

ANNUAL NEWSLETTER 2024

Key Results

- 8 Projects implemented
- Short-term jobs provided
- 4 Sectors covered
- 5 Countries covered

Inside the Newsletter

- Health facilities verification
- Eritrea national ECE plan development
- Establishment of National ECD
- Regional ECD Network meeting facilitation in Senegal
- Network in Sierra Leone
- Workforce diagnostic in the Gambia
- Education systems strengthening in Liberia
- Supporting Holistic and Actionable Research in Education in Liberia
- Liberia Telecommunication Authority (LTA) Strategic Plan Development

Message from the CEO

Dear Colleagues, Partners, and Stakeholders,
As we conclude another remarkable year, I am thrilled to share highlights of our progress in advancing research, innovation, and system strengthening. From impactful studies to new partnerships, 2024 has been a year of growth and learning. Thank you for your unwavering support in helping us achieve our mission.

David Woods Baysah
Lead Consultant – ADARA-RMC



Projects
Highlights of the
Year

Projects Completed in 2024

Government-to-Government (G2G) Partnership for Improved Health Outcomes Data Verification – DELTA/USAID

ADARA-RMC, in collaboration with DELTA/USAID, undertook a verification process for health facilities, assessing 50 milestones and the quality of care provided at 386 primary and secondary health facilities across eight counties in Liberia: Lofa, Nimba, Bong, Grand Bassa, Margibi, River Gee, Grand Gedeh, and Grand Cape Mount. Furthermore, data verification was conducted with the involvement of eight County health teams and the central Ministry of Health, focusing on facility data from the years 2022 and 2023. The analysis of this data utilized performance metrics, leading to the preparation and presentation of comprehensive reports. A total of 155 enumerators, supervisors, and quality assurance officers received training and were deployed for two rounds of verification.



Diagnostic of the Early Childhood Education landscape and Development of the National ECE strategic plan for Eritrea – UNICEF Eritrea

The national diagnostic round 2 of the Early Childhood Education sub-sector in Eritrea was led by ADARA-RMC in partnership with the Ministry of Education, local stakeholders, and UNICEF. This initiative involved the creation of a national strategic plan for early childhood education, as well as guidance on scaling up summer school programs and advocacy efforts to boost public interest. The process brought together a diverse group of stakeholders, including officials from the Ministry of Education, local actors, the national youth representative, and representatives from national disability organizations. The outcome was a thorough analysis of the ECE sub-sector and the development of a national implementation plan designed to enhance early childhood education services at both the national and Zoba levels.



Establishing Early Childhood Development (ECD) Network in Sierra Leone and Facilitation of the Regional Network meeting in Senegal - AfECN

The initiative was established to provide technical assistance in the planning and coordination required for the establishment of the Sierra Leone Early Childhood Development (ECD) Network. In line with the project's objectives, ADARA-RMC successfully produced several outcomes: a thorough workplan, a report that outlines the convening of multi-sector stakeholders with resolutions concerning the establishment of the Sierra Leone ECD Network, a mapping of ECD stakeholders and resources in Sierra Leone, and a landscape report on ECD in the nation. ADARA-RMC also facilitated the drafting of a strategic plan and coordinated the legal registration of the ECD network in Sierra Leone, in partnership with the Ministry of Basic and Secondary Education, UNICEF and other national and international partners.



Assessing Need and Demand for Childcare in Liberia Women's Empowerment Project Implementation Areas – The World Bank

This project assessed the gender implications associated with childcare services in Liberia, assessed the market demand in rural Montserrado County, and identified culturally relevant methods to address this demand. The principal deliverables produced by ADARA-RMC encompass an inception report, data tables that encapsulate the findings from the secondary data review, the formulation of questionnaires for focus group discussions (FGD) and key informant interviews (KII), lists of participants for FGDs and KIIs, data gathered from FGDs and KIIs, transcriptions, coding, and summaries of the discussions and interviews, a draft analytical report and its presentation, a policy brief along with its presentation, and the final draft of the comprehensive study report and its presentation.



ECE Workforce Diagnostic in the Gambia - AfECN

The initiative focused on performing a detailed diagnostic audit of the early learning workforce in The Gambia.

This involved a critical examination and documentation of essential issues that influence the availability, quality, performance, and professionalization of the workforce. The project subsequently recommended various legal, policy, institutional, and programmatic strategies to fortify the early learning workforce.

Additionally, a policy brief was developed based on the diagnostic findings. ADARA-RMC utilized secondary data from the Ministry of Basic and Secondary Education Yearbook and the World Bank, alongside primary data collected through a diagnostics workshop that engaged significant educational stakeholders from the government, development partners and the private sector.



Education Systems Strengthening Activity (ESSA) – FHI360/USAID

ESSA is a five-year initiative funded by USAID aimed at enhancing the effectiveness of the education system at both county and district levels. The project focuses on promoting, assessing, and incentivizing the provision of quality and inclusive education. ADARA-RMC serves as a subcontractor tasked with achieving immediate results (IR) 2: Enhanced Resource Management, which includes Sub-IR 2.1, the implementation of



mechanisms to promote education quality and equity, and Sub-IR 2.2, the strengthening of human resource management systems within the education sector. Additionally, ADARA-RMC provides technical assistance for IR 3: Improved Accountability, through operationalizing the School Quality Assessment System. In 2024, ADARA-RMC led the several activities under ESSA, including the quantitative skills assessment of MoE personnel, Partial PDIA to explore root causes of underperformance of resource management team, role and responsibilities mapping assessment, comparative review of teachers regulatory authorities, pay equity and payroll management review, a review of teachers credentialing efforts in Liberia, and a study on status and mandate review for the Center of Excellence for Accreditation, Licensing, and Certification.

Facilitation of West and Central Africa National Early Childhood Development Networks – Dakar, Senegal - AfECN

The meeting in Dakar was convened over a two-day period, specifically on October 17 and 18, 2024, with participation from twelve nations in the WCAR region: Cameroon, Cape Verde, Côte d'Ivoire, Burkina Faso, the Democratic Republic of Congo, Gambia, Ghana, Guinea-Bissau, Liberia, Nigeria, Senegal, and Sierra Leone, alongside UNICEF as a development partner. Key figures in attendance included Prof. Mary Getui, the Board Chair of AfECN, and Dr. Lynette Okengo, the Executive Director of AfECN.



The discussions culminated in the national networks outlining essential actions for implementation, which included increasing visibility, mapping ECD activities on a national scale, performing organizational capacity assessments, bolstering advocacy efforts, and securing legal registration for networks, among other priorities.

Supporting Holistic and Actionable Research in Education (SHARE) – USAID

The objective of the study was to develop instruments for social and emotional learning (SEL) and teacher well-being (TVWB) that are relevant to the specific contexts in which they will be applied. This research emphasizes the development of a methodology to assess children's SEL and the well-being of teachers in a manner that is culturally, contextually, and developmentally suitable for low-resource and crisis affected environments. The CREST study is a



multi-national initiative being conducted in Haiti, Honduras, Colombia, and Liberia. Over the course of the year, the study successfully gathered data from more than 1,000 students regarding their social-emotional learning and from over 750 teachers concerning their professional well-being across nine of the fifteen counties in Liberia. ADARA-RMC collaborated closely with the CREST partners to refine and analyze the results. The findings of the study were shared with over 40 stakeholders in the education sector, including representatives from the Ministry of Education, higher education institutions, faith-based organizations, private entities, local and international NGOs/CSOs, and other educational collaborators.

Liberia Telecommunication Authority (LTA) Strategic Plan Development

The strategic planning retreat for the Universal Access, Consumer, and Public Affairs Department of the Liberia Telecommunications Authority was conducted by ADARA-RMC. This retreat focused on developing strategies to enhance consumer visibility and to ensure that the public benefits from effective regulatory oversight. The event saw the participation of over 20 individuals from the two departments, resulting in the formulation of a strategic plan.



Partnership and Collaboration in 2024

In 2024, we established meaningful partnerships with 7 international organizations, including The World Bank, USAID, IBI, UNICEF Eretria, the university of Notre Dame, and the Liberian Telecommunication Authority (LTA). Each partnership brought unique strengths and resources, enhancing our collective impact. Collaborating with USAID, DELTA, and IBI allowed us to broaden our scope in health program monitoring and verification through the G2G project. The partnership with FHI360/USAID allowed us to leverage our strong expertise in education systems strengthening to strengthen Liberia's education system through the ESSA project. Our partnership with AfECN broadly focused on early childhood education, and the partnership with SHARE and USAID focused on teachers' satisfaction and students' emotional wellbeing through the CREST project.

ADARA-RMC established its first public partnership with the Liberia Telecommunication Authority in which we developed the institution's strategic plan for three departments. For UNICEF Eretria, we developed the country's National Early Childhood Education Diagnostic report and Strategic Plan. Throughout the year, we engaged various partners and stakeholders to address local challenges, foster health outcomes, strengthen education systems, generate evidence for decision making and systems strengthening. These collaborations not only strengthened our network but also contributed significantly to our mission and objectives.



SHARE
Supporting Holistic & Actionable
Research in Education



Capacity Building and Training

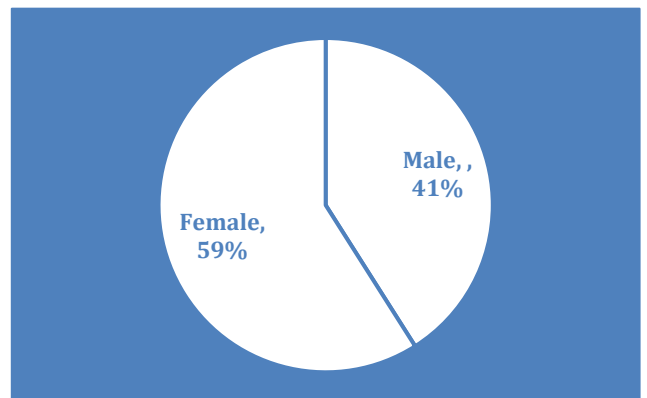
Over the year, we successfully trained over 150 enumerators and supervisors, equipping them with the necessary skills and knowledge to effectively carry out qualitative and quantitative data collection. About 80 enumerators were particularly trained and certified to conduct health data verification at levels of health facilities, county health offices, and central MoH levels. Additionally, about 14 enumerators were trained in collecting key informant interviews and focus group discussions data for childcare study. 56 enumerators were trained to collect data aimed at assessing teacher’s satisfaction and student emotional wellbeing. The training program focused on best practices in enumeration techniques, data integrity, and the importance of accurate reporting. By the end of the training, the enumerators were well-prepared to contribute to our projects, ensuring high-quality data that will inform our decision-making processes. This initiative not only enhanced our capacity for data collection but also empowered the enumerators with valuable skills that can benefit their future endeavors.



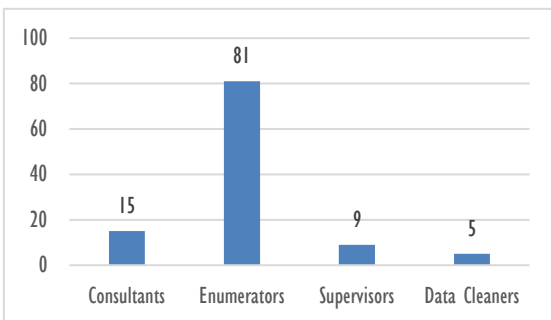
Employment Opportunities

ADARA-RMC has over the year provided employment opportunities for many as aspiring professionals. In 2024, we provided short-term employment for 110 people serving in the roles of enumerators (81), consultants (15), supervisors (9) and data cleaners (5). Disaggregated by gender, these short-term employments were allotted to more females than males, as females comprised 59% and

Short-term Employment Disaggregated by



Short-term Employment Disaggregated by Role



End of Year Staff Retreat

As the year climaxed, our employees and consultants had the opportunity to attend a three-day retreat at the famous ADARA Farm located in lower Margibi County, Kpatawe Waterfall, and the Wuki Farm. The retreat kicked off with a review of the ADARA-RMC three (3) year strategic plan, and it was followed by a whole day of fun, eating, and relaxation. Every staff member and consultant had the opportunity to visit the famous Wuki's Farm to have a summer bath in the pool, ride horses and play games.

