



Provider Behavior Change Implementation Kit

Example Acceptable Evidence Worksheet

Here is a cross-section of the Acceptable Evidence Worksheet completed by Cecilia and her Steering Committee sub-team. One question from each of the four essential factors is included.

Investigative Questions	Sub-Questions; Possible Survey Questions (reword as appropriate for different audiences)	Acceptable Evidence
	<i>List the sub-questions that support the investigative questions</i>	<i>For each question, identify the line between “it’s OK” and “this is a gap”</i>
Expectation Question : Are there clear and measurable performance standards?	Are VHWs aware of how their work is tracked and measured? Do they know their most recent measures? Are SCHWs familiar with the metrics that track their work? Can they state their most recent measure and trend?	75% of VHWs should be able to describe how their performance is measured and their most recent measurement results. 90% of SCHWs should indicate metrics are collected and shared weekly by their supervisors. If fewer than 90% report this, it will be seen as a need.
Ability Question: What are the key gender relations related to skills and knowledge acquisition and maintenance?	Are there gender relations issues that affect delivery of VHW counseling services or SCHW clinical services? Do these issues impact the ability for these CHWs to provide services?	VHWs and SCHWs report minimal gender relations issues and none that affect their ability to provide services as described. If any gender relations issues are identified that interfere with specific counseling or clinical services, this will be considered an addressable need.
Opportunity Question: Are sufficient resources regularly available?	Are the supplies and equipment needed to deliver services regularly available?	Fewer than 10% of SCHWs and their supervisors report occasional shortages of supplies for clinical service delivery. If shortages are reported that interrupt service delivery in any location for more than one day per month this will be considered an addressable need.
Motivation Question: Are there environmental or sociocultural influences that might impact performance?	Are there any negative consequences to VHWs or SCHWs for providing services?	Fewer than 5% of VHWs and SCHWs indicate that there are negative consequences for their providing services to the community. If more than 5% report negative consequences this will be considered an addressable need.