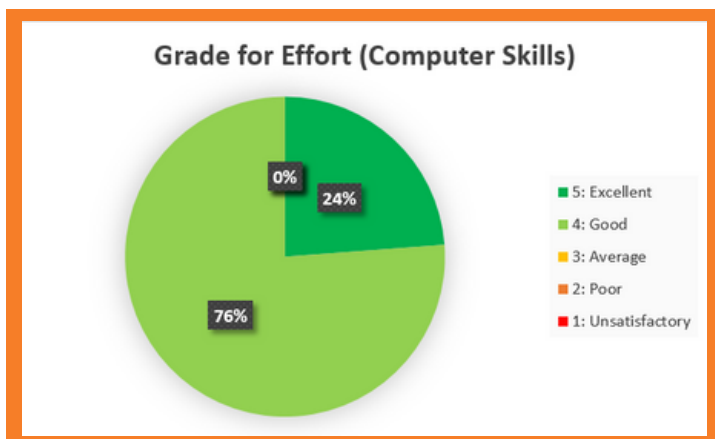
"Very participative in class and got on very well with all her classmates"

Development Report

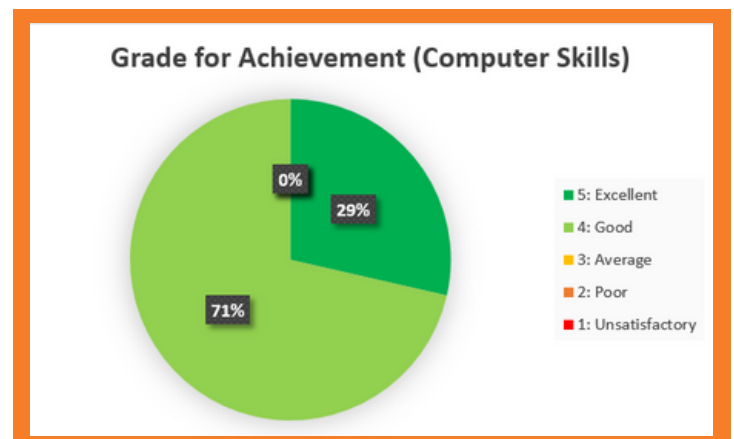
Computer Skills

ABOUT THE PROGRAMME

We hold weekly computer classes for the Baale Mane girls with our computer teacher, who teaches them basic software and hardware skills. The programme aims to teach the girls a wide range of computer skills, from Microsoft office to using the internet. We have also begun a new program on Computer Coding over the past year. These classes aim at teaching the older Baale girls computer programming. This will help them with the digital future by building computational thinking with a focus on concepts like problem solving, logical thinking and reasoning. It is taught through age appropriate structure and curriculum, with gradual migration to a text based programming language.



Graph 1: Overall results of the girls' effort in **Computer classes**, assessed by the Computer teacher. **24%** of the girls were rated with 'Excellent' and **76%** were rated 'Good' for their effort in the classes.



Graph 2: Overall results of the girls' achievement in **Computer classes**, assessed by the Computer teacher. **29%** of the girls were rated with 'Excellent' and **71%** were rated 'Good' for their achievement.

"High performing and dedicated to learning"

"Excellent interaction on learning skills, particularly for coding"

"Impressive"

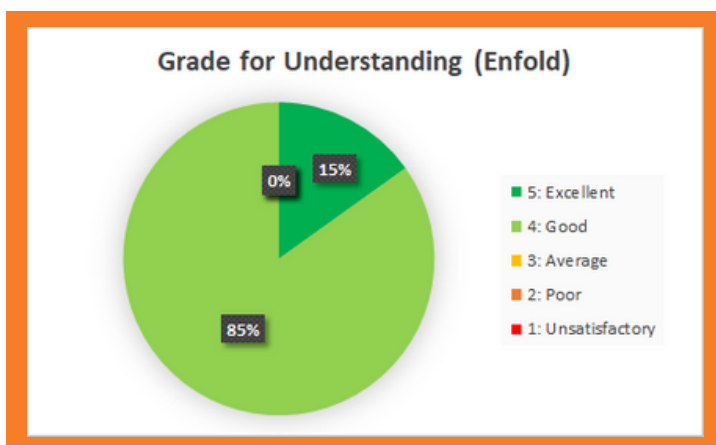
"Effective and hard working for all classes with good attendance"

Development Report

Life Skills and Sexual Health

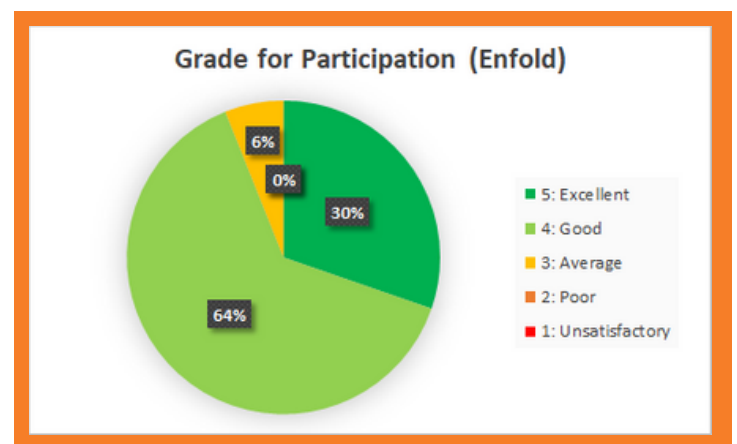
ABOUT THE PROGRAMME

An ongoing sexual health program is run by our project partner organisation Enfold for the Baale girls, with regular sessions throughout the year. These include sessions on self-esteem, body image, body facts and personal safety. Enfold has supported us with further training sessions on Child Protection for all girls at Baale Mane. In addition, Enfold run regular life skills classes for the girls, focusing on everything from emotional empathy to body image. These sessions are held on a monthly or bi-monthly basis.



Graph 1: Overall results of the girls' understanding in **Life Skills and Sexual Health classes**, assessed by the Enfold teacher. **100%** of the girls were rated with 'Excellent' or 'Good' understanding in the classes.

Graph 2: Overall results of the girls' participation in **Life Skills and Sexual Health classes**, assessed by the Enfold teacher. **94%** of the girls were rated with 'Excellent' or 'Good' participation in the classes.



"Remembered about the female reproductive system, about the menstrual cycle and about menstrual hygiene"

"Has the ability to participate and ask questions"

"When prompted she remembered about emotions and sexual health"

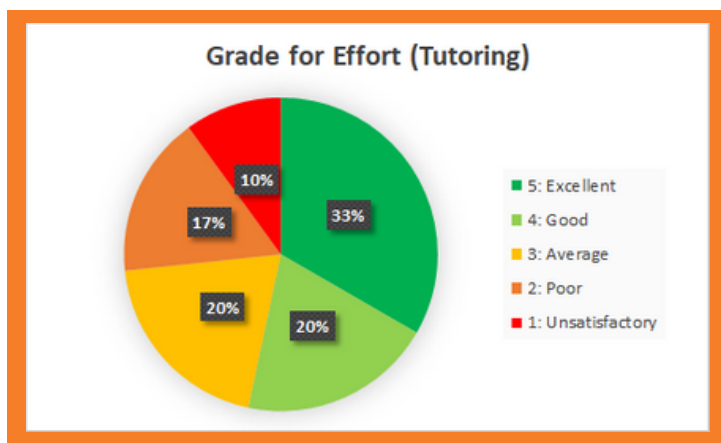
"Was able to share about friendships and relate to stories that were shared in the session"

Development Report

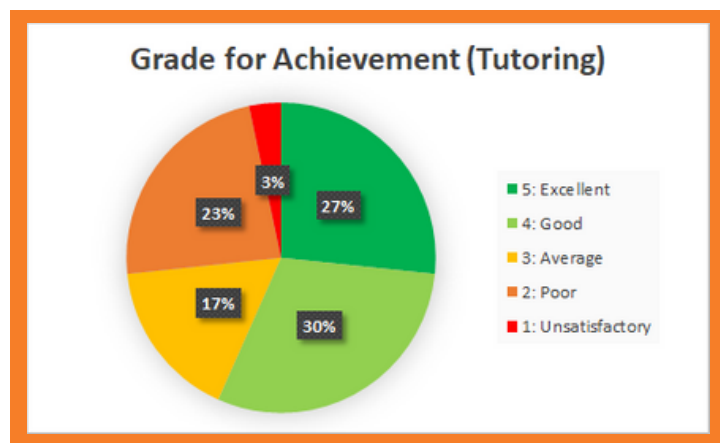
Tuition

ABOUT THE PROGRAMME

Due to the difficult backgrounds of many of our girls, they are often behind on their schooling at the time of joining Baale Mane. To ensure their academic achievement during these early years, many of our younger girls require additional support from a tutor to ensure they are brought up to speed with school curriculums. For the older Baale Mane girls (aged 14 and above), achieving well in exams is vital to their university or vocational course acceptance, and has an impact on their later career success. We therefore offer tuition in subjects they are struggling with, including Mathematics, Accounts, Economics, Business Studies, English, Social Science and Science. We therefore have four tutors at Baale Mane who support the girls in these subjects on a weekly basis, with additional support during times of their exams.



Graph 1: Overall results of the girls' effort in **tutoring**, assessed by the tutors from various subjects. **53%** of the girls were rated with 'Excellent' or 'Good' effort in the classes, while **47%** were not achieving as well as expected.



Graph 2: Overall results of the girls' achievement in **tutoring**, assessed by the tutors from various subjects. **57%** of the girls were rated with 'Excellent' or 'Good' achievement in the classes, while **43%** were not achieving as well as expected.

"A very intelligent girl who achieved good marks in tuition tests and contributed well in sessions. She is always very punctual to tuition."

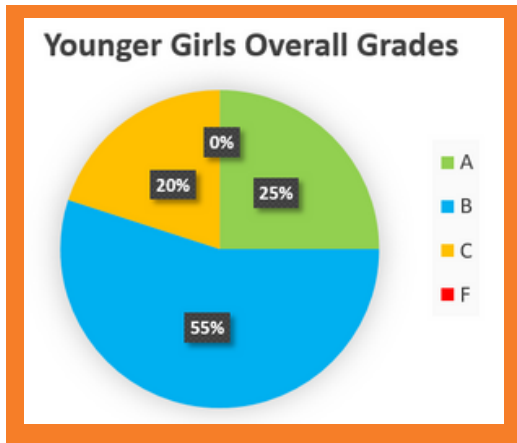
"Before starting a lesson she used make a list of lesson content and she was improving in all ways."

"Actively took part in all activities"

"Need to further develop language skills and vocabulary "

Academic Grades

YOUNGER GIRLS



The Baale girls attend schools in either English or Kannada medium. We are pleased to report that the girls have performed well in school over the past year. Although school exams were delayed due to COVID-19, report cards from throughout the year show the girls improving in many areas.

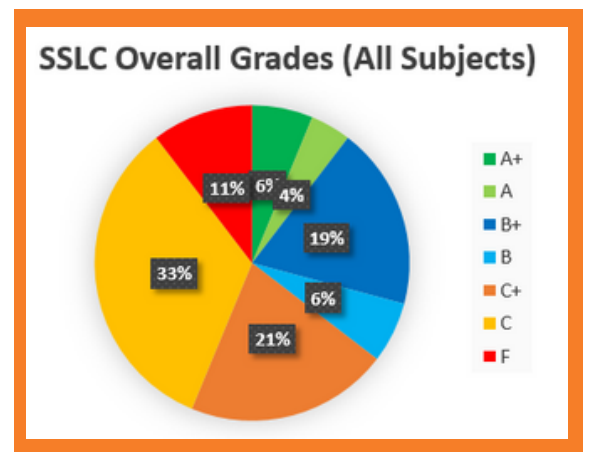
85%

Of all girls passed directly to the next grade

Graph 1: Overall results of girls in 1st - 9th grade, calculated as an overall average

SSLC (10TH GRADE)

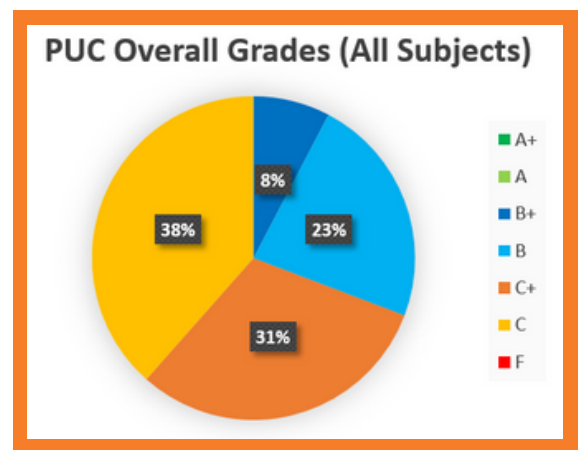
At the end of their 10th grade the girls take their Secondary School Leaving Certificate (SSLC) exams, which determine which PUC level college they will be able to attend. This year, the girls did relatively well in their exams with some scoring as high as **76%** overall. However, a few girls are having to resit some of their papers as they didn't do as well as they hoped. We are planning for all the girls to continue their education next year, whether in PUC or alternative diploma training.



Graph 2: Overall results of the 10th standard girls' performance in their SSLC exams

PUC (12TH GRADE)

At the end of their 12th grade the girls take their Pre-University Course (PUC) exams, which determine which degree course or other training they will be able to attend. This year, we only had 2 girls at this age. Both girls plan to study at degree level in Bangalore this year, one doing a Bachelors in Commerce and once a Bachelors of Arts in Journalism. Some of our girls choose to do vocational courses instead of PUC level, which we offer as an alternative.



Graph 3: Overall results of the 12th standard girls' performance in their PUC exams

Health Report

Overview

The **health report** aims to record data about the health of each girl residential at Baale Mane to ensure their well being is maximised and to record any health concerns. It is filled out on a biannual basis by members of healthcare professions:

1. **Medical Report** (Doctor)
2. **Nutrition Report** (Nutritionist)
3. **Counsellor Report** (Baale Therapist)



Due to COVID-19, we have been unable to invite medical professionals and nutritionists into the Baale Mane site to examine the girls and create reports. These results have therefore been delayed for the current year until COVID-19 restrictions have been reduced, and the results will be added to this report at a later date.

MEDICAL

We take the health of the Baale girls very seriously, and coordinate regular medical check ups for the girls. We have also run a number of programmes on healthcare and medicine, including First Aid training, menstruation sessions and COVID-19 information sessions. We take any girls who are more seriously sick to the hospital, but also have a sick room on the Baale site. To ensure each girl is healthy and being given the right medical care, a doctor visits Baale Mane regularly for a health check-up. Every 6 months, the doctor will also fill out the health report, which will give up to date information about the health of each individual girl.

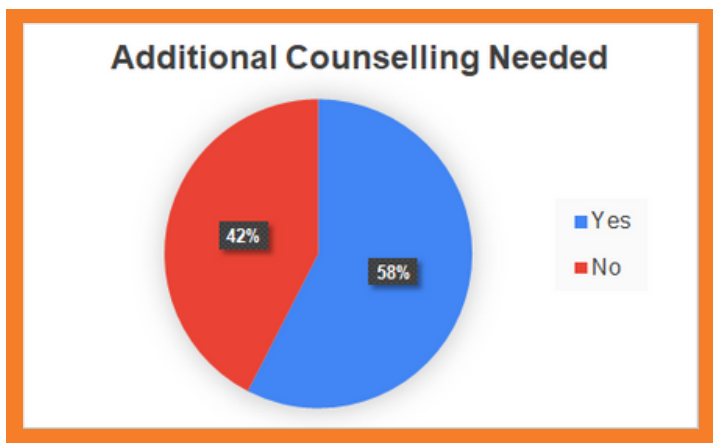
NUTRITION

The kitchen staff at Baale work hard to provide the girls with 3 healthy meals a day, containing all the vitamins, minerals and proteins that are needed to grow up healthily. However, to ensure each girl is meeting their suggested body mass index, a nutritionist will come to Baale Mane once every 6 months to measure and weigh each girl, speak with them about healthy diets and exercise, and complete the health report for each individual. The care team will then have knowledge from a professional to encourage each girl to eat and exercise healthily.

Health Report

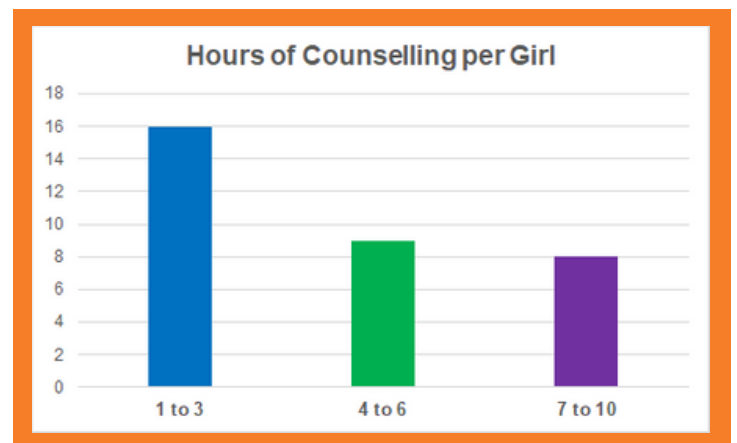
Counsellor

Many of the Baale Mane girls come from difficult backgrounds, and have experienced trauma or abuse in their past. To ensure the girls have an external individual to talk to about these issues, as well as regular concerns that accompany growing up, Baale Mane has a counsellor who comes to Baale on a weekly basis. The counsellor conducts both group and individual sessions, and all girls are recommended to speak with her regularly. The care team can also refer girls who are having any specific difficulties to speak with the counsellor about these issues. During the Monitoring and Evaluation process, the counsellor was asked to complete a Health Report for each individual girl, which summarised her sessions with them and gave advice for further mental wellbeing support.



Graph 2: Overall number of hours the counsellor spent with each girl over the previous 6 months

Graph 1: Overall answers to the question 'Does the child require any additional counselling sessions (in addition to regular sessions) based on your observations?'



RECOMMENDATIONS FOR CARE TEAM

Spend quality time with the child and build a positive bond with her

Build a positive bond with the girl by focusing on her strengths while providing corrective feedback gently when necessary

Building good rapport before expecting compliance, focusing on minimal gains and reinforcing those, understanding the developmental stages of adolescence and giving more choices so that she feels some sense of mastery and autonomy

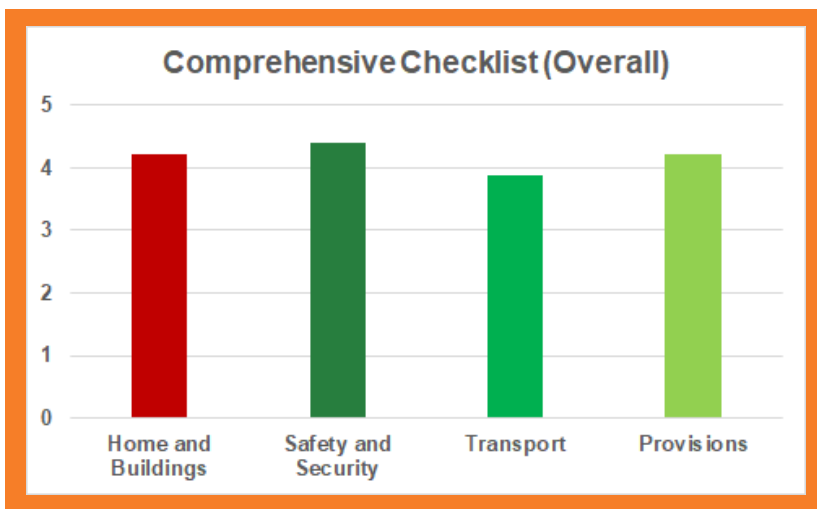
Comprehensive Checklist



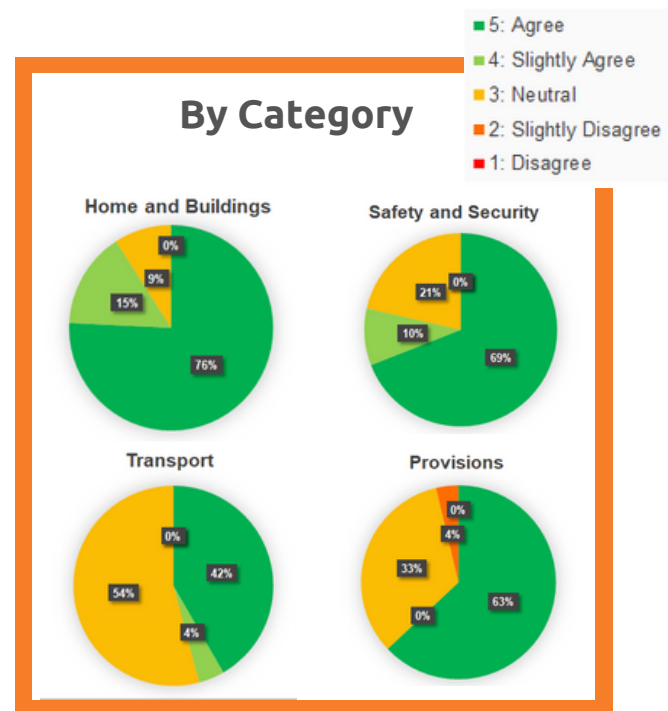
The **comprehensive checklist** aims to record data about the Baale Mane site, including its buildings, grounds and transport, to assess the safety and security of the home. It is filled out on a biannual basis by three individuals:

1. **Head of Operations**
2. **Trustee Representative**
3. **External evaluator** (Enfold member)

OVERALL DATA



Graph 1: Mean results of the **comprehensive checklist** in the areas of 'Home & Buildings', 'Safety & Security', 'Transport' and 'Provisions'. Rated on a scale of 1 (disagree) to 5 (agree) in answer to various statements for each. These included: 'Our site has effective emergency procedures' (Safety & Security) and 'All drivers have valid licences' (Transport).



Graph 2: Agreement with statements within the four categories of 'Home & Buildings', 'Safety & Security', 'Transport' and 'Provisions', on a scale of 1 (disagree) to 5 (agree)

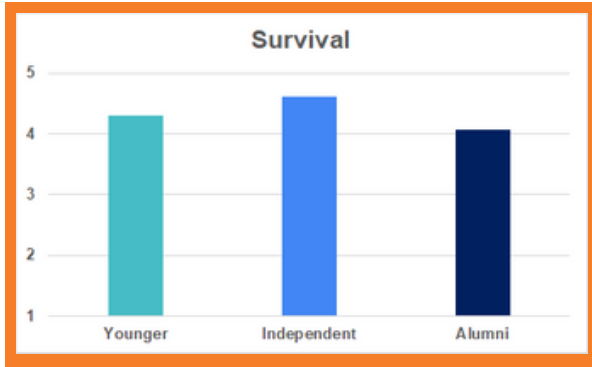
KEY RECOMMENDATIONS:

- **Home & Buildings:** More CCTV coverage and monitoring might be helpful
- **Safety & Security:** We have to maintain a regular accident register
- **Transport:** Have one resident staff member licensed to drive for emergencies
- **Provisions:** We should provide more books in the local language (Kannada)

Framework Evaluation

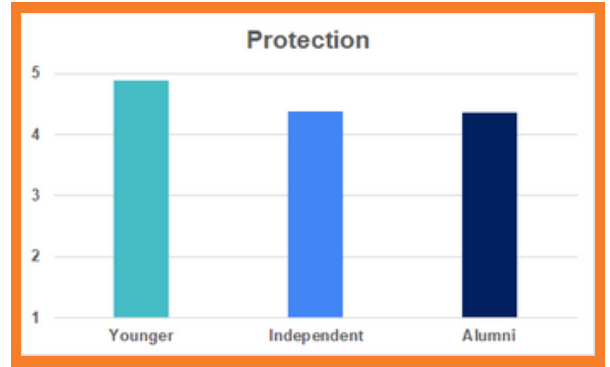
SURVIVAL

Self Assessment
Health report (nutrition)
Comprehensive Checklist

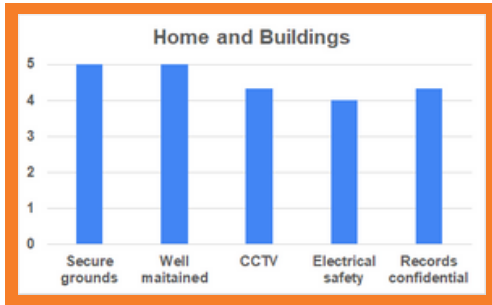


PROTECTION

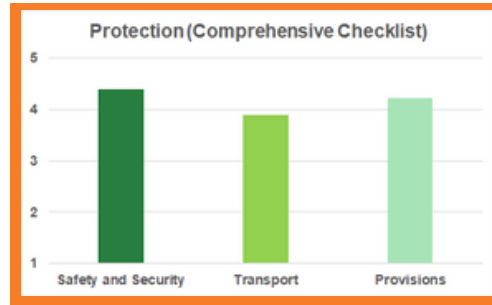
Self Assessment
Health report (medical + counsellor)
Comprehensive Checklist



Graph 1: Scores within the 'Home and Buildings' category on the Comprehensive Checklist

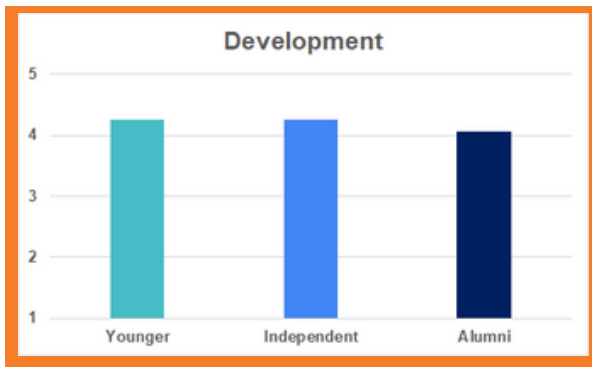


Graph 2: Scores for 'Safety and Security', 'Transport' and 'Provisions' on the Comprehensive Checklist



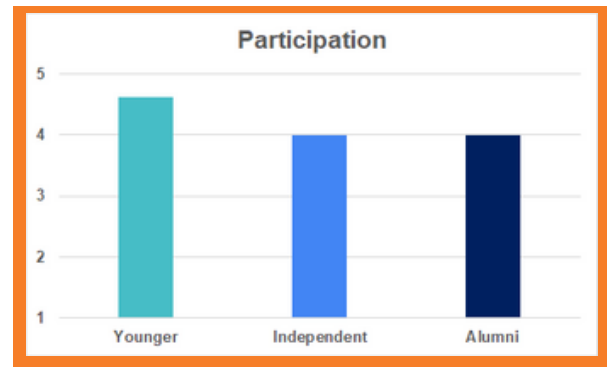
DEVELOPMENT

Self Assessment
Development report
Academic grades

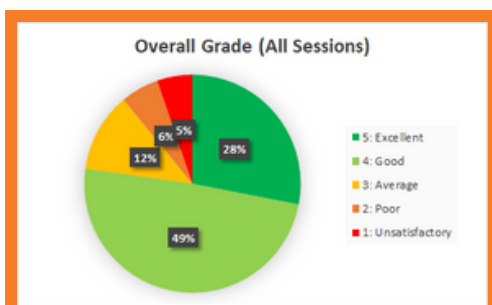


PARTICIPATION

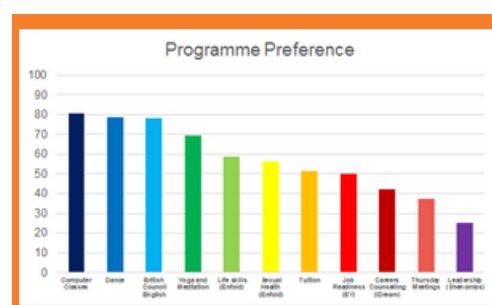
Self Assessment
Development report



Graph 3: Overall grades for all sessions on the development report



Graph 4: Overall programme preference on the Self-Assessment Survey



Changes and Improvements

SURVIVAL

- Complete a review of the CCTV requirements (particularly monitoring)
- Complete medical and nutrition check-ups

PROTECTION

- Conduct a review of transport safety
- Licence one resident staff member to drive for emergencies
- Maintain a regular accident register
- Find a new counsellor and give counselling training to care team
- Improve staff training and skill building, including for emergencies

DEVELOPMENT

- Conduct a regular review of academic achievements by school/college
- Create improvements plan for tutoring sessions
- Create improvements plan for computer programme to ensure girls have digital skills
- Improve technology for online classes (in progress)
- Buy more books in the local language (Kannada)

PARTICIPATION

- Alumni education - find out programme preference and create alumni network
- Ask independent girls about programme preference
- Plan more arts activities, including dance and singing (girls' request)
- Enhance programmes with low scores (Job Readiness, Careers Counselling, Thursday Meetings)
- Improve the transition programme by providing more sessions

REPORT SUMMARY

Thank you for reading our Monitoring and Evaluation report

Overall, we are pleased with the success of the results, which demonstrate that we are currently delivering our programmes in a way which benefits the girls in all four framework areas. We aim to improve upon the aspects mentioned above, and will re-evaluate our successes and improvements next year. We would like to thank all of the programme partners, health professionals, staff and girls who participated in these surveys - your responses are integral to our Monitoring and Evaluation success.

For any questions or comments, please contact Sanjna Achayya on sanjna@baalemane.org.