Supplementary Table 1. Monitoring and Evaluation (M&E) Curriculum by Session Modules with Learning Objectives

Module: Session	Learning Objectives (LOs)
Module 1: Monitoring and Evaluation (M&E) Basics i. Differentiate between M&E activities ii. Summarize importance of M&E	Session 1: M&E Fundamentals • Define monitoring • Explain the purpose of monitoring • Define evaluation • Explain the purpose of evaluation • Identify other types of data collection activities Session 2: M&E Frameworks, Guidelines, and Roles • Identify how M&E fits into PEPFAR and CDC/DGHT programming • Explain PEPFAR and CDC/DGHT's M&E framework and guidelines Session 3: CDC/DGHT and IP Roles and Responsibilities • Identify country office-specific considerations related to M&E
Module 2: Program Planning and M&E Strategic Thinking i. Summarize the key elements of Program Planning ii. Develop a comprehensive M&E strategy that outlines plans to monitor and evaluate program activities	Session 1: Program Planning • Explain the purpose of program planning • Identify the different phases of program planning • Explain how program theories inform program planning Session 2: Designing Program Goals and Objectives • Explain the purpose of program goals and objectives • Develop SMART objectives Session 3: Logic Model Development • Explain the purpose and use of logic models • Explain the relationship between the logic model and program theory • Identify the components of a program logic model • Develop a program logic model Session 4: M&E Strategic Plan Development • Explain the purpose of an M&E strategic plan • Identify how M&E strategic plans tie into COP priorities and overall program planning • Identify the components of an M&E strategic plan • Develop the components of an M&E strategic plan
Module 3: Program Monitoring Module i. Develop and select appropriate monitoring questions, indicators, and data sources for effective program monitoring	Session 1: Routine Program Monitoring • Explain the purpose of program monitoring • Explain the purpose of monitoring questions • Develop SMART monitoring questions • Explain the purpose of indicators in relation to program monitoring • Identify the components of an indicator • Differentiate between the types of indicators

ii. Explain how MER indicators are used in PEPFAR monitoring	• Develop different types of indicators • Explain how data can be used to facilitate program monitoring efforts Session 2: Introduction to PEPFAR and CDC/DGHT Monitoring-Related Requirements • Explain the purpose of MER indicators in relation to PEPFAR and CDC/DGHT • Explain the purpose of PEPFAR program progress review such as POART Session 3: Enhanced/Supplemental Monitoring • Explain the purpose of enhanced program monitoring in the PEPFAR context • Identify what EM is relative to routine program monitoring in PEPFAR • Identify components of program monitoring specific to enhanced monitoring
Module 4: Data Quality i. Identify core contributors to data quality ii. Develop Data Quality Improvement (DQI) strategies	Session 1: Introduction to Data Quality • Define data quality (DQ) • Identify key factors that affect DQ • Explain the importance of DQ Session 2: How do we improve the quality of data? • Differentiate between a CDC level DQI strategy, an IP level DQI strategy, and a site-level DQI strategy • Explain the purpose of routine data validation activities • Identify routine data validation activities • Explain how quality improvement methods (e.g., PDSA, root cause analysis) should be used to address findings from data validation activities Session 3: Data validation activities • Explain the relationship between data and patient flow • Explain how the relationship between data and patient flow contributes to data quality improvement • Identify routine data validation activities and their purpose • Identify who should perform routine data validation activities
Module 5: Data Analysis and Use i. Develop a plan for data analysis and use (DAU) ii. Use data for program planning and decision-making	Session 1: Introduction • Explain the purpose of data analysis • Explain the purpose of data use • Identify the purpose of a DAU plan Session 2: Data Analysis • Identify the types of data sources • Analyze various data disaggregations to accurately respond to key questions Session 3: Data Use & Dissemination • Identify how data can be used at different levels of the reporting system • Explain the objectives of data reviews

	- Explain the importance of conducting data reviews at all levels - Explain how MER data use can be used for partner management - Identify the components of a data use and dissemination plan - Develop a data use and dissemination plan Session 4: Data Visualization - Identify the importance of data visualization in DAU - Explain how to identify the audience and their needs - Determine what data should be presented visually to best tell the correct story - Determine how to best present data visually - Determine how to best disseminate and use data

Supplementary Table 2. Feedback for each M&E training module by themes

Themes	M&E Basics		Program Planning and Strategic thinking		Program Monitoring		Data Quality		Data Analysis and Use		Total	%
	Positive	Change	Positive	Change	Positive	Change	Positive	Change	Positive	Change		
Module specific topics	12	46	0	9	0	0	0	0	1	0	68	9
Knowledge Gained	73	21	29	5	0	0	0	0	0	0	128	17
Application of knowledge gained in each of the specific module	2	9	42	6	18	8	0	0	0	0	85	11
Interactions/Activities/ Examples utilized in each module	24	21	12	9	38	4	20	6	0	0	134	18
Adequate time available	0	17	22	5	32	8	48	1	10	11	154	20
Moderator's competency	6	3	0	1	12	13	28	9	25	2	99	13
No Change Needed	8	30	3	0	0	5	12	19	10	4	91	12
Sub-total	125	147	108	35	100	38	108	35	46	17	759	100
Positive or Change % by total for each module	46	54	76	24	72	28	76	24	73	27		

Total number of comments that were positive	487	64%
Total number of comments suggesting change	272	36%
Total number of comments	**759**	

Appendix A (Example of Confidence Assessment Survey)

M&E Curriculum Feedback Form: Program Monitoring

Please complete this brief feedback form. This information will help us improve future trainings.

1. Knowledge

Please rate your confidence in the following:	BEFORE this training					AFTER this training				
	Not At All Confident	Not Very Confident	Somewhat Confident	Confident	Very Confident	Not At All Confident	Not Very Confident	Somewhat Confident	Confident	Very Confident
Developing and selecting appropriate monitoring questions.										
Identifying components of indicators, and data sources for effective program monitoring										
Explaining how MER indicators are used in PEPFAR monitoring										
Explaining difference between routine monitoring and enhanced monitoring in PEPFAR context										

2. Activity Feedback

Please check the box to indicate the extent to which you agree or disagree with the statements below.	Strongly Disagree	Disagree	Agree	Strongly Agree
Activity 1 (Logic Model): The activity facilitated learning of the module content	❑	❑	❑	❑
Activity 2 (Indicators): The activity facilitated learning of the module content	❑	❑	❑	❑
Activity 3 (TX_ML): The activity facilitated learning of the module content	❑	❑	❑	❑

3. Recommendations

3.1. What did you like most about this training module?

3.2 What would you change about this module to make it better? What topics, content, and/or concepts could have been covered in more detail?