

CHAPTER SIX

MONITORING, REPORTING AND EVALUATION

6.1 Overview

This chapter presents the mechanism through which monitoring and evaluation of the Strategic Plan will be carried out. The matrix contains objectives, targets and other indicators that will help to trace the success of each objective.

6.2 Monitoring Arrangements

This will ensure that tracking of the day to day implementation of projects and programs designed with respect to this Strategic Plan is done smoothly. The monitoring will use the set out reporting systems such as PlanRep system, Council Development Report (CDR), Council Financial Report (CFR), Comprehensive Council Health Plan (CCHP) and other systems based on the specific departments and units.

The Planning Office will ensure that reporting structures, forms and guidelines are adequate and hence available on time for staff to use them. The weekly, monthly, quarterly and annual reporting systems shall be used to monitor the progress of the implementation of this Strategic Plan. In addition, for human resource management, the OPRAS and other recommended tools will be employed in Monitoring Staff Performance.

6.3 Evaluation Arrangements

The aim of this section is to provide highlight on how the evaluation of the Strategic Plan will be carried out. Based on the existing evaluation systems and procedures, thus this Strategic Plan will be reviewed after two years. The aim is to see if we have been in the right track on achieving our Vision, Mission and General Objectives of the Council. The evaluation will be done by external evaluators.

However, each year there shall be an internal evaluation and this can be done through the use of O&OD methods and Tools. The Planning Department shall ensure that the tools

for evaluation are designed and are in place so that the staff and external evaluators can use them for assessment.

6.4 Monitoring and Evaluation Framework

The monitoring and evaluation of the strategic plan shall be captured in the simplified way as it's illustrated in Table 26 below.

Table 45: Monitoring and Evaluation Matrix

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
Objective A Social services improved and HIV/AIDS infection reduced								
Outcome A: HIV and AIDS new infections reduced and its associated services improved by 2021								
A01	HIV prevalence rate reduced from 4.9% to 2.7% by June 2021	4.9%	2.7%	<ul style="list-style-type: none"> Health Units Household Community 	<ul style="list-style-type: none"> Documentary review Survey 	Annually	<ul style="list-style-type: none"> DMO DCO 	Depends on community support
A02	TB/HIV cases fatality rate reduced from 10.96 to 5% by June 2021	10.96%	5%	<ul style="list-style-type: none"> Health Units 	<ul style="list-style-type: none"> Documentary review Survey 	Annually	<ul style="list-style-type: none"> DMO DCD 	Stigmatis m in the community can affect the initiatives
A03	District and community HIV/AIDS response and advocacy strengthened from 67% to 90% by June 2021	67%	90%	<ul style="list-style-type: none"> Health Units 	<ul style="list-style-type: none"> Documentary review Survey 	Annually	<ul style="list-style-type: none"> DCO DMO 	Financial support may affect the program
A04	Risk of HIV infections among the most vulnerable groups reduced from 4% to 1% by June 2021	4%	1%	<ul style="list-style-type: none"> Health Units Household Community 	<ul style="list-style-type: none"> Documentary review Survey 	Annually	<ul style="list-style-type: none"> DMO DCO 	Depends on the degree of stigma

OBJ ECTI VES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumpti ons (+/-)
	Description	Baseli ne	Tar get		Data collection Method	Timi ng	Respo nsible	
				ity				
A05	Social support for PLHIVs, OVC, disabled and widows enhanced from 60% to 80% by June 2021	60%	80%	<ul style="list-style-type: none"> Health Units Household Community 	<ul style="list-style-type: none"> Documentary review Survey 	Annually	<ul style="list-style-type: none"> DCDO 	Commitment of staff and funds availability can affect the plan
A06	Groups of people living with HIV strengthened from 6 to 20 groups by June 2021	6	20	<ul style="list-style-type: none"> Health Units Household Community 	<ul style="list-style-type: none"> Documentary review Survey 	Annually	<ul style="list-style-type: none"> DCDO 	Commitment of staff and funds availability can affect the plan
A07	Council HIV/AIDS comprehensive plan implemented from 60%to 85% by June 2021.	60%	85%	<ul style="list-style-type: none"> Health Units Household Community 	<ul style="list-style-type: none"> Documentary review Survey 		DCDO DMO	Depends on availability of funds and degree of stigma.

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
				ity				
A08	Departments implementing workplace HIV/AIDS programme increased from 20% to 70% departments by June 2021	20%	70%	<ul style="list-style-type: none"> Health Units Household Co 	<ul style="list-style-type: none"> Documentary review Survey 	Annually	<ul style="list-style-type: none"> DMCO DCO 	Depends on availability of funds and skills to teach
A09	HIV counseling and testing services expanded from 60% to 90% for all wards by June 2021	60%	90%	<ul style="list-style-type: none"> Health Units Household Community 	<ul style="list-style-type: none"> Documentary review Survey 	Annually	<ul style="list-style-type: none"> DCDO DMO 	Poverty and low awareness may hinder this
A10	School based gender sensitivity sexual reproductive health and HIV/AIDS education strengthened from 70% to 100% in all primary	70%	100%	<ul style="list-style-type: none"> Health Units 	<ul style="list-style-type: none"> Documentary review Survey 	Annually	<ul style="list-style-type: none"> DMOD DCD 	Depends on the degree of cultural beliefs in the community
A11	Community using sexual protective gears such as condoms increased from 89% to 98% by June 2021	89%	98%	<ul style="list-style-type: none"> Health Units House 	<ul style="list-style-type: none"> Documentary review Survey 	Annually	<ul style="list-style-type: none"> DCDO DMO 	Funds availability and degree of stigmatisms

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
				<ul style="list-style-type: none"> • Community 				
A12	HIV/AIDS and Family Planning Education ensured from 60% to 100% to teachers and students by June 2021	60%	100%	<ul style="list-style-type: none"> • Health Units • Household • Community 	<ul style="list-style-type: none"> • Documentary review • Survey 	Annually	<ul style="list-style-type: none"> • DMO • DCDO 	Depends on the degree of voluntary counseling and testing
A13	Access to ARV among PLWHA increased from 1013 to 1615 for those with old infections by June 2021	1,013	1,615	<ul style="list-style-type: none"> • Health Units • Household • Community 	<ul style="list-style-type: none"> • Documentary review • Survey 	Annually	<ul style="list-style-type: none"> • DMO • DCDO 	Depends on the degree of voluntary counseling and testing
A13	New HIV infections & other sexually transmitted diseases reduced from 8.3% in 2016 to 1% by June 2021	8.3%	1%	<ul style="list-style-type: none"> • Health Units • Household 	<ul style="list-style-type: none"> • Documentary review • Survey 	Annually	<ul style="list-style-type: none"> • DMO • DCDO 	Depends on the degree of voluntary counseling and testing

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
				<ul style="list-style-type: none"> Community 				
Objective B: An Effective Implementation of the National Anti Corruption Strategy Enhanced and Sustained								
Outcome B: National Anti corruption strategy enhanced and sustained by the year 2021								
B01	Incidences of reported corruption among staff decreased from 5% to 1% by June 2021	5%	1%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Household survey Customer satisfaction survey Document analysis 	Annual	CHRO	Depends on the willingness of the community to give info
B02	Staff trained in professional ethics, good governance, governing laws and corruption risks increase from 67%	67%	95%	<ul style="list-style-type: none"> Reports Staff self assessment 	<ul style="list-style-type: none"> Document review Staff survey 	Annually	CHRO	Funds availability
B03	Community awareness through capacity building on negative effects of corruption increased	78%	90%	<ul style="list-style-type: none"> Households 	<ul style="list-style-type: none"> Survey 	Annually	CHRO	Funds availability and timing of the
B04	Provision of IEC materials to educate the community on negative effects of corruption increased	57%	80%	<ul style="list-style-type: none"> Reports community 	<ul style="list-style-type: none"> document review survey 	Annually	CHRO	Funds availability
B05	Motivation and remuneration to staff increased from 67% to 56% to reduce corruption practices	67%	56%	<ul style="list-style-type: none"> Reports Staff self asses 	<ul style="list-style-type: none"> Document review Survey 	Annually	CHRO	Funds availability and policy in place

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
B06	Networking with PCCB on anti corruption initiatives enhanced from 56	56%	78%	<ul style="list-style-type: none"> • Reports • Staff self 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	Enabling policies and systems
B07	Teaching of anti corruption strategies and programs in schools enhanced from 45% to 90%	45%	90%	<ul style="list-style-type: none"> • Reports • Schools 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	Enabling policies and availability of
B08	Increased community awareness on providing views using suggestion box from 70% in	70%	97%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	Degree of awareness among users

Objective C: Quantity and quality of social services and economic infrastructures improved

Outcome C: Provision of high quality and quantity social services and infrastructure improved by June 2021

Education –Secondary

C01	Enrollment rate of form one students in secondary schools increased from 95% to 98% by June 2021	95%	98%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DEO(S)	Parents support
C02	School buildings increased from current 99 classrooms to 121 by	99	121	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DEO(S)	Community support and funds availability
C03	Pit latrine holes increased from 88 in 2016 to 91 by June 2021	88	91	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DEO(S)	Community support and funds availability
C04	Number of hostels increased from the current 2 to 6 by June 2021	2	6	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DEO(S)	Community support and funds availability
C05	Number of laboratories increased from the current 6 to 42 by June 2021	6	42	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DEO(S)	Community support and funds availability
C06	Number of desks increased from 2,900	2,900	7,560	<ul style="list-style-type: none"> • Reports 	<ul style="list-style-type: none"> • Document 	Annually	DEO(S)	Community support

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
	in 2016 to 7,560 by June 2021			<ul style="list-style-type: none"> Community 	<ul style="list-style-type: none"> review Survey 			and funds availability
C07	Pass rate in national examinations increased from 35 % to 95% for Form II and from 40% to 83% for Form IV by June 2021	35%	95%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DEO(S)	Community support and staff commitment
C08	Qualified teachers increased from 86 in 2016 to 660 by June 2021	86	660	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DEO(S)	Community support and funds availability
C09	Conducive working environment ensured from 43% to 88% staff in secondary schools by June 2021	43%	88%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DEO(S)	Community support and funds availability
C10	Department's performance efficiency increased from an average of 75% in 2016 to 99% by June 2021	75%	99%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DEO(S)	Community support and funds availability
C11	School feeding program increased from 0 to 14 secondary schools by June 2021	0	14	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DEO(S)	Community support and funds and facilities availability
Education- Primary								
C01	School classrooms increased from current 481 classrooms to 1,465 by June 2021	481	1,465	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DEO(P)	Community support and funds availability
C02	Pit latrine increased from 503 in 2016 to 2,656 by June 2021	503	2,016	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DEO(P)	Community support and funds availability

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible Person	
				• Reports • Community				y
C03	Teacher's offices increased from the current 62 to 110 by June 2021	62	110	• Reports • Community	• Document review • Survey	Annually	DEO(P)	Community support and funds availability
C04	Teacher houses increased from 78 to 231 by June 2021	78	231	• Reports • Community	• Document review • Survey	Annually	DEO(P)	Community support and funds availability
C05	Number of desks increased from the current 18,405 to 21,498 by June 2021	18,405	21,498	• Reports • Community	• Document review • Survey	Annually	DEO(P)	Community support and funds availability
C06	Primary school shelves increased from the 62 to 109 by June 2021	62	109	• Reports • Community	• Document review • Survey	Annually	DEO(P)	Community support and funds availability
C07	Primary schools books ratio to pupils from a share of 1:3 in 2016 to 1:1 by June 2021	1:3	1:1	• Reports • Community	• Document review • Survey	Annually	DEO(P)	Community support and funds availability
C08	Increase enrollment rate from 275% in 2016 to 375% June 2021	275%	375%	• Reports • Community	• Document review • Survey	Annually	DEO(P)	Community support and funds availability
C09	Drop out in school declined from 3% in 2016 to 0% by June 2021	3%	0%	• Reports • Community	• Document review • Survey	Annually	DEO(P)	Community support and funds availability
C10	Primary schools furniture increased from the current 185 to 1,486 by June 2021	185	1,486	• Reports • Community	• Document review • Survey	Annually	DEO(P)	Community support and funds availability
C11	Primary school tables increased from	698	2,364	• Reports	• Document review	Annually	DEO(P)	Community support and funds

OBJ ECTI VES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumpti ons (+/-)
	Description	Baseli ne	Tar get		Data collection Method	Timi ng	Respo nsible Person	
	current 698 up to 2,364 by June 2021			<ul style="list-style-type: none"> Community 	<ul style="list-style-type: none"> Survey 			availability
C12	Qualified teachers increased from 935 in 2016 to 1499 by the June 2021	935	1,499	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DEO(P)	Community support and funds availability
C13	Performances for standard seven pupil's rate raised from the current 75.9% to 95% by June 2021	75.9%	95%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DEO(P)	Community support and funds availability
C14	Performances for standard four pupil's rate raised from the current 80% to 97% by June 2021	80%	97%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DEO(P)	Community support and funds availability
C15	Teachers resource centres increased from 1 in 2016 to 17 by June 2021	1%	17%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DEO(P)	Community support and funds availability
C16	Literacy rate in the district council increased from 63% during 2016 to 88% by June 2021	63%	88%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DEO(P)	Community support and funds availability
C17	Library services improved from 55% to 66% in 15 wards by June 2021	55%	66%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DEO(P)	Community support and funds and facilities availability
C18	Department's performance efficiency increased from an average of 85% in 2016 to 95% by June 2021	85%	95%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DEO(P)	Community support and funds availability
C19	School feeding	15	78	<ul style="list-style-type: none"> Repo 	<ul style="list-style-type: none"> Docum 	Annu	DEO(P)	Communit

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
	program increased from 15 schools to 78 schools in the district by June 2021			<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	D	Community support and funds availability
Health sector								
C01	Maternal Mortality Rate reduced from 457/100,000 in 2016 to 150 % by June 2021.	457/100,000	150/1000	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DMO	Community support and funds availability
C02	Community participation increase from 38% to 89% in health promotion, prevention and home based care for communicable and non-communicable diseases, maternal new born and child health and nutrition by June 2021.	38%	89%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DMO	Community support and funds availability
C03	Family planning acceptance rate increased from 33.3% in year 2016 to 80% by June 2021	33.3%	80%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DMO	Community support and funds availability
C04	Mortality due to malaria among children under five years reduced from 49% in 2016 to 15% by June 2021.	49%	15%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DMO	Community support and funds availability
C05	Immunization coverage for children under one year for DTP, HB3 increased from 98% to 100%, Measles improved at 100% , BCG from 98% to 100% and OPV3 from 98 to 100% by June 2021.	98%	100%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DMO	Community support and funds availability
C06	TB Mortality Rare	19.4	10.	<ul style="list-style-type: none"> Repo 	<ul style="list-style-type: none"> Docum 	Annu	DMO	

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
	reduced from 19.4% in 2016 to 10.5% by June 2021.	%	5%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually		
	DTP, HB3 increased from 98% to 100%, and	98%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DMO	Community support and funds availability
	Measles improved at 98% and above	98%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DMO	Community support and funds availability
	BCG from 98% to 100%	98%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DMO	Community support and funds availability
	OPV3 from 98 to 100% by June 2015	98%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DMO	Community support and funds availability
C08	Malnutrition all types decreased from 0.3% to 0% in 2021	0.3%	0%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DMO	Community support and funds availability
C09	Infection rate of epidemic diseases reduced from 0.5% in 2015 to 0.25% by June 2021.	0.5%	0.25%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DMO	Community support and funds availability
C11	Population accessible to water supply increased from 57.1% in 2015 to 70% by June 2021	57.1%	70%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DMO	Community support and funds availability
C12	Family accessible to acceptable latrines increased from 69.4% in 2015 to 85% by June 2021.	69.4%	85%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DMO	Community support and funds availability

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
C13	Waste management at health facilities increased from 75% in 2015 to 90% by June 2021.	75%	90%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DMO	Community support and funds availability
C14	Health facilities with adequate and essential medical equipment, pharmaceuticals and diagnostic supplies increased from 60% in 2015 to 90% by June 2021.	60%	90%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DMO	Community support and funds availability
C15	Transport and communications system to health facilities increased from 4 health facilities in 2015 to 10 by June 2021	4	10	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DMO	Community support and funds availability
C16	Household membership to the Community Health Fund (CHF) increased from 18.8% in 2016 to 75% by June 2021.	18.8%	75%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DMO	Community support and funds availability
C17	Dental health services in health facilities expanded from 10% in 2016 to 90% by June 2021.	10%	90%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DMO	Community support and funds availability
C18	Patients with mental illnesses reduced from 5% per year to 1% by June 2021.	5%	1%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DMO	Community support and funds availability
C19	Department's efficiency to driver quality health services increased from 60% in 2015 to 85% by June 2021.	60%	85%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DMO	Community support and funds availability
Agriculture and Livestock								

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
C01	Functional livestock services and infrastructures increased from 55% to 70% by June 2021	55%	70%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLDO	Community support and funds availability
C02	Access to animal health preventive services against priority diseases improved from 56 percent to 95 percent in the district by June 2021	56%	95%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLDO	Community support and funds availability
C03	Livestock husbandry to livestock keepers groups improved from 34 percent in 2016 to 95 percent by June 2021	34%	64%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLDO	Community support and funds availability
C04	Livestock husbandry to livestock keepers groups improved from 34 percent in 2016 to 95 percent by June 2021	34%	95%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLDO	Community support and funds availability
C05	Fish production in ponds and dams fishing and marketing intervention improved from 45 percent to 89 percent by June 2021	45%	89%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLDO	Community support and funds availability
C06	Agricultural storage facilities improved and increased from 1% to 5% by June 2021	1%	5%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DAICO	Community are willing to support and funds availability
C07	Building capacity from 286,614 to 310,450 farmers to increase crop production and productivity through access to quality extension services in the district improved by June, 2021	286,614	310,450	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DAICO	Community are willing to support and funds availability

OBJ ECTI VES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumpti ons (+/-)
	Description	Baseli ne	Tar get		Data collection Method	Timi ng	Respo nsible	
C08	Supervision and Coordination of DADPs activities for efficiently service delivery in the District sustained by June 2021			<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DAICO	Community support and funds availability
C09	Agricultural implements and machines use increased from 30% to 50% by June 2021	30%	50%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DAICO	Community support and funds availability
C10	Access to market information by farmers increased from 2% to 50% by June 2021	2%	50%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DAICO	Community support and funds availability
C06	Agricultural storage facilities improved and increased from 1% to 5% by June 2021	1%	5%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DAICO	Community are willing to support and funds availability
C11	Number of farmers selling value added crop produce at the market Increase from 0% to 2% by June 2021	0%	2%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DAICO	Community support and funds availability
C12	Number of irrigation infrastructures in the district increased by June 2021	2	5	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Survey • Document review 	Annually	DAICO	Community support and funds availability
C13	Crop storage facilities in the district constructed by June, 2021	3	6	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DAICO	Community support and funds availability
C15	13 WARC in the district Constructed by June 2021	1	13	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DAICO	Community support and funds availability
Sector :Water supply								
C01	Population accessible	47%	65	<ul style="list-style-type: none"> • Repo 	<ul style="list-style-type: none"> • Docum 	Annu	DWE	Communit

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
	to water supply increased from 47% in 2017 to 65% by June 2018.		%	<ul style="list-style-type: none"> • Reports • Inventory 	<ul style="list-style-type: none"> • Document review • Survey 	Annually		Community support and funds availability
C02	Reliable water sources and management increased from 24 % in 2017 to 67.35% sources by June 2018	24%	66 %	<ul style="list-style-type: none"> • Reports • Inventory 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DWE	Community support and funds availability
C03	Department's performance to deliver quality water supply services increased from 24% in 2015/16 to 66% by June 2018	24%	66 %	<ul style="list-style-type: none"> • Reports • Inventory 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DWE	Community support and funds availability
C04	Water borne diseases at the incidence contained from 34% to 10% by June 2018	34%	10 %	<ul style="list-style-type: none"> • Reports • Inventory 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DWE	Community support and funds availability
C05	Number of functioning water schemes in the district increased from 132 to 200 by June 2015.	132	200	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DWE	Community support and funds availability
Sector : Works							DWE	
C01	500 Bridges and Culverts in the district constructed by June 2021	271	500	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DWE	Community support and funds availability
C02	1,520km of District Rural roads rehabilitated and maintained by June, 2021	60%	100 %	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DWE	Community support and funds availability
Sector : Cooperative								
C01	Building capacity building Cooperative societies in the District enhanced from 25 to 100 by June 2021	25	100 %	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DCO	Community support

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
C02	Availability of market services to cooperative societies in the district ensured from 75% to 85% by June 2021	75%	85%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DCO	Community support and funds availability
C03	Working efficiency within the department Strengthened by increasing productivity from 75% to 100% by June 2021	75%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DCO	Community support and funds availability
C04	Income capabilities or saving of cooperative society increased from Tshs. 545,000.00 to Tshs. 1,000,000 by June 2021	545,000.00	1,000,000	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DCO	Community support and funds and facility availability
C05	Loans Volume to cooperative societies in the district increased from Tshs. 400,000,000.00 to Tshs. 800,000,000.00 by June 2021	400,000,000.00	800,000,000.00	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DCO	Community support and funds availability
Sector : Trade and Industry								
C01	Small and Medium Scale businesses expanded from 800 in 2015 to 2,500 by June 2021	800	2500	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DTO	Degree of awareness
C02	Provision of business licenses increased from 800 to 2,500 traders by June 2021	800	2,500	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DTO	Degree of awareness and pace of the process
C03	Small scale industries increased from 250 to 1,700 by June 2021	250	1,700	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DTO	Community support and funds availability
C04	Service delivery in the district improved and business markets increased from 25 to 50 by June 2021	25	50	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DTO	Community support and funds availability

OBJ ECTI VES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumpti ons (+/-)
	Description	Baseli ne	Tar get		Data collection Method	Timi ng	Respo nsible	
C05	Return in businesses maximized from 55% to 75% by June 2021	55%	75%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DTO	Community support and funds availability
C06	Working efficiency to trade unit staff improved from 40% up to 100% by June 2021	40%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DTO	Community support and funds and facility availability
Objective D: Good governance and administrative services enhanced								
Outcome D: Good governance and administrative services enhanced by June 2021								
Plan ning								
D01	Monitoring and evaluation system on development projects strengthened from 85% to 100% by June 2021	85%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DPLO	Community support and funds availability
D02	Database unit for enhancing monitoring and evaluation at council level established and strengthened from 85% to 100% by June 2021	63%	98%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DPLO	Community support and funds availability
D03	Stakeholders participation in planning process of development projects enhanced from 50% to 100% by June 2021	50%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DPLO	Community support and funds availability
D04	Working efficiency of Planning staff enhanced from 80% in 2016 to 100% by June 2021	80%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DPLO	Community support and funds availability
Finance and Procurement								
D01	Council own source revenue increased from Tshs. 2,085,657,000.00 in 2016 to Tshs. 2,661,885,575.00 by	2,085,657,000.00	2,661,885,575.00	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DT	Community support and funds availability

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
	June, 2021	00						
D02	Internal Control system on Council Fund management increased from 75% to more than 100% by 2021	75 %	100 %	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DT	Policy in place
D03	Accountants skilled with Computerized Accounting Package (Epicor) Strengthened from 77% to 100% by June 2021	77 %	100 %	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DT	Funds availability
D04	Certified Public Accountants in the district council increased from 1 in 2016 to 10 in 2021	1	10	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DT	Funds availability
D05	Council's revenue collection sources increased and strengthened by June, 2021	85 %	100 %	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DT	Policy in place
D06	Department performance improved from an average of 65% to 100% by June 20201	85 %	100 %	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DT	Funds and facility availability
Administration								
D01	Suggestion boxes installed to all wards and village offices increased from 50 to 89 by June 2021	50	89	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	Community support and funds availability
D02	Statutory Council meetings at both Higher and Lower levels of the Council held and improved from 80% to 95% by June 2021	80 %	95%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	Community support and funds availability
D03	Procedures for preparation of survivors benefits and terminal benefits strengthened from 65% to 87% by	65 %	87%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	Policy in place

OBJ ECTI VES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumpti ons (+/-)
	Description	Baseli ne	Tar get		Data collection Method	Timi ng	Respo nsible	
	June 2021							
D04	Processes for staff assessment, confirmation and promotion enhanced from 60% to 100% by June 2021	60 %	100 %	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	
D05	Accountability, efficiency and transparency improved from 60% to 100% by June 2021	60 %	100 %	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	Community support and funds availability
D06	Staff indiscipline cases reduced from current 20 to 2 by June 2021	20	2	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	Community support and funds availability
D07	Adequate working facilities provided to all departments and units increased from 56% to 90% by June 2021	56 %	90%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	Community support and funds availability
D08	Performance of the department improved from an average of 66% to 90% by June 2021.	40 %	80%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	Community support and funds availability
Human Resources								
D01	Qualified personnel increased from the current 2,321 to 2,947 by June 2021	2,321	2,947	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	Community support and funds availability
D02	Working environment improved from 50% to 70% in the district by June 2021	50 %	70%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	Community support and funds availability
D03	Staff development plan in place and operational from 56% to 98% by June 2021	56 %	98%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	Policy in place

OBJ ECTI VES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumpti ons (+/-)
	Description	Baseli ne	Tar get		Data collection Method	Timi ng	Respo nsible	
D04	Adequate working facilities increased from 60% to 90% by June 2021	60%	90%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	Community support and funds availability
D09	Performance of the department improved from an average of 66% to 90% by June 2021.	66%	90%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	CHRO	Funds and facility availability
Legal Unit								
D01	Efficiency of Legal services in the district enhanced from 50% to 100% by June 2021.	50%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLO	Policy in place
D02	Legal related documents in the council library and legal section increased and strengthened by June 2021.	50%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLO	Community support and funds availability
D03	Adherence to rule of law in the district strengthened by June 2021	55%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLO	Community support and funds availability
D04	Administrative law Improved from 70% to 90% by June 2021.	70%	90%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLO	Policy in place
D05	Legal meetings at all levels in the district enhanced from 65% to 100% by June 2021.	65%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLO	Community support and funds availability
D06	Legal Unit working efficiency strengthened from 55% to 100% by June 2021	55%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLO	Community support and funds availability
Culture and Sport								
D01	Cultural and artisan groups increased from	30	150	<ul style="list-style-type: none"> • Reports 	<ul style="list-style-type: none"> • Document 	Annually	DSCO	Community support and funds

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
	the current 30 to 150 by June 2021.			<ul style="list-style-type: none"> Community 	<ul style="list-style-type: none"> review Survey 			availability
D02	Sports clubs Increased from the current 30 up to 50 by June 2021.	30	50	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DSCO	Community support and funds availability
D03	Playing grounds Increased from 45 up to 118 by June 2021.	45	118	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DSCO	Community support and funds availability
D04	Performance of Culture and sports unit in collection of council revenues the Improved from an average of 72% to 100% June 2021.	72%	100%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	DSCO	Funds and facility availability
Information Communication and Technology								
D01	The use of ICT for equitable and sustainable socio-economic development of Bukombe Increase from 35% in 2015 to 100% by June 2021.	35%	100%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	HICT	Community support and funds availability
D02	ICT office built and all ICT facilities procured from 35% in 2015 to 100% June 2021.	35%	100%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	HICT	Policy in place
D03	Number of ICT officers and ICT technician to fulfil the need of ICT unit Increased from 1 in 2015 to 10 by June 2021	1	10	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	HICT	Policy in place
D04	The level of awareness on the role and potential of ICT Increased from 20% in 2015 to 100% in	20	100%	<ul style="list-style-type: none"> Reports Community 	<ul style="list-style-type: none"> Document review Survey 	Annually	HICT	Community support and funds availability

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
	2021 by June 2021.			y				y
D05	An authoritative council organization to effect, coordinate and review the ICT policy at the council level Created by June 2021	0%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	HICT	Community support and funds availability
D06	ICT investment in development assistance and programmes at council level Increased from 0% in 2015 to 75% by June 2021.	0%	75%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	HICT	Community support and funds availability
D07	Economies of scale and productivity in all ICT matters enhance from 35% in 2015 to 78% by June 2021	35%	78%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLO	Funds and facility availability
D08	Favourable environment for cooperation and partnership in ICT among public and private sectors, civil society, and all stakeholders at district and regional levels Increase by June 2021.	5%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLO	Funds and facility availability
D09	Improved performance of the department from an average of 35% to 100% by June 2021	35%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLO	Funds and facility availability
Internal Audit								
D01	Internal control system strengthened from 70% to 90% by the June, 2021	70%	90%	<ul style="list-style-type: none"> • Reports 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DIA	<ul style="list-style-type: none"> • Policy in place • Funds
D02	Preparation of Risk	75	95%	<ul style="list-style-type: none"> • Repo 	<ul style="list-style-type: none"> • Docum 	Annually		Policy in

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
	Based Internal Audit Plans improved from 75% to 95% by the June, 2021	%		Reports	Document review • Survey			Policy in place Funds
D03	Preparation of quarterly and annual audit reports and plans ensured by June, 2021	100%	100%	• Community	• Document review • Survey	Annually	DIA	Policy in place
D4	Improved performance of the department from an average of 85% to 98% by June 2015.	85%	98%	• Community	• Document review • Survey	Annually	DIA	Policy in place
Objective E: Social welfare, gender and community empowerment improved								
Outcome E: Social welfare, gender and community empowerment enhanced by June 2021								
E01	Capacity of communities to develop their local self help spirit improved from 60% in 2016 to 85% by June 2021	60%	85%	• Reports • Community	• Document review • Survey	Annually	DCDO	Community support and funds availability
E02	Facilitation of Youths on entrepreneurship skills from 20 to 350 groups in the district enhanced by June 2021	20	350	• Reports • Community	• Document review • Survey	Annually	DCDO	Community support and funds availability

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
E03	Provisions of Loans to Women and Youths enhanced from 20 groups in 2015 to 350 by June 2021	20	350	<ul style="list-style-type: none"> • Reports • Community unit 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DCDO	Community support and funds availability
E04	Community's participation in development projects improved from 35% to 90% by June 2021	35%	90%	<ul style="list-style-type: none"> • Reports • Community unit 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DCDO	Community support and funds availability
E05	Social inequity cases reduced from 40% to 5% by June 2021	50%	5%	<ul style="list-style-type: none"> • Reports • Community unit 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DCDO	Community support and funds availability
E06	Average department performance improved from an of 70% to 100% by June 2021	70%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DCDO	Funds and facility availability

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
E07	Cash transfer through TASAF III programme to the most poorest households in the district sustained by June, 2021	100%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DCDO	Funds and facility availability
E07	Working environment to Community development department improved from 50% to 100% by June, 2021	50%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DCDO	Funds and facility availability
Objective F: Emergency preparedness and disaster management improved								
Outcome F: Emergence and disaster management improved by June 2021								
F01	Staff capacity on disaster management enhanced from 50% in 2016 to 100% by June 2021	50%	100%	<ul style="list-style-type: none"> • Reports • Staff 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNR O, DMO, DAIC O, DLFO, DE, DWE	Community support and funds availability
F02	Disaster prediction facilities improved from 65% in 2016 to 85% by June 2021	85%	65%	<ul style="list-style-type: none"> • Reports • Staff 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNR O, DMO, DAIC O, DLFO, DE, DWE	Community support and funds availability
F03	Disaster management plan designed and executed from 50% to 100% by June 2021	50%	100%	<ul style="list-style-type: none"> • Reports • Staff 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNR O, DMO, DAIC O, DLFO, DE, DWE	Community support and funds availability
F04	Community awareness on disasters mitigations and emergence precautions enhanced	15%	60%	<ul style="list-style-type: none"> • Reports 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNR O, DMO, DAIC	Community support and funds availability

OBJ ECTI VES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumpti ons (+/-)
	Description	Baseli ne	Tar get		Data collection Method	Timi ng	Respo nsible	
	from 15% to 60% by June 2021			<ul style="list-style-type: none"> • Staff 			DLNR, DLFO, DE, DWE	y
F05	Disaster Management Committee performance enhanced from 45% to 100% by June 2021	45 %	75%	<ul style="list-style-type: none"> • Reports • Staff 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNR, DMO, DAICO, DLFO, DE, DWE	Community support and funds availability
Objective G: Natural resources and environmental management sustained								
Outcome G: natural resources and environmental management initiatives sustained by June 2021								
Town Planning								
G01	Number of surveyed plots increased from 552 to 2,653 by June 2021	552	2,653	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNR, O	Community support and funds availability
G02	Number of surveyed plots increased from 552 to 2,653 by June 2021	552	2,653	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNR, O	Community support and funds availability
G03	Unplanned peri-urban areas Reduced from 10% to 1% by June 2021	10 %	1%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNR, O	Community support and funds availability
G04	Property rates collection increased from current Tshs 97,150,000.00. to Tshs 200,000,000.00 by June 2021	97 ML	200ML	<ul style="list-style-type: none"> • Reports 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNR, O	Community support and funds availability

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
G05	Villages with customary land of occupancy increased from current 0 to 52 by June, 2021	0	52	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNRO	Funds and facility availability
G06	Settlement planning in urban oriented centers enhanced from 2 to 10 by June 2021	2	10	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNRO	Funds and facility availability
G07	District Master Plan established and reviewed by June 2021	0%	100%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNRO	Funds and facility availability
G05	Departmental performance improved from an average of 60% to 90% by June 2021	60%	90%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNRO	Funds and facility availability
Natural Resources & Environment								
G01	Land and environmental management practices improved from 50% to 98% by June 2021	50%	98%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNRO	Community support and funds availability
G02	Number of tree planted annually increased from 884,453 to 1,500,000 by June 2021	884,453	1,500,000	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNRO	Community support and funds availability
G03	Appropriate management of forest resources enhanced from 50% to 89% by June 2021	50%	89%	<ul style="list-style-type: none"> • Reports • Community 	<ul style="list-style-type: none"> • Document review • Survey 	Annually	DLNRO	Community support and funds availability
G04	Community natural resource conservation at village level increased	56%	80%	<ul style="list-style-type: none"> • Reports • Com 	<ul style="list-style-type: none"> • Document review 	Annually	DLNRO	Community support and funds availability

OBJECTIVES	OBJECTIVELY VERIFIABLE INDICATORS (OVIs)			Source of Data	MEANS OF VERIFICATION			Assumptions (+/-)
	Description	Baseline	Target		Data collection Method	Timing	Responsible	
	from 56% to 80% hectares by June 2021			community	• Survey			y
G05	Bush fire incidences reduced from 650 hectares in year 2016 to 0 by June, 2021	650	0	• Reports • Community	• Document review • Survey	Annually	DLNRO	Community support and funds availability
G06	Revenue from natural resource products increased from 192,220,000.00 to 270,000,000.00 by June 2021	192 ml	170ml	• Reports • Community	• Document review • Survey	Annually	DLNRO	Community support and funds availability
G07	Number of bee hives increased from 320 to 1,800 by June 2021	320	1800	• Reports • Community	• Document review • Survey	Annually	DLNO	Community support and funds availability
G08	Increased quantity and quality of bee products from 980litres in year 2016 to 10,000litres by June 2021	980 L	10,000L	• Reports • Community	• Document review • Survey	Annually	DBO	Community support and funds availability
G09	Number of people involved in beekeeping activities increased from 10,000 in 2016 to 15,000 by June 2021	10,000	15,000	• Reports • Community	• Document review • Survey	Annually	DBO	Community support and funds availability
G10	Management of ecosystems and biodiversity improved from 55% to 95% by June 2021	55%	95%	• Reports • Community	• Document review • Survey	Annually	DLNRO	Funds and facility availability
G11	Wildlife management practices through patrol enhanced from 45% in year 2016 to 85% by June 2021	20t	60t	• Reports • Community	• Document review • Survey	Annually	DLNRO	Funds and facility availability
G12	Working environment to Natural resource staff improved from 60% in year by June, 2021.	30%	98%	• Reports • Community	• Document review • Survey	Annually	DLNRO	Funds and facility availability

