



Policy Implementation and Monitoring & Evaluation (M&E) Kits and Tools

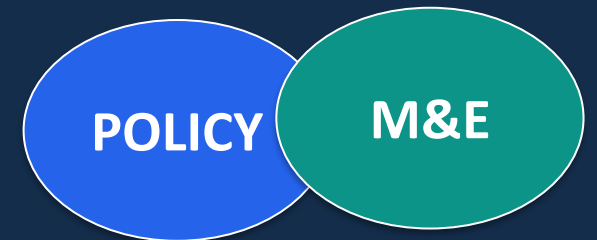
Presented at a PEAP Symposium on:

**Strengthening Policy Coherence for Governance
Effectiveness in Sierra Leone's Public Sector**

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THE NEXUS BETWEEN Policy Implementation and Monitoring & Evaluation (M&E) Kits and Tools

From policy commitments to measurable development results
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1. Why the Nexus Matters

A policy is only as strong as its implementation and evidence loop.



- Defines the problem, ambition and intended change
 - Converts policy choices into programmes, services and actions
 - Tests whether resources and actions are producing results
 - Uses evidence to correct course and improve delivery
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2. From Policy to Results

The results chain makes implementation measurable.

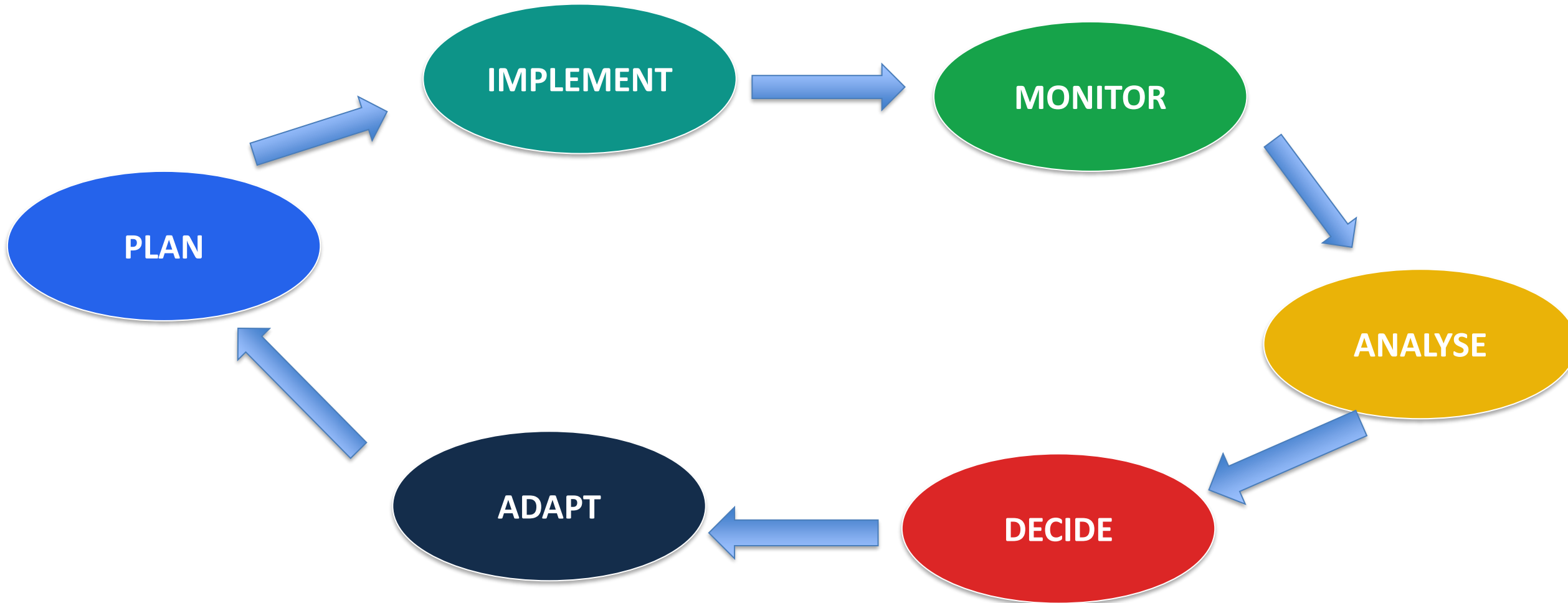


M&E should be designed at the policy and planning stage—not added after implementation.

Every major policy choice should have a measurable result, indicator, data source, responsible institution and feedback mechanism.

3. The Implementation–M&E Feedback Loop

Move from reporting compliance to adaptive management.



The question is not only “What happened?” but “What should we do differently next?”

4. Where Policy Implementation Commonly Breaks Down

M&E tools help reveal the gap between intent and delivery.

1 • DESIGN GAP

Unclear results • weak
baselines • poorly specified
actions

2 • DELIVERY GAP

Funding • procurement •
staffing • coordination
constraints

3 • EVIDENCE GAP

Late/incomplete data • weak
quality assurance • low
evidence use

4 • ACCOUNTABILITY GAP

Unclear ownership •
corrective actions not tracked

5 • LEARNING GAP

Lessons not institutionalised
• M&E seen as reporting

5. The M&E Kits & Tools Ecosystem

A practical toolkit should cover the full results cycle.

Results Framework

Theory of Change

Logframe

**Indicator Reference
Sheet**

M&E Plan

**Monitoring
Checklist**

Field Data Tool

**Data Quality
Assessment**

**Scorecard /
Dashboard**

**Evaluation TOR &
Protocol**

Learning Brief

Action Tracker

6. Policy Implementation Scorecard

Turn monitoring data into a management conversation.

Indicator	Target	Actual	Variance	Status	Action
Projects on schedule	90%	72%	-18pp	RED	Escalate bottlenecks; recovery plan
Budget utilisation	90%	81%	-4pp	AMBER	Review procurement/payment delays
Beneficiaries reached	80%	86%	+6pp	GREEN	Document what is working
Data submitted on time	95%	61%	-34pp	RED	Strengthen reporting accountability

A good scorecard ends with an action—not merely a colour.

7. Digital M&E: From Data Collection to Decision

Digital tools become powerful when connected to a governance and decision system.

FIELD DATA

KoboToolbox / mobile forms

NATIONAL M&E

NaMEMIS

FINANCE

IFMIS / budget data

GEO-SPATIAL

GIS / location intelligence

DASHBOARDS

Performance visualisation

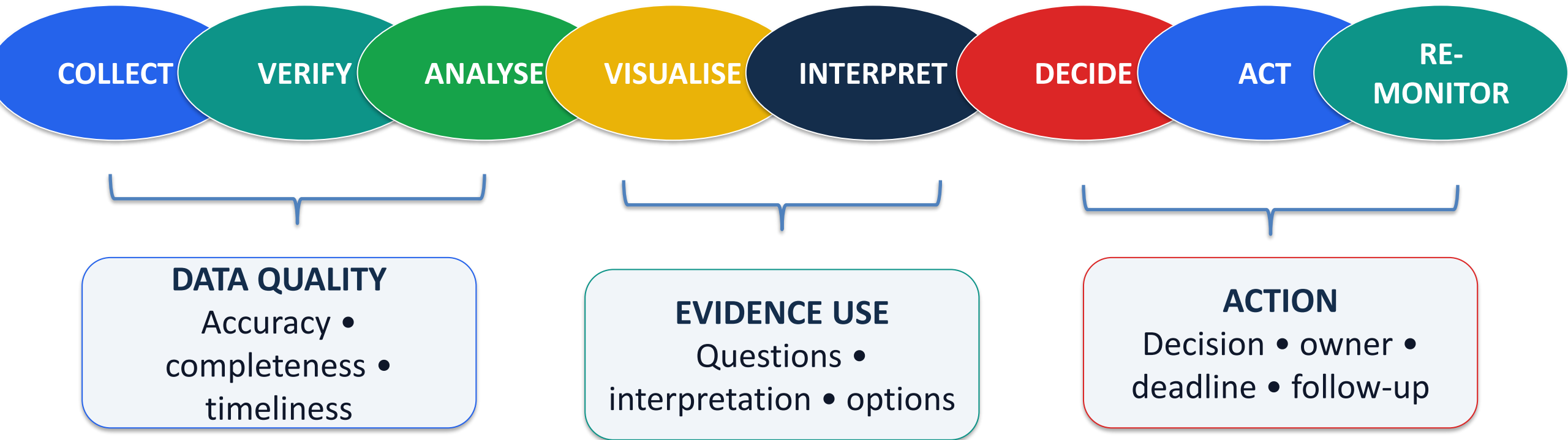
DECISIONS

Management & policy
action

www.namemis.gov.sl

8. The Data-to-Decision Pipeline

The value of M&E is realised when evidence changes what managers do.



9. Sierra Leone Application: MTNDP 2024–2030

The national plan provides a strong foundation for an integrated implementation–M&E nexus.



The MTNDP Results Framework links inputs, activities, outputs, outcomes and impacts, with monitoring at national, regional and district levels and alignment to SDGs and Agenda 2063.
(pg 12&14)

This is the bridge between policy intent, implementation performance and accountable results.

10. The Role of NaMEA in Closing the Nexus

Independent, integrated M&E should strengthen implementation—not compete with it.

SET STANDARDS

Common M&E policies, guidelines, tools and quality expectations

TRACK DELIVERY

Monitor government and donor-funded programmes and projects

VERIFY EVIDENCE

Independent monitoring, data quality and evaluation

ENABLE LEARNING

Translate findings into recommendations, management action and policy learning

REPORT ACCOUNTABILITY

Provide credible evidence for leadership, Parliament, partners and citizens

11. A Minimum M&E Toolkit for Every Implementing Institution

Institutionalise the tools so M&E becomes part of management practice.

A. PLAN

Results framework • Theory of Change •
Logframe • M&E Plan

B. MEASURE

Indicators • Baselines • Targets • Data
collection tools

C. ASSURE

Data Quality Assessment • Verification •
Documentation

D. MANAGE

Scorecard • Dashboard • Bottleneck tracker •
Action register

E. EVALUATE

Evaluation questions • TOR • Methods •
Findings • Recommendations

F. LEARN

Management response • Learning briefs •
Knowledge products • Follow-up

THE CORE MESSAGE

Policy + Implementation + M&E + Learning = Results



POLICY

Choose the right results

IMPLEMENT

Deliver with discipline

M&E

Measure what matters

LEARN

Adapt using evidence

- ✓ *Good policy defines the destination.*
- ✓ *Effective implementation moves us there.*
- ✓ *M&E tells us whether we are getting there or the extent to which we are there.*

Reference Sources

Key sources used to ground the Sierra Leone-specific content.

1. Sierra Leone MTNDP 2024–2030, Ministry of Planning and Economic Development.
 2. MTNDP 2024–2030 Monitoring & Evaluation Results Framework.
 3. National Monitoring and Evaluation Agency (NaMEA), mandate and institutional information.
 4. NaMEA public resources: National Evaluation Guidelines, NaMEA Act 2024, NaMEMIS materials.
 5. UN Sierra Leone: alignment of the UN Cooperation Framework with the MTNDP Big Five Game Changers.
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