

[illegible]

# Qualitative indicator scales

Output	Indicator	Scale	Methods
1.4 Strengthened technical capability in country and regional public health organisations	Changes in technical practice	<p><u>Level 1 (understanding, confidence, value)</u></p> <p>Self-reported improvement in knowledge/understanding of technical area sustained since time of activity</p> <p>Self-reported improvement in confidence in relation to skills/understanding of technical area sustained since time of activity</p> <p>Self-reported value in capability building activity</p> <p><u>Level 2 (application, results)</u></p> <p>Evidence of application of knowledge/skill in technical area</p> <p>Evidence of learning outcomes being met at an individual or team level</p> <p><u>Level 3 (organisational change)</u></p> <p>Evidence of senior-level endorsement to embed new technical skills/knowledge within practice</p> <p>Evidence of planning and/or implementation of sustainable organisational approach to continued development of capability in technical area (eg. availability of continued professional development or train the trainer approaches)</p> <p>Evidence of organisational commitment to embed learning from capability strengthening activities (eg. change in strategic plan)</p> <p>Evidence of improved organisational technical outcomes as a result of increased technical capability (eg. increased processing of laboratory samples)</p>	<p>Scale modified specific to technical capacity area and activity.</p> <p>Research questions/interview guides/focus group facilitation to collect evidence in relation to technical scale. Not all criteria must be met per level.</p> <p>Primary data collection methods to include key informant interview, focus groups, or mixed-methods surveys.</p>
			<p><b>Illustrative example:</b></p> <p><b>Technical scale: EPRR</b></p> <p><u>Level 1</u></p> <p>Self-reported improvement in confidence in leading the planning and delivery of a simulation exercise (in individuals)</p> <p>Self-reported improvement in understanding in planning process for simex, logistics, evaluation and debrief process (in individuals)</p> <p>Self-reported confidence in working as a team through the simulation exercise</p> <p>Self-reported improvement in understanding in planning process for simex, logistics, evaluation and debrief process (in teams)</p> <p><u>Level 2</u></p> <p>Evidence of individuals/teams developing and conducting simulation exercises</p> <p>Outcomes of simex actioned via action or improvement plan (plan developed and implemented)</p> <p><u>Level 3</u></p> <p>Embedded organisational simex programme with senior level buy in</p> <p>Evidence of organisational training of trainers approach being planned or undertaken</p> <p>Evidence of improved planning, coordination, and response (finding gaps in plans and improving planning response arrangements)</p>
2.4 Enhanced leadership, workforce and organisational development in partner country and regional public health organisations	Changes in workforce and leadership practices	<p><u>Level 1 (understanding, confidence, value)</u></p> <p>Self-reported improvement in knowledge/understanding of leadership theory/skills</p> <p>Self-reported improvement in confidence in relation to leadership theory/skills</p> <p>Self-reported value in leadership training activity</p> <p><u>Level 2 (application, results)</u></p> <p>Evidence of application of leadership theory/skills</p> <p>Evidence of learning outcomes being met at an individual or team level</p> <p><u>Level 3 (organisational change)</u></p> <p>Evidence of senior-level endorsement of new leadership/development practices</p> <p>Evidence of organisation leaders embracing techniques and sharing plans to take forward additional leadership skills/techniques</p> <p>Evidence of planning and/or implementation of sustainable organisational approach to continued development of capability in leadership theory/skills</p> <p>Evidence of change in team/organisational leadership/development practices (eg. normal practice to have 1-1s and development conversations)</p>	<p>Research questions/interview guides/focus group facilitation to collect evidence in relation to technical scale. Not all criteria must be met per level.</p> <p>Primary data collection methods to include key informant interview, focus groups, or mixed-methods surveys.</p>
3.4 Strengthened public health networks at national and regional level	Changes in practices resulting from public health networks	<p><u>Level 1</u></p> <p>Stakeholder-reported increase in coordination as a result of network activities</p> <p>Stakeholder-reported increase in knowledge exchange as a result of network activities</p> <p><u>Level 2</u></p> <p>Evidence of network activities leading to increased funding/resource opportunities</p> <p>Evidence of network activities leading to events or publications sharing evidence to improve IHR core competencies</p> <p>Evidence of training or other network activities to improve capacity to comply with IHR</p> <p><u>Level 3</u></p> <p>Evidence of network activities leading to change in public health practices in stakeholder organisations (Eg. reported increase technical capability through knowledge exchange or new opportunities to participant in capability training)</p> <p>Evidence of network activities leading to increased regional impact (Eg. increased cross-border coordination on EPRR)</p>	<p>Research questions/interview guides/focus group facilitation to collect evidence in relation to network scale. Not all criteria must be met per level.</p> <p>Primary data collection methods to include key informant interview, focus groups, or mixed-methods surveys.</p>

Indicator 3.1: Annual network snapshots

Country/region	Y1	Y2	Y3
Nigeria			
Zambia			
Pakistan			
EMR			
Africa CDC			
Ethiopia			
Indo-pacific			