

# NATIONAL INTEGRATED EARLY CHILDHOOD DEVELOPMENT MONITORING AND EVALUATION IMPLEMENTATION STRATEGY FOR 2016 - 2020

Table of Contents	Page
Abbreviations and Acronyms.....	1
<b>INTRODUCTION.....</b>	<b>2</b>
<b>1.0 ECD PRIORITY AREAS AND POLICY STATEMENTS.....</b>	<b>2</b>
Policy Priority Area 1: Child Care, Survival and Stimulation.....	2
Policy Priority Area 2: Parenting Education Support and Child Care For Development:.....	2
Policy Priority Area 3: ECD Centre Services.....	3
Policy Priority Area 4: ECD Transitional Services.....	3
Policy Priority Area 5: Child Rights Protection Services.....	3
Policy Priority Area 6: Coordination, Leadership and Management of ECD Programming.....	3
Policy Priority Area 7: ECD Research, Monitoring and Evaluation.....	4
Policy Priority Area 8: Resource Mobilization and Leveraging.....	4
<b>ECD POLICY PRIORITY AREAS OBJECIVES AND STRATEGIES.....</b>	<b>4</b>
<b>2.1 Priority Area 1: Child Care, Survival and Stimulation.....</b>	<b>4</b>
<b>2.2 Priority Area 2: Parenting Education Support and Child Care for Development.....</b>	<b>5</b>
<b>2.3 Priority Area 3: ECD Center Services.....</b>	<b>7</b>
<b>2.4 Priority Area 4: ECD Transitional services.....</b>	<b>8</b>
<b>Priority Area 5: Child Rights Protection services.....</b>	<b>8</b>
<b>Priority Area 6: Coordination, Leadership and Management of ECD Programming.....</b>	<b>9</b>
<b>2.7 Priority Area 7: Research, Monitoring and Evaluation.....</b>	<b>10</b>
<b>2.8 Priority Area 8: Resource Mobilization and leveraging.....</b>	<b>10</b>
<b>3.0 IECD IMPLEMENTATION PLAN.....</b>	<b>11</b>
Objectives.....	11
Strategies.....	11
Objective.....	12
Strategies.....	12
Objective.....	14
Strategies.....	14
Objective.....	16
Strategies.....	16
Objective.....	17
Strategies.....	17
Objective.....	18
Strategies.....	18
Monitor the implementation of activities by stakeholder.....	19
Objective.....	20
Strategies.....	20
Objective.....	21
Strategies.....	21
<b>4.0 MONITORING AND EVALUATION PLAN.....</b>	<b>23</b>
Strategic Outcome.....	23
Strategic Outcome.....	25
Strategic Outcome.....	28
Strategic Outcome.....	30
Strategic Out.....	32
Strategic.....	33
Strategic Outcome.....	36
Strategic oe.....	36
<b>References.....</b>	<b>38</b>

## Abbreviations and Acronyms

AIDS	: Acquired Immuno-Deficiency Syndrome
CBCC	: Community Based Childcare Centre
CCJP	: Child Care Justice and Protection Act
CIDA	: Canadian International Development Aid
CRC	: Convention on the Rights of the Child
CSO	: Civil Society Organization
DFID	: Department of International Development
ECD	: Early Childhood Development
EU	: European Union
FAO	: Food and Agriculture Organization
GOM	: Government of Malawi
HIV	: Human Immunodeficiency Virus/
IMCI	: Integrated Management of Child Illnesses.
MDHS	: Malawi Demographic and Household Survey
MGCDSW	: Ministry of Gender Children Disability and Social Welfare
MGDS II	: Malawi Growth and Development Strategy II
MMWA	: Maintenance of Married Women Act.
MOEST	: Ministry of Education, Science and Technology
MOH	: Ministry of Health
MOLG	: Ministry of Local Government
NAC	: National AIDS Commission
NAPC	: National Action Plan for Children
NESP	: National Education Sector Plan
NGO	: Non-Governmental Organization
NGOs	: Non-Governmental Organizations
NSC	: National Steering Committee
OAU	: Organization of African Unity
OPC	: Office of the President and Cabinet
OVC	: Orphan and Vulnerable Children
PMTCT	: Prevention of Mother to Child Transmission
TWG	: Technical Working Group
UNDP	: United Nations Development Program
UNICEF	: United Nations Children's Fund
WIA	: Wills and Inheritance Act

## NATIONAL INTEGRATED ECD M AND E IMPLEMENTATION STRATEGY: 2016 – 2020

### INTRODUCTION

This is the monitoring and evaluation implementation plan of the 2016 national ECD policy. The integrated ECD implementation plan highlights the strategic targets which are outlined for the next five years (2016-2020). The itemized activities in the implementation plan and the monitoring and evaluation framework not only establishes the basis for quantifying expected outcomes, but also renders the basis for costing, budgeting and resource mobilization.

The integrated ECD implementation plan is based on the following National ECD Policy priority areas:

- Policy Priority Area 1: Child care, survival and stimulation.
- Policy Priority Area 2: Parenting education support and child care for development.
- Policy Priority Area 3: ECD center services.
- Policy Priority Area 4: ECD Transition services.
- Policy Priority Area 5: Child rights protection services.
- Policy Priority Area 6: ECD coordination, leadership, management and capacity building.
- Policy Priority Area 7: ECD research, monitoring and evaluation.
- Policy Priority Area 8: Resource mobilization and leveraging for ECD.

### 1.0 ECD PRIORITY AREAS AND POLICY STATEMENTS

Listed below are the ECD policy priority areas and the supporting ECD policy statements:

#### **Policy Priority Area 1: Child Care, Survival and Stimulation**

**Policy Statement 1:** ECD services for child care and survival of all children regardless of their situation promoted.

**Policy Statement 2:** Capacity development of parents, caregivers, mentors, helpers and teachers to promote child development and stimulation in the different care and development contexts including the home, ECD centre, hospitals and early primary school is prioritized at all times.

**Policy Statement 3:** Parents take up responsibility of providing nutritious food, safe water and sanitation facilities to their children.

#### **Policy Priority Area 2: Parenting Education Support and Child Care for Development:**

**Policy Statement 1:** The family remains the primary institution for supporting holistic growth and development of Children.

**Policy Statement 2:** Children's rights are respected at all times in order to uphold human dignity that enables child development and participation.

**Policy Statement 3:** Child Care for Development (CCD), early learning and stimulation programmes for children from birth to two years are promoted.

**Policy Statement 4:** Structures that will offer parenting education are developed.

**Policy Statement 5:** Parenting education and child care for development services scaled up.

**Policy Statement 6:** Cultural practices that endanger lives of children are discouraged through establishment of by laws.

**Policy Statement 7:** Children with special needs are identified early and supported accordingly.

### **Policy Priority Area 3: ECD Centre Services**

**Policy Statement 1:** All ECD centres in Malawi are formally registered.

**Policy Statement 2:** All ECD centres have appropriate, quality and child-friendly buildings and facilities.

**Policy Statement 3:** All ECD centres have adequate care, play, stimulation and learning materials.

**Policy Statement 4:** All ECD centres have safe water and sanitary facilities.

**Policy Statement 5:** All ECD centres are serviced by professionally trained and licensed/certified ECD practitioners.

**Policy Statement 5:** ECD centres based services are standardized.

**Policy Statement 6:** Effective monitoring and information system for all ECD centre services established.

### **Policy Priority Area 4: ECD Transitional Services**

**Policy Statement 1:** All eligible children attend ECD centres and transition to primary schools.

**Policy statement 2:** All ECD centres are linked to primary schools

**Policy Statement 3:** The capacity of key transitional facilitators (parents, caregivers, mentors, helpers, teacher trainers and teachers) improved to adequately support transitioning children

**Policy Statement 4:** Standardized services to ease the transitioning of children from home to ECD centres and from ECD centres to the Primary School are offered.

**Policy Statement 5:** Disparities in form of infrastructure, facilities, and resources between ECD centres and Primary Schools are reduced.

**Policy Statement 6:** pre-primary and primary curricula and pedagogy are harmonized.

### **Policy Priority Area 5: Child Rights Protection Services**

**Policy Statement 1:** All parents and caregivers at the grassroots level are made aware of the key provisions of the Child Care, Protection and Justice Act.

**Policy Statement 2:** All parents and caregivers at the grassroots level know the strategies for reporting and supporting cases of child abuse, neglect and exploitation.

**Policy Statement 3:** Adequate professional personnel, financial and materials resources are deployed in this field.

### **Policy Priority Area 6: ECD Coordination, Leadership and Management**

**Policy Statement 1:** An ECD legal and institutional framework is developed and an organizational structure for ECD sub-sector is put in place at all levels.

- Policy Statement 2:** Leadership role of the ministry strengthened to coordinate ECD policy.
- Policy Statement 3:** The use of the implementation and coordination structures is reinforced.
- Policy Statement 4:** MGCDSW monitoring capacity to ensure quality monitoring of ECD activities is developed.
- Policy Statement 5:** The remuneration to ECD practitioners is systematically formalized, regulated and improved.
- Policy Statement 6:** Capacity building strategy for the ECD sector developed and implemented.

### **Policy Priority Area 7: ECD Research, Monitoring and Evaluation**

- Policy Statement 1:** ECD monitoring and evaluation system is strengthened.
- Policy Statement 2:** Regular ECD planning and review meetings are held.
- Policy Statement 3:** Research and development capacity for ECD is strengthened.
- Policy Statement 4:** Adequate resources for ECD research, monitoring and evaluation activities are mobilized.

### **Policy Priority Area 8: Resource Mobilization and Leveraging**

- Policy Statement 1:** MoGCDSW efficiently coordinates all the available ECD resources.
- Policy Statement 2:** MoGCDSW and partners lobby for more funds allocation for ECD activities in the national budgets.

## 2.1 Priority Area 1: Child Care, Survival and Stimulation

## **2.0 ECD POLICY PRIORITY AREAS OBJECTIVES AND STRATEGIES**

The objectives and strategies of integrated ECD policy priority areas are outlined below based on the child responsive needs, issues and challenges that were identified through researches, assessments, consultations, observations and reports in Malawi.

### **2.1.1 Objective 1: To provide care and survival services for all children regardless of their situation**

#### **Strategies:**

- a) Training service providers on the 17 key care practices.
- b) Sensitizing parents and caregivers on the 17 key care practices.
- c) Strengthening coordination between ministry of MoGCDSW and MoH at all levels.

### **2.1.2 Objective 2: To protect children from all forms of abuse.**

#### **Strategies:**

- a) Conducting awareness campaign on Child protection
- b) Building capacity of the community structures on issues of child rights protection.
- c) Raising awareness on national birth registration policy.

### **2.1.3 Objective 3: To effectively and efficiently address all cases of child abuse**

**Strategies:**

- a) Strengthening linkages of referral institution on reporting and conclusion of child protection issues
- b) Training additional probation officers

**2.1.4 Objective 4: To empower all community Child Protection Structures to provide psychosocial services effectively**

**Strategy:**

- a) Training children corners facilitators on PSS
- b) Building capacity of the CBO on PSS
- c) Building capacity of caregivers on PSS
- d) Training CBCC on Journey of Life
- e) Building capacity of community victim support units in PSS
- f) Providing PSS services to victims of disaster
- g) Strengthening the provision of ECD services in times of disaster

**2.1.5 Objective 5: To build up capacity of caregivers, mentors, helpers and teachers to promote child development and stimulation in homes, ECD centres, health facilities and early primary schools**

**Strategies**

- a) Scaling up the essential package.
- b) Training caregivers, teachers and parents on issues of child development
- c) Building the capacity of CBOs on child development issues.

**2.1.6 Objective 6: Empower parents and guardians to provide nutritious food, safe water and sanitation facilities to their children**

**Strategies**

- a) Training parents and guardians to produce, prepare and preserve food.
- b) Scaling up the SUN to all districts.
- c) Building capacity of the community on management of water sources.
- d) Scaling up the school feeding component to ECD centres.
- e) Providing WASH facilities to CBCCs.

- f) Providing farm inputs to CBCC to scale up school feeding activities.

**2.2 Priority Area 2: Parenting Education Support and Child Care for Development**

**2.2.1 Objective 1: To support the family to effectively provide holistic growth and development services.**

**Strategies**

- a) Training for parenting educators.
- b) Community awareness meetings on parenting education.
- c) Procurement of parenting educators' pack for conducting home visits (Picture flip books, Bicycles, branded bags, t-shirts, chitenje, hard cover, pen, etc).
- d) Distribution of procured pack to the parenting educators.

- e) Conducting home visits.
- f) Parenting groups for advancing good parenting practice.
- g) Community radio programs on parenting.
- h) Conducting review meetings.
- i) Developing parents guides from the parenting manual.
- j) Distributing parenting guides.
- k) Conducting joint quarterly monitoring and supervision visits.
- l) Scaling up interactive radio instruction.

**2.2.2 Objective 2: To promote Children's Rights and development at all times.**

**Strategies**

- a) Conducting awareness meetings on Convention on the Rights of the child and Child Care Protection and Justice Act and other legal frameworks
- b) Facilitating the formation of children's corners
- c) Conducting orientation meetings for the children's corner facilitators
- d) Conducting trainings for the children's corner facilitators
- e) Conducting children's corner activities

**2.2.3 Objective 3: To promote early learning and stimulation programmes of young children from birth to two years by parenting education and child care for development**

**Strategies**

- a) Facilitating the formation of parenting groups
- b) Developing capacity of parenting groups
- c) Providing policy direction and guidelines on parenting
- d) Removal and resettlement of children in hazardous environment

**2.2.4 Objective 4: To develop structures that offer parenting education**

**Strategies**

- a) Conducting learning visits on parenting
- b) Training for parenting educators
- c) Community awareness meetings on parenting education
- d) Procurement of parenting educators' pack for conducting home visits (Picture flip books, Bicycles, branded bags/t-shirts/chitenje, hard cover, pen)
- e) Distribution of parenting educators' pack to the parenting educators
- f) Conducting home visits
- g) Conducting review meetings

**2.2.5 Objective 5: To scale-up parenting education services**

**Strategies**

- a) Conducting learning visits on parenting
- b) Training for parenting educators
- c) Community awareness meetings on parenting education
- d) Procurement of parenting educators' pack for conducting home visits (Picture flip books, Bicycles, branded bags/t-shirts/chitenje, hard cover, pen)

- e) Distribution of parenting educators' pack to the parenting educators
- f) Conducting home visits
- g) Conducting review meetings

**2.2.6 Objective 6: To establish by laws to discourage cultural practices that endanger lives of children**

**Strategies**

- a) Conducting sensitization meeting with the full District Council
- b) Facilitating meetings to form by laws

2.3 Priority Area 3: ECD Center Services

**2.3.1 Objective 1: To formally register all ECD centres with appropriate authorities**

**Strategies**

- a) Awareness of the registration and Licensing of ECD centres through print and electronic media
- b) Assessment and grading exercise by the district assembly of the ECD centres
- c) Maintaining and updating records of ECD centres

**2.3.2 Objective 2: To provide all communities with adequate, high quality and appropriate centre-based ECD infrastructure and facilities**

**Strategies**

- a) Training of ECD workers
- b) Establishment of centres
- c) Upgrading ECD centres

**2.3.3 Objective 3: To provide all ECD centres with adequate material resources**

**Strategies**

- a) Procurement and distribution of CBCC kits
- b) Promoting materials production using locally available resources

**2.3.4 Objective 4: To provide all ECD centres with safe water and sanitary facilities**

**Strategies**

- a) Linking the ECD centres with WASH
- b) Coordinating with Wash organisations

**2.3.5 Objective 5: To deploy professionally trained, and licensed and certified ECD practitioners to all ECD centres**

**Strategies**

- a) Finalizing capacity building strategy by 2016
- b) Training the caregivers
- c) Deployment of qualified caregivers in ECD centres



- d) Lobbying for increases allocation of financial and material resources
- e) Lobbying for recruitment of caregivers

### **2.3.6 Objective 6: To standardize centres services**

#### **Strategies**

- a) Disseminating the National ECD Standard operational guidelines
- b) Translation into vernacular language and print the standards
- c) Grading of ECD centres to determine the requirements

### **2.3.7 Objective 7: To effectively monitor and supervise all ECD centres.**

#### **Strategies**

- a) Conducting regular Monitoring and supervisory visits by district council (ECD coordinators, DSWO, environmental health workers and CPOs)
- b) Training officers and stakeholders in new system
- c) Dissemination and utilization of monitoring tools
- d) Development of relational database system (CBO, CBCC, hospitals, work places, primary schools)
- e) Strengthening district networks and ECD TWG.

## **2.4 Priority Area 4: ECD Transitional services**

### **2.4.1 Strategic Objective 6: To promote transition services**

#### **Strategies**

- a) Establishment of ECD centres in every community.
- b) Establishment of junior primary schools within children's walking distance.
- c) Capacity development of key transitional facilitators (parents, caregivers and teachers) to adequately support transitioning children.
- d) Standardization of services to ease the transitioning of children from home to ECD centres and from ECD centres to the primary schools.
- e) Reduction of disparities on infrastructure, facilities, and resources between ECD centres and Primary Schools.
- f) Harmonization of ECD and Primary School curricula.

## **2.5 Priority Area 5: Child Rights Protection services**

### **2.5.1 Objective 1: To raise awareness to parents and caregivers on the key provisions of the Child Care Justice and Protection Act**

#### **Strategies**

- a) Conducting sensitization meetings.
- b) CCJPA Awareness campaigns and other child related laws.
- c) Orientation of caregivers.
- d) Dissemination of CCJPA leaflets in vernacular language.

### **2.5.2 Objective 2: To promote utilization of strategies for reporting and supporting cases of child abuse, neglect and exploitation at grass root level**

**Strategies:**

- a) Establishing functional child protection system
- b) Scaling up the district child protection model
- c) Building up child protection systems/inclusion

**2.5.3 Objective 3: To provide adequate professional personnel, financial and materials resources for child rights protection services**

**Strategies:**

- a) Recruitment of child protection workers.
- b) Training of child protection workers.
- c) Lobby for increases in allocation of financial and material resources.

2.6 Priority Area 6: ECD Coordination, Leadership and Management

**2.6.1 Objectives 1: To strengthen coordination, leadership and management of ECD programme**

**Strategies:**

- a) Training of staff members on ECD.
- b) Provision of professional training of officers.
- c) Training workshops for caregivers, mentors, helpers and teachers.
- d) Orientation of line ministry officials on ECD.
- e) Strengthening the role of ECD desk officer in the line ministries.
- f) Building the capacity of training institutions to offer ECD programs.
- g) Going on exchange visits to countries with successful ECD programme.

**2.6.2 Objective 2: To develop a functional and effective ECD legal and institutional framework**

**Strategies:**

- a) Establishment of special law on ECD
- b) Identification of gaps in the current legislation that require law
- c) Drafting ECD act based on gaps
- d) Lobbying parliament to enact the new legislation
- e) Printing ECD Act
- f) Developing and printed Literacy copy of the law
- g) Sensitization of key ECD stakeholders on the New Act.

**2.6.3 Objective 3: To develop monitoring capacity of MoGCDSW to ensure effective and efficient monitoring of ECD activities**

**Strategies:**

- a) Finalization of the installation of ECD database
- b) Training of officers and stakeholders on the new system
- c) Harmonization of ECD M and E with that of MoGCDSW
- d) Production of statistical bulletin

- e) Developing national ECD indicators to be included in the national survey.
- f) Lobbying line ministries to include ECD indicators in the national survey.
- g) Procurement of equipment for the ECD data entry systems.
- h) Inclusion of ECD indicator in Gender and Education MIS.

**2.6.4 Objective 4: To systematically formalize, regulate and improve the remuneration of ECD practitioners (caregivers, mentors, helpers, teachers and managers)**

**Strategies:**

- a) Engaging the department of Human Resource and Ministry of Finance to understand and appreciate activities of ECD and the roles of ECD workers.
- b) Regularizing the credentials of ECD workers.
- c) Definition of minimum entry qualification to the ECD profession
- d) Formalizing the ECD structure.
- e) Improving terms and condition of ECD workers.
- f) Putting in place remuneration package for ECD workers.

2.7 Priority Area 7: ECD Research, Monitoring and Evaluation **2.7.1 Strategic Objective 7: To enhance ECD research, monitoring and evaluation**

**Strategies**

- a) Developing strategies on resource mobilization and advocacy.
- b) Regulation and coordination of ECD studies.
- c) Mobilizing adequate finances for research monitoring and evaluation activities

2.8 Priority Area 8: Resource Mobilization and leveraging

**2.8.1 Strategic Objective 8: To mobilise and leverage adequate resources for ECD implementation**

**Strategies**

- a) Effective coordination of the available resources for ECD services.
- b) Raising profile and visibility of ECD.

### 3.0 IECD IMPLEMENTATION PLAN

3.1 POLICY PRIORITY AREA 1: CHILD CARE, SURVIVAL AND STIMULATION							
3.1.1 Policy Statement 1: ECD services promote care and survival of all children regardless of their situation							
Objectives outcome	Strategies	Responsibility	Time Frame				
			2016	2017	2018	2019	2020
3.1.1 To provide care and survival services for all children regardless of their situation	a) Training service providers on the 17 key child care and stimulation practices.	MoGCDSW, MoH, MoAIWD, MoEST					
	b) Sensitizing parents and caregivers on the 17 key child care and stimulation practices.						
	c) Strengthening coordination between ministry of MGCWSDSW and MoH at all levels.						
3.1.2 To protect rights of children against any forms of abuse.	a) Conducting awareness campaign on Child protection	MoGCDSW, MoJ, MoA, MoH, Police, NGOS, FBOs, MoEST					
	b) Building capacity of the community structures on issues of child protection.						
	c) Raising awareness on national birth registration policy.						
3.1.3 To effectively and efficiently address all cases of child abuse	a) Strengthening linkages of referral institution on reporting and conclusion of child protection issues	MoGCDSW, MoH, Police, MoAIWD, MoJ, NGOS, FBOs, MoEST					
	b) Training additional probation officers at national and international levels						
	c) Improvement of networking and collaboration with justice structure and law enforcement machinery						
3.1.4 To empower all community Child Protection Structures to provide psychosocial and support services	a) Training children corners facilitators on PSS	MoGCDSW, MoH, MoEST, District Assemblies					
	b) Building capacity of the CBO on PSS						
	c) Building capacity of caregivers on PSS						
	d) Training CBCC on Journey of Life						
	e) Building capacity of community victim support units in PSS						
	f) Strengthening the provision of ECD services in times of disaster						
	g) Providing PSS services to victims of disaster.						
3.1.2 Policy Statement 2: Capacity development of parents, caregivers, mentors, helpers and teachers to promote child development and stimulation in the home, ECD centre, hospitals and early primary school							
To build capacity of caregivers and teachers to promote child	a) Training caregivers, teachers and parents on issues of child development	MoGCDSW, MoH, MoEST, MoAWD, MoLVTY,					
	b) Building the capacity of CBOs on child development issues.						
	c) Scaling up the essential package.						

<b>development and stimulation in the different care and development contexts including the home, hospitals, ECD centre and early primary school build up.</b>	d) Mobilizing resources for essential package for child care for development.	District Assemblies					
	e) Provision of resources, including guides, for implementing child care for development						
	f) Liaison with institutions of higher learning to prioritize and develop programmes for child development and stimulation in the different care and development contexts including the home, hospitals, ECD centre and early primary school build up.						

**3.1.3 Policy Statement 3: Parents take up responsibility of providing nutritious food, safe water and sanitation facilities to their children.**

<b>Empower parents and guardians to provide nutritious food, safe water and sanitation facilities to their children.</b>	a) Training parents and guardians on production, preparation and preservation of food	MoGCDSW, MoH, Nutrition and HIV, MoEST, Stakeholders, MoAWDI					
	b) Scaling up the SUN to all districts						
	c) Building capacity of the community on management of water sources						
	d) Scaling up the school feeding component to ECD centres.						
	e) Developing and distributing guidelines for child feeding and nutrition.						

**3.2 PRIORITY AREA 2: PARENTING EDUCATION SUPPORT AND CHILD CARE FOR DEVELOPMENT**

**3.2.1 Policy Statement 1: The family remains the primary institution for supporting holistic survival, growth, stimulation, development and protection of children.**

<b>Objective outcome</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Time Frame</b>				
			<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Families supported to effectively provide holistic growth and development services.</b>	a) Training for parenting educators.	MoGCDSW, MoH, MoEST, Family Council of Malawi, Religious Organisations, District Councils					
	b) Developing parenting guides.						
	c) Conducting community awareness meetings on parenting education and support.						
	d) Production of parenting educators' pack for conducting home visits (picture flip books, Bicycles, branded bags, t-shirts, chitenje, hard cover, pen)						
	e) Distribution of procured pack to the parenting educators						
	f) Community radio programs on parenting education and support						
	g) Conducting home visits						
	h) Parenting groups for advancing good parenting practice						
	i) Conducting review meetings						
	j) Distributing parenting guides						
	k) Conducting joint quarterly monitoring and supervision visits						

	l) Scaling up Interactive Radio Instruction (IRI)							
<b>3.2.2 Policy Statement 2: Children’s rights are protected and respected at all times in order to uphold human dignity that enables child development and participation.</b>								
<b>Children’s Rights and participation promoted at all times.</b>	a) Conducting awareness meetings on Convention on the Rights of the child (CRC) and Child Care Protection and Justice Act (CCPJA) and other legal frameworks	MoGCDSW, MoH, Police, MoJ, Law Commission, District Councils						
	b) Facilitation of the formation of children’s corners							
	c) Conducting orientation meetings for the children’s corner facilitators							
	d) Conducting trainings for the children’s corner facilitators							
	e) Conducting children’s corner activities.							
<b>3.2.3 Policy Statement 3: Child Care for Development (CCD) promoted for early learning and stimulation programmes for young children from birth to two years are promoted through parenting education</b>								
<b>Early learning and stimulation programmes of children from birth to two years through parenting education and child care for development promoted</b>	a) Training national, regional, community and institutional facilitators for CCD.	MoGCDSW, MoH, District Councils, and targeted NGOs.						
	b) Developing and distributing manuals and guides for and parenting education CCD							
	c) Conducting CCD and parenting education activities at community, ECD center, health facilities, etc.							
	d) Planning and evaluation meetings for CCD and parenting education							
<b>3.2.4 Policy Statement 4: Structures that will offer parenting education are developed</b>								
<b>Structures that offer parenting education and support developed</b>	a) Facilitating the formation of parenting education groups	MoGCDSW, MoH, District Councils AECDM,						
	b) Training parenting education and support groups							
	c) Development and distribution of guides for parenting education and support							
<b>3.2.5 Policy Statement 5: Parenting education services are scaled up</b>								
<b>Parenting education and support services scaled up</b>	a) Conducting learning visits on parenting education.	MoGCDSW, MoH, Family Council, AECDM, District Councils						
	b) Distribution of parenting educators’ pack to the parenting educators							
	c) Conducting training for parenting educators							
	d) Conducting community awareness meetings on parenting education							
	e) Procurement of parenting educators’ pack for conducting home visits (Picture flip books, Bicycles, branded bags/t-shirts/chitenje, hard cover, pen)							
	f) Conducting home visits							

	g) Conducting review meetings							
<b>3.2.6 Policy Statement 6: Cultural practices that endanger lives of children are discouraged through establishment of by laws.</b>								
<b>By laws to discourage cultural practices that endanger lives of children developed</b>	a) Conducting 28 sensitization meeting with the full District Council	MoGCDSW and District Councils						
	b) Facilitating meetings to form by laws							
<b>3.2.7 Policy Statement 7: Children with special needs are identified early and supported accordingly</b>								
<b>Children with special needs screened, identified and assisted for early care, stimulation, protection, and development.</b>	a) Screening and assessing children for early identification of children with disabilities.	MoGCDSW, MoEST, MoH, Ministry of Labour, some NGOs.						
	b) Integration of young children with disability in ECD centers, parenting education, transition and child care for development services.							
	c) Referral of children with special needs requiring more expert assistance.							
	d) Provision of assistive devices to children with disabilities.							
	e) Building capacity of parents, caregivers, mentors, helpers, teachers and managers on working with children with special needs.							
<b>3.3 POLICY PRIORITY AREA 3: ECD CENTRE SERVICES</b>								
<b>3.3.1 Policy Statement 1: All ECD centres in Malawi are formally registered.</b>								
<b>Objective outcome</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Time Frame</b>					
			<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
<b>Registration of all ECD centres with appropriate authorities formalized</b>	a) Awareness of the registration and Licensing of ECD centres through print and electronic media	MoGCDSW, District and Town Councils and AECDM						
	b) Assessment and grading exercise by the district assembly of the ECD centres							
	c) Maintaining and Updating records of ECD centres							
<b>3.3.2 Policy Statement 2: All ECD centres have appropriate, quality and child- friendly buildings and facilities</b>								
<b>To provide children, quality, adequate and appropriate ECD centre infrastructure and facilities</b>	a) Training of ECD workers	MoGCDSW, AECDM, Training Institutions, Regional ECD Trainer						
	b) Establishment of centres							
	c) Upgrading ECD centres							
	d) Provide guidelines for model and standard IECD infrastructures at center, model and resource center levels.							
<b>3.3.3 Policy Statement 3: All ECD centres have adequate care, play, stimulation and learning material</b>								
<b>To provide all ECD centres</b>	a) Procurement and distribution of standard ECD center kits	MoGCDSW, AECDM,						

<b>provided adequate material resources</b>	b) Promotion of local materials production using locally available resources.	Chancellor College, other Colleges, Ministry of Youth					
	c) Production and distribution of IECD standard ECD center guides						
<b>3.3.4 Policy Statement 4: All ECD centres have safe water and sanitary facilities</b>							
<b>To provide all ECD centres with safe water and sanitary facilities</b>	a) Linking the ECD centres with Ministry of Agriculture and WASH	MoGCDSW, MoAWD, Development Partners, MoH, MoEST, OPC					
	b) Liaison with water institutions and development partners to provide water and sanitary facilities to ECD centers						
	c) Training center committees and parents on the management of water and sanitary facilities						
<b>3.3.5 Policy Statement 5: All ECD centres are serviced by professionally trained, licensed and certified ECD practitioners</b>							
<b>To deploy professionally trained, licensed and certified ECD practitioners to all ECD centres</b>	a) Finalizing and launching capacity building strategy by 2016	MoGCDSW, DHMRD, AECDM, other Colleges, District Councils, Ministry of Finance					
	b) Training caregivers, mentors and helpers on ECD services						
	c) Deployment of qualified caregivers in ECD centres						
	d) Lobbying for increases allocation of financial and material resources						
	e) Lobbying for recruitment of caregivers						
<b>3.3.6 Policy Statement 6: ECD centres based services are standardized</b>							
<b>To standardize ECD centres services</b>	a) Dissemination of the National ECD Standard operational guidelines	MoGCDSW, District Councils, AECDM					
	b) Translation into vernacular language and print the standards.						
	c) Grading of ECD centres to determine the requirements.						
<b>3.3.7 Policy Statement 7: Effective monitoring and supervisory system for all ECD centre services is established.</b>							
<b>To effectively monitored and supervised all ECD centres</b>	a) Conducting regular monitoring and supervisory visits by district council (ECD coordinators, DSWO, child protection workers and environmental health workers.	MoGCDSW, MOF&EPD, MoEST, District Councils					
	b) Training officers and stakeholders in new system						
	c) Dissemination and utilization of monitoring tools						
	d) Development of relational database system for CBOs, CBCCs, Health Facilities, markets, primary schools, etc						
	e) Strengthening district networks and ECD TWG						
<b>3.4 POLICY PRIORITY AREA 4: ECD TRANSITIONAL SERVICES</b>							



DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

<b>3.4.1 Policy Statement 1: All eligible children attend ECD centres and transition smoothly to primary schools</b>							
Objective outcome	Strategies	Responsibility	Time Frame				
			2016	2017	2018	2019	2020
<b>ECD centres established in every community</b>	a) Conducting community awareness meeting per GVH on importance of ECD	MoGCDSW, FBOs, CBOs, District Councils, MoEST, MoH					
	b) Conducting Journey of Life sessions						
	c) Registering the established ECD centres with the MoGCDSW						
<b>3.4.2 Policy statement 2: All ECD centres are linked to primary schools</b>							
<b>Junior primary schools within children's walking distance established</b>	a) Lobbying MoEST and MoF to establish junior primary schools within children's walking distance.	MoGCDSW, MoEST, MIE, AECDM, Stakeholders					
	b) Lobbying for the inclusion of ECD activities in the District Development Plan (DDP), District Education Plan (DEPs) and District Health Plans (DHPs).						
	c) Clustering ECD centres, parenting education and care for child development groups to feeder primary schools and health centers.						
<b>3.4.3 Policy Statement 3: The capacity of key transitional facilitators (parents, caregivers, teacher trainers and teachers) is improved to adequately support transitioning children</b>							
<b>Capacity of key transitional facilitators (parents, caregivers, mentors, helpers and teachers) improved</b>	a) Facilitating the introduction of ECD module in TTCs	MoGCDSW, MoEST, MIE, AECDM, Stakeholders					
	b) Conducting transition training with parents, caregivers and teachers						
	c) Development and dissemination of transitional Guides for parents, caregivers and teachers to adequately support transitioning children improved						
	d) Monitoring children who have transitioned to public and private primary schools.						
<b>3.4.4 Policy Statement 4: Standardized services to ease the transitioning of children from home to ECD centres and from ECD centres to the Primary School are offered.</b>							
<b>Services to ease the transitioning of children from home to ECD centres and from ECD centres to the primary schools standardized.</b>	a) Developing ECD transition guide	MoGCDSW, MoEST, MIE, AECDM, Stakeholders					
	b) Conducting 3 orientation sessions with implementing partners of the developed guide						
	c) Printing and distributing low literacy ECD transition guide						
	d) Dissemination of the ECD transition using low literacy guides for parents, caregivers, mentors, helpers, teachers and communities.						
	e) Conducting ECD transition sessions in the communities						
<b>3.4.5 Policy Statement 5: Disparities in form of infrastructure, facilities and resources between ECD centres and Primary Schools are reduced</b>							

<b>Disparities on infrastructure, facilities, and resources between ECD centres and Primary Schools reduced</b>	a) Lobbying MoEST, MoF, District Councils, NGOs and MoLG for increased resources for standardized infrastructure	MoGCDSW, MoEST, MoLG, AECDM, Stakeholders, District Councils						
	b) Developing infrastructure for both ECD centres and Primary Schools.							
	c) Printing and distributing standard operational and accreditation guidelines for IECD.							
	d) Lobbying for district and constituency development funds to prioritize ECD centers and primary schools.							
<b>3.4.6 Policy Statement 6: Pre-primary and Primary School curricula are harmonized</b>								
<b>Parenting education, ECD centers and primary school curricula harmonized</b>	a) Reviewing ECD and school infant class curriculum	MoGCDSW, MoEST, MIE, AECDM, and Stakeholders						
	b) Facilitating periodic review of ECD and school infant classes curriculum to ensure relevance							
	c) Reviewing syllabus of ECD and school infant classes to be in line with the curriculum.							
<b>3.5 POLICY PRIORITY AREA 5: CHILD RIGHTS PROTECTION SERVICES</b>								
<b>3.5.1 Policy Statement 1: All parents and caregivers at the grassroots level are made aware of the key provisions of the Child Care, Protection and Justice Act</b>								
<b>Objective outcome</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Time Frame</b>					
			<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
<b>To raise awareness to all parents, caregivers, committees and teachers on the Child Care, Protection and Justice Act (CCJPA)</b>	a) Conducting sensitization meetings on the CCJPA at community, school and ECD center levels.	MoGCDSW, MoJ, OPC, MoEST, Stakeholders, District Assemblies						
	b) CCJPA awareness campaigns and other child related laws.							
	c) Orientation of caregivers, teachers, committees, and parents on the CCJPA							
	d) Dissemination of CCJPA low literacy materials in vernacular language							
	e) Developing ECD play and stimulation materials on the CCJPA.							
<b>3.5.2 Policy Statement 2: All parents and caregivers at the grassroots level know the strategies for reporting and supporting cases of child abuse, neglect and exploitation</b>								
<b>Utilization of strategies for reporting and supporting cases of child abuse, neglect and exploitation at grass root level promoted</b>	a) Establishment of functional child protection system.	MoGCDSW, MoJ, Police, District Councils						
	b) Scaling up the district child protection model.							
	c) Building child protection inclusionary systems.							
	d) Creating linkages with victim support units.							
	e) Identifying and creating database for child rights protection and rehabilitation.							

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

	f) Setting up and supporting child wellbeing rehabilitation centers.							
	g) Mobilizing and leveraging resources for child rehabilitation.							
<b>3.5.3 Policy Statement 3: Adequate professional personnel, financial and materials resources are deployed in this field</b>								
<b>To deploy adequate professional personnel, financial and materials for child rights protection services.</b>	a) Recruitment and deployment of child protection workers at Traditional Authority levels	MoGCDSW, OPC, MoF, DHMRD, Development partners						
	b) Facilitating the appointment and gazetting of probation officers for child rights.							
	c) Lobbying for increases allocation of financial and material resources for child rights protection.							
	d) Supporting both academic and professional training for child rights protection officers and probation officers							
<b>3.6 Policy Priority Area 6: Coordination, Leadership and Management of ECD programming</b>								
<b>3.6.1 Policy Statement 1: An ECD legal and institutional framework is developed and an organizational structure for ECD sub-sector is put in place at all levels</b>								
Objective outcome	Strategies	Responsibility	Time Frame					
			2016	2017	2018	2019	2020	
<b>To develop an ECD legal and institutional Framework and an organization structure.</b>	a) Establishment of special law on ECD.	MoGCDSW, MoJ, OPC, Human Rights Commission,						
	b) Gaps identification in the current legislation that require law.							
	c) Drafting of ECD Act.							
	d) Parliament lobbying to enact the new legislation.							
	e) Printing and distribution of new ECD Act.							
	f) Low literacy copy of the new ECD law developed, printed and distributed.							
	g) Key stakeholders sensitized on the new ECD Act.							
<b>3.6.2 Policy Statement 2: Leadership role of MoGCDSW in coordinating ECD policy activities is strengthened</b>								
<b>To strengthen Coordination, Leadership and Management of ECD programming</b>	a) Training the staff members on ECD.	MoGCDSW, MoEST, Training institution						
	b) Providing professional training of officers.							
	c) Holding ECD Training workshop of caregivers and teachers.							
	d) Orientation of line ministry officials on integrated ECD.							
	e) Strengthening the role of ECD desk officer in the line ministry.							
	f) Building the capacity of training institution to provide ECD courses.							
	g) Holding exchange visits to other countries that are doing well in ECD.							

<b>3.6.3 Policy Statement 3: The use of the implementation and coordination structures is reinforced</b>						
<b>Reinforced the use of IECD implementation and coordination structures.</b>	a) Holding Biannual ECD steering committee meeting	MoGCDSW and ECD Stakeholders				
	b) Holding quarterly ECD Network meetings					
	c) Holding ECD committee meetings					
	d) Holding quarterly joint ECD stakeholders planning meeting					
	e) Monitoring the implementation of ECD activities by all stakeholder					
<b>3.6.4 Policy Statement 4: MOGCDSW monitoring capacity to ensure quality monitoring of ECD activities is developed</b>						
<b>Developed monitoring capacity of MGCWSD to ensure effective and efficient monitoring of ECD activities</b>	a) Finalizing the installation of ECD database	MoGCDSW, MoH, MoEST, MoA, NSO				
	b) Training officers and stakeholders on a new system of M&E					
	c) Harmonization of ECD M and E with that of MoGCDSW					
	d) Production of statistical bulletin					
	e) Development of critical indicators that are to be included in the national survey.					
	f) Lobbying line ministries on indicators to be included in the national survey.					
	g) Procurement of equipment for the data entry systems.					
	h) Inclusion of ECD indicator in Gender, Health and Education information system.					
<b>3.6.5 Policy Statement 5: The remuneration to ECD practitioners is systematically formalized, regulated and improved</b>						
<b>To systematically formalize, regulate and improve the remuneration ECD practitioners (caregivers, teachers and managers).</b>	a) Engagement with the department of Human resource and Ministry of finance to understand importance of ECD and support caregivers and ECD workers.	MoGCDSW, Department of Human Resource and colleges.				
	b) Regularizing the credentials of ECD staff					
	c) Definition of minimum entry qualification to the profession					
	d) Formalizing the ECD structure.					
	e) Improvement of terms and condition of ECD services					
	f) Remuneration of ECD practitioners					
<b>3.6.6 Policy Statement 6: Capacity building strategy for the ECD sector developed and implemented.</b>						
<b>Implement IECD sector Capacity Building Strategy.</b>	a) Regularizing capacity building strategy.	MoGCDSW, Department of Human Resource and colleges.				
	b) Popularizing capacity building strategy.					
	c) Mobilizing resources nationally and internationally for IECD capacity building implementation.					

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

	d) Training staff on IECD in Ministries, Private Sector and Institutions of Higher learning.							
	e) Development of resources requirements for ECD implementation.							
	f) Holding coordination meetings with human resource and training institutions.							
<b>3.7 POLICY PRIORITY AREA 7: ECD RESEARCH, MONITORING AND EVALUATION</b>								
<b>3.7.1 Policy Statement 1: ECD monitoring and evaluation system is strengthened</b>								
Objective outcome	Strategies	Responsibility	Time Frame					
			2016	2017	2018	2019	2020	
Establish an Monitoring and Evaluation system	a) Reviewing existing M&E tools in ECD	MoGCDSW, MoEST, MoH, EP&D and OPC						
	b) Development of a comprehensive M&E system							
	c) Training officers and stakeholders in new system							
	d) Dissemination of the M&E tools							
	e) Harmonizing ECD M&E with that of MoGCDSW, MoEST and MoH							
	f) Development of a database for ECD							
	g) Engagement of volunteer ECD Interns to strengthen M & E system							
<b>3.7.2 Policy Statement 2: Regular planning and review meetings are held</b>								
Hold regular planning and review meetings	a) Holding annual national stakeholder meetings	MoGCDSW, District Councils, Stakeholders						
	b) Regularizing district stakeholder meetings							
	c) Compiling and dissemination of ECD implementation reports							
<b>3.7.3 Policy Statement 3: Research and development capacity for ECD is strengthened</b>								
Strengthen research and development capacity for ECD	a) Developing a national research agenda for ECD.	MoGCDSW, Universities, District Councils, Stakeholders						
	b) Commissioning ECD research.							
	c) Conducting ECD research.							
	d) Creating a database of ECD related researches by organisations, colleges and students.							
	e) Creating a forum and conferences to disseminate ECD research findings regularly.							
<b>3.7.4 Policy Statement 4: Adequate finances for research monitoring and evaluation activities is mobilized</b>								
Mobilize adequate finances for research, monitoring and evaluation activities	a) Partner organizations co-funding research monitoring and evaluation activities	MoGCDSW, Universities, District Councils, NGOS, FBOs, Stakeholders						
	b) Lobbying development partners, such as UNICEF, World Bank, Hilton Foundation, OSISA, USAID, DFID, private sectors, etc to fund ECD related research activities							
	c) Developing proposals for conducting research, M&E activities							
	d) Strengthening coordination and collaboration with stakeholders to support research, M and E activities							

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

	e) Undertaking trips within and outside the country to organisations and countries to lobby for funding and resources for running ECD centers, parenting education, transition services and primary schools						
<b>3.8 POLICY PRIORITY AREA 8: RESOURCE MOBILIZATION AND LEVERAGING FOR ECD SERVICES</b>							
<b>3.8.1 Policy Statement1: MoGCDSW effectively coordinates all the available resources for ECD services</b>							
Objective outcome	Strategies	Responsibility	Time Frame				
			2016	2017	2018	2019	2020
<b>The available resources for ECD services effectively coordinate</b>	a) Conducting joint planning of activities at national, district and community levels.	MoGCDSW, MoEST, MoH, MoLG, Universities, District Councils, NGOS, FBOs, Stakeholders					
	b) Use updated database on who is working where when allocating impact areas for various NGOs and other stakeholders						
	c) Undertaking country, regional, and global trips to mobilize resources for ECD services						
	d) Intensifying joint planning and budgeting with other line Ministries and district councils for leveraging ECD resources at all levels						
<b>3.8.2 Policy Statement 2: MoGCDSW and partners lobby for more funds allocated for ECD activities in the national budgets, by development partners and the private sector</b>							
<b>Profile, visibility and relevance on ECD raised</b>	a) Lobbying for more funds allocation for ECD activities from government, development partners, private sectors, district councils and families.	MoGCDSW, MoEST, MoH, MoLG, Ministry of Labour, District Councils, NGOS, FBOs, Stakeholders					
	b) Advocating for ECD budget lines in the national assembly for the national budget, as well as the development partners and the private sectors.						
	c) Conduct Evidence based advocacy meetings (in forms of breakfast/ cocktail/ lunch) with donors, private sectors, policy makers						
	d) Popularizing ECD M'mera Mpoyamba using the National Advocacy and Communication Strategy						
	e) Development of private partnership system in the implementation of ECD services to benefit the private sector and the vulnerable members of the society. Especially children.						
	f) Periodic fact based media advocacy campaigns and orientations for resources on ECD.						
	g) Developing attractive and need-based ECD presentations to be presented in wrappers, bags, papers, brochures, leaflets, and power-point presentations.						
	h) Proactively engaging the private sector to support ECD e.g. companies that run						

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

	businesses in villages such as estates should be obliged to construct ECD centres.						
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## 4.0 MONITORING AND EVALUATION PLAN

4.1 Policy Priority Area 1: Child Care, Survival and Stimulation						
Strategic Objective 2: To promote care, survival and stimulation of young children						
Strategic Outcome	Strategic Output	Performance indicators	Targets	Baseline	Sources of verification	Assumptions or Risk
<b>4.1.1 Care and survival services provided for all children regardless of their situation</b>	a) Train service providers on the 17 child care key care practices and child care for development (CCD).	80% of service providers trained	80%	20%	Reports	Service providers may not participate due to full board system
	b) Sensitise parents and caregivers on the 17 key care practices and on CCD.	50% of communities reached.	50%	5%	Reports	
	c) Strengthening coordination between ministry of MoGCDSW and MoH at all levels.	12 meetings held	12	2	Reports	
<b>4.1.2 Protect children from all forms of discrimination, abuse and exploitation.</b>	a) Conduct awareness campaign on Child protection	2 major campaigns on child protection held	2	0	Reports	Inadequate funding
	b) Build capacity of the community structures on issues of child protection.	80 % of communities sensitized on birth registration	80%	24%	Sensitization Report	Uncoordinated systems of different sectors
		50% of structures trained on child protection issues	50%	20%	Training report	
c) Raise awareness on national birth registration policy.	90% of children registered	90%	12%	National Registration Profile	Registration burial may not be ready.	
<b>4.1.3 Effectively and efficiently address all cases of child abuse.</b>	a) Strengthen linkages of referral institution on reporting and conclusion of child protection issues	80% of cases reported and concluded	80%	20%	Report	Untrained probation officers
	b) Training additional probation officers	100 probation officers trained	100	12	Training report	Funds may not be available
<b>4.1.4 Empower all community Child Protection Structures to</b>	c) Train children corners facilitators on PSS	70% children corners facilitators on PSS	70%	35%	Training Report	Funds may not be available
	d) Build capacity of the CBO on PSS	No of CBOs offering PSS	500	200	Training Report	



DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

<b>provide psychosocial and support services</b>	e) Build capacity of caregivers on PSS	6000 caregivers offering PSS	6000	32,000 caregivers	Training Report	
	f) Train CBCCs on Journey of Life	No of CBCCs trained on Journey of life	6000	11,105 ECD centers	Training Report	
	g) Build capacity of community victim support units in PSS	Number of VSU trained in PSS	100%	11,105 ECD centers	Training Report	
	h) Strengthening the provision of ECD services in times of disaster	No of districts trained in disaster preparedness for ECD	40	28	Training Report	Disjointed collaboration with VSUs
	i) Provide PSS services to children during disasters	Number of children supported with PSS during disasters	100%	20% and guideline is available	Report	Funds may not be available
<b>4.1.5 Build capacity of caregivers, mentors, helpers and teachers to promote child stimulation in homes, ECD centres, hospitals and schools.</b>	a) Train caregivers, teachers and parents on issues of child development	70% of infant class teachers trained in ECD.	70%	5%	Training Reports	Inadequate funding
		70 % of caregivers trained in ECD.	70%	50%	Training Reports	
		70 % of parents trained in ECD.	70%	5%	Training Reports	Parenting low prioritization
	b) Build the capacity of CBOs on child development.	60% of CBOs trained in ECD.	60%	30%	Training Reports	Lack of funds
	c) Scale up the essential package.	No of Districts utilizing essential package	28	15	Reports	
<b>4.1.6 Empower parents and guardians to provide nutritious food, safe water and sanitation facilities to their children</b>	a) Train parents and guardians on production, preparation and preservation of food	50% communities training sessions conducted.	50%	32%	Training Reports	low willingness of parents
	b) Scale up the SUN to all district	50% CBCC receiving farm inputs.	50%	8%	Reports	Limited financing
	c) Build capacity of the community on management of water sources	Number of community water management committees	10,000	4,000	Reports	Weak collaboration with WES

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

	d) Scale up the school feeding component to ECD centres.	50% of CBCC having a school feeding programme	50%	25%	Reports	Schools heads may not be willing to link with ECD centers
	e) Provide WASH facilities to CBCCs.	50% of CBCCs having WASH facilities	50%	15%	Reports	
	f) Provide farm inputs to CBCC to scale up school feeding activities.	Number of CBCCs receiving farming inputs	5000	11,105 ECD centers	Reports	

**4.2 Policy Priority 2: Parenting Education Support and Child Care for Development Services**

**Strategic Objective 2: To strengthen parenting education support and child care for development services**

Strategic Outcome	Strategic Output	Performance indicators	Targets	Baseline	Sources of verification	Assumptions or Risk
<b>4.2.1 Support the family to effectively provide holistic growth and development services.</b>	a) Conduct training for parenting educators	Number of parenting educators trained	560	360	Training report	Availability of funding and qualified trainers
	b) Conduct community awareness meetings on parenting education	1 awareness meeting conducted per GVH	112	37	Meeting minutes	Training for parenting educators
	c) Procure parenting educators' pack for conducting home visits (Picture flip books, Bicycles, branded bags, t-shirts, chitenje, hard cover, pen, etc)	Parenting educators' packs procured and distributed	70%	20%	Reports	Availability of funding and specifications
	d) Distribute procured pack to the parenting educators	70% KAP improved	70%	30%	Report	Availability of funding
	e) Conduct home visits	70% home visits conducted	50,000	28,000	Quarterly Report	District officers ability to submit activity reports
	f) Parenting groups for advancing good parenting practices	Number of Parenting Education and Support groups formed	350	20	Quarterly Report	District report submission to the ministry
	g) Community radio programs on parenting	Number of radio programmes conducted	5	1	Report and Radio Programmes	Availability of Technical support
	h) Conduct review PES meetings	Quarterly review meetings	20	4	Report	Stakeholders turn up

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

	i) Develop parents guides from the parenting manual	conducted 1 guide developed	4000	50	Distribution list	Availability of funding
	j) Distribute parenting guides	140,000 guides distributed	560	5	Distribution report	Availability of funds
	k) Conduct joint quarterly monitoring and supervision visits	560 visits conducted	Quarterly	annually	Report	Stakeholders cooperation
	l) Scale up Interactive Radio Instruction (IRI)	No of districts with IRI	25	3	Report	Stakeholders cooperation
<b>4.2.2 Promote Children's Rights, Welfare and Participation at all times.</b>	a) Conduct awareness meetings on Convention on the Rights of the child (CRC), Child Care Protection and Justice Act (CCPJA) and other legal frameworks	1 awareness meeting conducted per GVH	400	56	Meeting minutes	Availability of funding
	b) Facilitate the formation of children's corners	2800 children's corners formed	2800	6000	Reports	Community commitment
	c) Reach children with children's corners.	280000 children reached	280,000	60,000	Orientation reports	Availability of guidelines
	d) Conduct orientation meetings for the children's corner facilitators	2800 orientation meetings conducted	2800	500	Orientation report	Availability of funding
	e) Conduct trainings for the children's corner facilitators	1400 facilitators trained and 350 trainings conducted	1400 350	360	Training report	Availability of funding
	f) Conduct children's corner activities	Number of children reached	3 million	500,000	Quarterly reports	Acceptance of stakeholders
<b>4.2.3 Promote early learning and stimulation programmes of young children from birth to two years through parenting education support (PES)</b>	a) Facilitate the formation of CCD and parenting groups	Number of CCD and parenting groups formed per GVH	400	220	Parenting report	Activeness of district officers
	b) Training facilitators for CCD at national, district, community and service point levels	Number of CCD and PES facilitators trained	350	160	Training reports	Availability of technical support
	c) Develop, print and distribute CCD guides	Number of CCD and PES guides printed and distributed	12,000	200	Distribution report	Funding availability

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

<b>and child care for development (CCD)</b>						
	d) Monitor PES and CCD activities	Number of visit and monitoring made	60	12	Supervisory reports	Commitment of stakeholders
<b>4.2.4 Develop structures that offer parenting education and child care for development (CCD)</b>	a) Facilitate the formation of parenting groups and child care for development	Number of parenting groups and CCDs formed per GVH	400	220	Reports	Field officers commitment
	b) Supervising parenting groups and child care for development	Number of supervisory visits	20	4	Reports	Commitment of officers
<b>4.2.5 Scale up parenting education and support services and child care for development</b>	a) Conduct learning visits on parenting	Number of learning visits conducted	560	80	Visiting Report	Time and resources availability
	b) Conduct training for parenting educators	Number of trainings conducted	20		Training reports	Resources availability
	c) Conduct community awareness meetings on parenting education	1 awareness meeting conducted per GVH	600	140	Meeting minutes	Time and resources availability
	d) Procure parenting educators' pack for conducting home visits	Number of parenting educators' packs procured (Picture flip books, Bicycles, branded bags, t-shirts, chitenje, hard cover, pen, etc)	5000	200	Procurement report	Funding availability
	e) Distribute parenting educators' pack to the parenting educators	Number of parenting educators' packs distributed and in use	5000	200	Distribution report	Availability of funding
	f) Conduct home visits	Number of home visits made	5000	500	Visiting report	Availability of resources
	g) Conduct review meetings	Quarterly review meetings conducted	20	5	Reports	Availability of time

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

<b>4.2.6 Establish by laws to discourage cultural practices that endanger lives of children</b>	a) Conduct 28 sensitisation meeting with the full District Councils	28 sensitization meetings conducted	28	5	Meeting minutes	Officers commitment
	b) Facilitate meetings to form by laws	28 District Councils with bylaws formed	28	5	By laws developed	Technical support availability
<b>4.3 Policy Strategic Objective 3: ECD Centre Services</b>						
<b>Strategic Objective 4: To promote effective delivery of high quality ECD centre services</b>						
<b>Strategic Outcome</b>	<b>Strategic Output</b>	<b>Performance indicators</b>	<b>Targets</b>	<b>Baseline</b>	<b>Sources of verification</b>	<b>Assumptions or Risk</b>
<b>4.3.1 Formally register all ECD centres with appropriate authorities.</b>	a) Awareness of the registration	15,000 centres registered	15000	11,105	Registration database	No database
	b) licensing of ECD centres through print and electronic media	15000 ECD centres licensed	15000	11,105	Licensing database	No database
	c) Assessment and grading exercise by the district assembly of the ECD centres	15,000 ECD centres graded and assessed	15,000	11,105	ECD centres grading profile	
	d) Maintaining and Updating records of ECD centres	Quarterly updated records	4	Annually	Current Records	Data collectors may not be at service points.
<b>4.3.2 Provide all communities with adequate, high quality and model ECD centre-based ECD buildings and facilities</b>	a) Establishment of Model ECD centres	600 Model ECD centres established	600	200	Training reports	Funds may not be available
	b) Upgrading ECD centres	2500 ECD centres upgraded	2500	1500	Reports	Funds may not be available
	c) Construction of resource ECD centers respectively.	40 ECD resource centers constructed	40	12	Reports	Funds may not be available
<b>4.3.3 Provide all ECD centres with adequate material resources</b>	a) Procure and distribute CBCC kits	5000 kits procured and distributed	5000	11,105	Reports	Funds may not be available
	b) Promote materials production using locally available resources.	60% of locally made play materials	60%	30%	Centre reports	Mind set change may take time
<b>4.3.4 Provide all ECD centres with safe water</b>	a) Link the ECD centres with MoAIWD and WASH	15000 centre having safe water	15000	4000	Reports	MoA and WASH may focus on their

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

<b>and sanitary facilities</b>						service points only
<b>4.3.5 Deploy professionally trained, and licensed/certified ECD practitioners to all ECD centres</b>	a) Print and distribute capacity building strategy by 2016	Capacity building strategy printed and distributed by 2016	1	Draft available	Staff return	Availability of funds
	b) Professionally train caregivers	15000 ECD caregivers professionally trained	15000	16,000	Training report	Willingness of partners to train caregivers and ECD workers
	c) Deploy qualified caregivers in ECD centres	17000 qualified caregivers deployed in ECD centre.	17000	16,000	Employment records	Availability of funds
	d) Lobby for increases allocation of financial and material resources	Increased allocation of financial and material resources	1% of National Budget	0.2%	Budget analysis report	Prioritization of ECD programme
	e) Lobby for f) recruitment of caregivers	17000 qualified caregivers recruited	17000	None	Employment records	Low prioritization of ECD
<b>4.3.6 Standardize ECD centres based services</b>	a) Disseminate the National ECD Standard Operational and Accreditation guidelines	800 meetings	800	10	Reports	Availability of supportive partners
	b) Translate into vernacular language and print the standards	Standards translated in 3 vernacular language and 12000 standard copies printed	12000	500	Report	Availability of funds
	c) Grading of ECD centres to determine the requirements.	15000 centres graded	15000	11,105	Report	Availability of funds
<b>4.3.7 Effectively monitor and supervise all ECD centres.</b>	a) Conduct regular Monitoring and supervisory visits by district council	Quarterly visits by District ECD coordinators, DSWO and environmental health workers).	560	28	Report	Availability of M&E tools
	b) Train officers and stakeholders in M&E new system.	140 officers trained	140	98	Training report	Availability of funds

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

	c) Dissemination and utilization of monitoring tools.	M&E tools disseminated	40 district & town councils	28	Dissemination report	Availability of M&E tools
	d) Development of relational database system	Established of database (CBO, CBCC, hospitals, markets, primary schools)	1	Mapping database available	Updated records and report	Finished database
	e) Strengthen district networks and ECD TWG	Number of functional networks at all levels.	28	National Network functional	Network meeting reports	

**4.4 Policy Priority Area 4: ECD Transitional services**

**Strategic Objective 4: To promote ECD transition services**

Strategic Outcome	Strategic Output	Performance indicators	Targets	Baseline	Sources of verification	Assumptions or Risk
<b>4.4.1 Establish ECD centres in every community, churches, prisons, hospitals, banks, hotels, markets, etc</b>	a) Conduct 1 community awareness meeting per GVH on importance of ECD	1 awareness meeting conducted per GVH	400	80	Meeting minutes	Funding availability
	b) Conduct Journey of Life sessions	number of sessions conducted 100%	300	50	Reports	Funding availability
	c) Register the established ECD centres with the MoGCDSW	number of ECD centres registered	100%	45%	Registration list	Availability of registers
<b>4.4.2 Establish junior primary schools within children's walking distance</b>	a) Lobby MoEST and MoF to establish junior primary schools within children's walking distance (2 meetings)	10 lobby meetings conducted	10	3	Meeting minutes	Understanding of ECD importance to national development
	b) Lobby for the inclusion of ECD activities in the District Development plan (DDP) (28 meetings)	Number of DDPs and Town Council Plans with ECD	40	5	District profiles	Availability of technical support

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

	c) Cluster ECD centres to feeder primary schools	Number of clusters formed	4000	34	Reports	
<b>4.4.3 Improve the capacity of key transitional facilitators to adequately support transitioning children</b>	a) Facilitate the introduction of ECD module in TTCs	Number of ECD modules introduced	12	0	Report	Funding availability
	b) Conduct transition training with parents, caregivers and teachers	Number of parents, caregivers and teachers trained	20		Training report	Availability of facilitators and guides
		Number of trainings conducted	30000		Training report	Availability of facilitators and guides
<b>4.4.4 Standardize services to ease the transitioning of children from home to ECD centres and from ECD centres to the primary schools</b>	a) Finalise the development of transition guide	1 guide developed	1	Draft available	Report	Partners commitment
	b) Conduct 3 orientation sessions with implementing partners of the developed guide	3 orientation sessions conducted	3	2 not supervised	Orientation Report	Funding availability
	c) Print the transition guide	560,000 copies printed	560,000	200	Printed copies	Funding availability
	d) Disseminate the transition guide	3 dissemination meetings	3	1	Meeting minutes	Funding availability
<b>4.4.5 Reduce disparities on infrastructure, facilities, and resources between ECD centres and Primary Schools</b>	a) Lobby MoEST, MoF, NGOs and MoLG for increased resources for standardized ECD infrastructure	2 meetings conducted	3	1	Meeting minutes	Understanding importance of ECD to national development
<b>4.4.6 Harmonize ECD and Primary School curricula</b>	a) Review ECD and infant class curriculum	1 review meeting conducted	1	Curriculum available in ECD and lower classes	Meeting minutes	Stakeholders commitment
	b) Facilitate periodic review of ECD curriculum to ensure relevance	1 review meeting conducted	1	Curriculum available	Meeting minutes	Stakeholders commitment



DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

	c) Review syllabus of ECD to be in line with the curriculum	1 review meeting conducted	1	Draft ELDS developed	Meeting minutes	Funding availability
<b>4.5 Policy Priority Area 5: Child Rights Protection services</b>						
<b>Strategic Objective 5: To promote child rights protection services</b>						
<b>Strategic Outcome</b>	<b>Strategic Output</b>	<b>Performance indicators</b>	<b>Targets</b>	<b>Baseline</b>	<b>Sources of verification</b>	<b>Assumptions or Risk</b>
<b>4.5.1 Raise awareness among all parents and caregivers at the grassroots level on the key provisions of the Child Care, Protection and Justice Act</b>	a) Conduct sensitisation meetings, CCJPA	800 sensitization meetings	800	400	Awareness campaigns reports	No funds available
	b) Awareness campaigns and other child related laws	Awareness campaigns conducted	In 11,000 ECD centers	11,105 ECD centers	meeting reports	
	c) Orientation of caregivers on CCJPA	15000 caregivers oriented in CCPJA	15000	500	Orientation reports	
	d) Dissemination of CCJPA Leaflets in vernacular language	Numbers of leaflets in 3 vernacular language provided	800	300 in English	Orientation reports	No funds available
<b>4.5.2 Promote utilization of strategies for reporting and supporting cases of child abuse, neglect and exploitation at grass root level</b>	a) Establish functional child protection system	60 % of CPU established or strengthened	60%	38%	Quarterly reports	District officers not proactive
	b) Scaling up the district child protection model	Reporting format mechanism established in 28 districts	28	6	Record of social norms Evaluation results and Report	Districts not proactive
	c) Supervisory visits to bars, bottle-stores, restaurants and other hazardous places for child abuse cases	Number of child hazardous places/ points visited and actions taken to safeguard children	500	120	Quarterly reports	Business owners not friendly to child protection supervisors
<b>4.5.3 Deploy adequate professional personnel,</b>	a) Recruitment of professional child protection workers	1500 professional child protection workers recruited	1500	300	Staff return report	No HMRD support

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

<b>financial and materials resources for child protection services.</b>	b) Lobby for increases allocation of financial and material resources	Increased allocation of financial and material resources to 1% of National Annul Budget.	1% of National Budget allocated to ECD	0.2%	Budget analysis report	Limited national financial base
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**4.6 Policy Priority Area 6: Coordination, Leadership and Management of ECD programming**

**Strategic Objective 6: To strengthen Coordination, Leadership and Management of ECD programming**

<b>Strategic outcome</b>	<b>Strategic Output</b>	<b>Performance indicators</b>	<b>Targets</b>	<b>Baseline</b>	<b>Sources of verification</b>	<b>Assumptions or Risk</b>
<b>4.6.1 Developed functional and effective ECD legal and institutional framework</b>	a) Established special law on ECD	Special law Commission established	1	Other law commissions	List of commissioners in place	Unavailability of resources
	b) Gaps identified in the current legislation that require law	Gaps identified	1	1	Review report printed and disseminated	
	c) Drafted ECD act based on gaps	10,000 copies printed	10,000	0	Copies of printed Acts	Inadequate finances
	d) Parliament lobbied to enact the new legislation	6 lobbying meetings held on Legislation on ECD enacted	6	4	Lobbying meetings reports	Low priority accorded to ECD legislation
	e) Printed ECD Act	drafted	10,000	CCPA	ECD Act	Limited financing
	f) Literacy copy of the CCJPA developed and printed	30,000 copies printed	30,000	2,000	Literacy CCJPA version printed	Limited financing
	g) Key stakeholders sensitized on the New Act.	56 ECD stakeholders at districts level sensitized on new ECD legislation.	56	150	Stakeholder sensitization reports	Limited cooperation of stakeholders
<b>4.6.2 Strengthened leadership role of MGCWSD in coordinating activities of ECD policy</b>	a) Train the staff members responsible for ECD to a Master's Degree level	10 officers trained in ECD to a Master's Degree level.	10	3	Trained officers	Resistance of colleges to offer ECD
	b) Provide ECD professional training to caregivers and teachers	12,000 teachers and 20,000 caregivers professionally trained in ECD	12,000 20,000	560	Training reports	Limited funding resources
	c) Orientation of line ministry officials on ECD	5 orientation meetings held	5	2	Orientation reports	Limited funding resources

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

	d) Strengthen the role of ECD desk officer in the line ministry	75 ECD desk officers in line ministry trained	75	250	Desk officers in place	Limited funding resources
	e) Build the capacity of training institution to offer ECD programs	75 ECD desk officers in line ministry trained	4	1	Training Institution Programs	Training institution not willing to offer ECD
	f) Hold ECD exchange visits to other countries that are doing well in the area of ECD	10 exchange visits	10	3	Exchange visits reports	Partners not willing to support exchange visits
	g) Hold Biannual ECD steering committee meeting	10 steering committee meetings	10	4	Steering committee minutes	Agenda for meeting not available
	h) Hold quarterly National ECD network meetings	20 meeting reports	20	Quarterly reports available	Meeting reports	Stakeholders busy with other activities
	i) Hold ECD district committee meetings	Number of ECD committee meetings	20	periodical meeting reports	Meeting reports	Limited capacity of officers.
	j) Hold quarterly joint stakeholders planning meeting	ECD joint stakeholders planning committee meetings	20	Quarterly reports available	Planning Meeting Reports	Stakeholders not willing to provide plans
	k) Monitor the implementation of activities by stakeholders biannually	Monitoring visits reports	10	5 Annual Reports	Monitoring reports	Unavailable funding
<b>4.6.3 Developed monitoring capacity of MGCWSD to ensure effective and efficient monitoring of ECD activities</b>	a) Finalise the installation of ECD database	ECD database in place	1	1 on ECD centers mapping	ECD database	Technical expertise
	b) Train officers and stakeholders on the new system	1,100 officers trained on new system	1,100	98	Training reports	No funds
	c) Harmonize ECD M and E with that of MoGCDSW	Harmonized M and E system in place	1	1 Gender M&E System	Harmonized monitoring system	Officers limited knowledge
	d) Production of statistical bulletin	20,000 Statistical bulletins produced.	20,000	1 annually	Report	Technical expertise
	e) Develop 3 critical indicators that are to be included in the national survey.	3 ECD indicators introduced in the national survey	3	12	National survey reports	National surveyors may not have about ECD

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

	f) Lobby line ministries on ECD indicators to be included in the national survey.	12 Lobby meetings held	12	22	Lobbying meeting reports	Ministries may not open up
	g) Procure complete standard equipment for the data entry systems.	Complete standard equipment procured	1	1	Complete standard equipment package for MIS.	Funds many not be available
	h) Include ECD indicator in Gender MIS, Education MIS and Health MIS respectively.	List of all indicators to be included	3	1	Gender, Education and Health MIS	Ministries may be protective of their MIS
	i) Train ministry officials on ECD data collection	10 officers trained on data collection	10	40	Training report	Unavailability of funds
	j) Hold ECD biannual planning and stakeholders review meetings at national level.	10 planning meeting conducted	10	Biannually	Minutes of the planning and review meeting	Stakeholders may not be available
<b>4.6.4 Systematically formalized, regulated and improved the remuneration ECD practitioners (caregivers, teachers and managers).</b>	a) Engage department of Human resource and Ministry of finance to appreciate activities of ECD and understand the roles of caregivers.	Clearly specified entry qualification for ECD practitioners	1	Proposed draft presented to Department for Human Resource and Development	Well defined national ECD professional structure	Understanding the importance of ECD to national development
	b) Define minimum entry qualification to the profession	Career path defined Minimum academic and professional qualifications defined	1	Proposed draft in place	Well defined National ECD professional structure	
	c) Formalize the structure of ECD	Formalized ECD system developed	1	Proposed structure available	Well defined National ECD professional structure	
	d) Improve terms and condition of ECD services	Terms and Conditions improved	1	MPRS	Well defined conditions of service for ECD practitioners	Rigid conditions
	e) Remuneration of ECD practitioners	Attractive remuneration package	1	1 unattractive	Well defined conditions of service for ECD workers	Limited funds

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

<b>4.7 Policy Priority Area 7: Research, monitoring and Evaluation</b>						
<b>Strategic Objective 7: To enhance research, monitoring and evaluation</b>						
<b>Strategic Outcome</b>	<b>Strategic Output</b>	<b>Performance indicators</b>	<b>Targets</b>	<b>Baseline</b>	<b>Sources of verification</b>	<b>Assumptions or Risk</b>
<b>4.7.1 Conduct comprehensive research on children</b>	a) Review the research areas that have been covered so far	ECD research reviewed	1	Researchers conducted	Research review report	Availability of technical input
	b) Develop a national ECD research agenda	National Research Agenda developed	1	Research reports available	Research reports	Availability of technical input
	c) Coordinate the research	Research activities well-coordinated	1	Some research is coordinated	Research reports	Availability of technical input
<b>4.7.2 Disseminate Integrated ECD research</b>	a) Conduct workshops	Number of dissemination workshops done annually	5	0	Workshop report	Researchers willingness to share research reports
	b) Post on a government website/ face book/ fliers	Number of reports posted monthly	60	22	Website	Technical support
<b>4.7.3 Mobilize adequate finances for research monitoring and evaluation activities</b>	a) Partner organizations co-fund research monitoring and evaluation activities	Number of research studies funded	5	3 annually	Study reports	Stakeholders willing to share research reports
	b) Lobby Development partners ( UNICEF, world Bank, etc. private sectors to fund research activities	Number of research studies funded	5	2 annually	Study reports	Stakeholders willing to share research reports
<b>4.8 Policy Priority Area 8: Resource Mobilization and Leveraging</b>						
<b>Strategic Objective 8: To mobilise and leverage adequate resources for ECD implementation</b>						
<b>Strategic outcome</b>	<b>Strategic Output</b>	<b>Performance indicators</b>	<b>Targets</b>	<b>Baseline</b>	<b>Sources of verification</b>	<b>Assumptions or Risk</b>
<b>4.8.1 Effectively coordinate the available resources for ECD services</b>	a) Conduct joint planning of activities at national, district and community level	Joint sector planning meetings conducted at national, district and community levels annually	145	1 annually	Minutes of joint planning meetings at national, district and community level	Cooperation of stakeholders

DRAFT ECD IMPLEMENTATION, MONITORING AND EVALUATION STRATEGY

	b) Use updated database on who is working where when allocating impact areas for various NGOs and other stakeholders	Current ECD stakeholder mapping	1	1	Current ECD stakeholder map	Availability of time
<b>4.8.2 Raising profile, visibility, and relevance on ECD</b>	a) Lobby for more funds allocation for ECD activities	Overall annual funds allocated to ECD by government and partners	1% of National annual budget	0.2%	National budget and institutional financial reports	Understanding the importance of ECD to national development
	b) Advocate for child budgeting	Number of institutions practicing child budgeting annually	84	41	National and institutional budgets	Commitment of stakeholders
	c) Conduct Evidence based advocacy meetings ( in forms of breakfast/ cocktail) with donors, private sectors, policy makers	Biannual meetings held with donors, private sectors, policy maker	10		Bi-annual meeting reports	Technical support
	d) Periodic fact- based media advocacy campaign for resources on ECD	Campaigns conducted biannually	10	4	Campaign reports	Stakeholders support
	e) Proactively engage the private sector to support ECD e.g. companies to do ECD businesses and to construct ECD centres.	Number of ECD centres constructed by private institutions and individuals	140	1200	Annual reports on status of ECD buildings	Ability of stakeholders to submit data

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