



# Growing Up GREAT! Approach to Adaptive Management

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Save the Children



**USAID**  
FROM THE AMERICAN PEOPLE

Passages



INTERVENTION

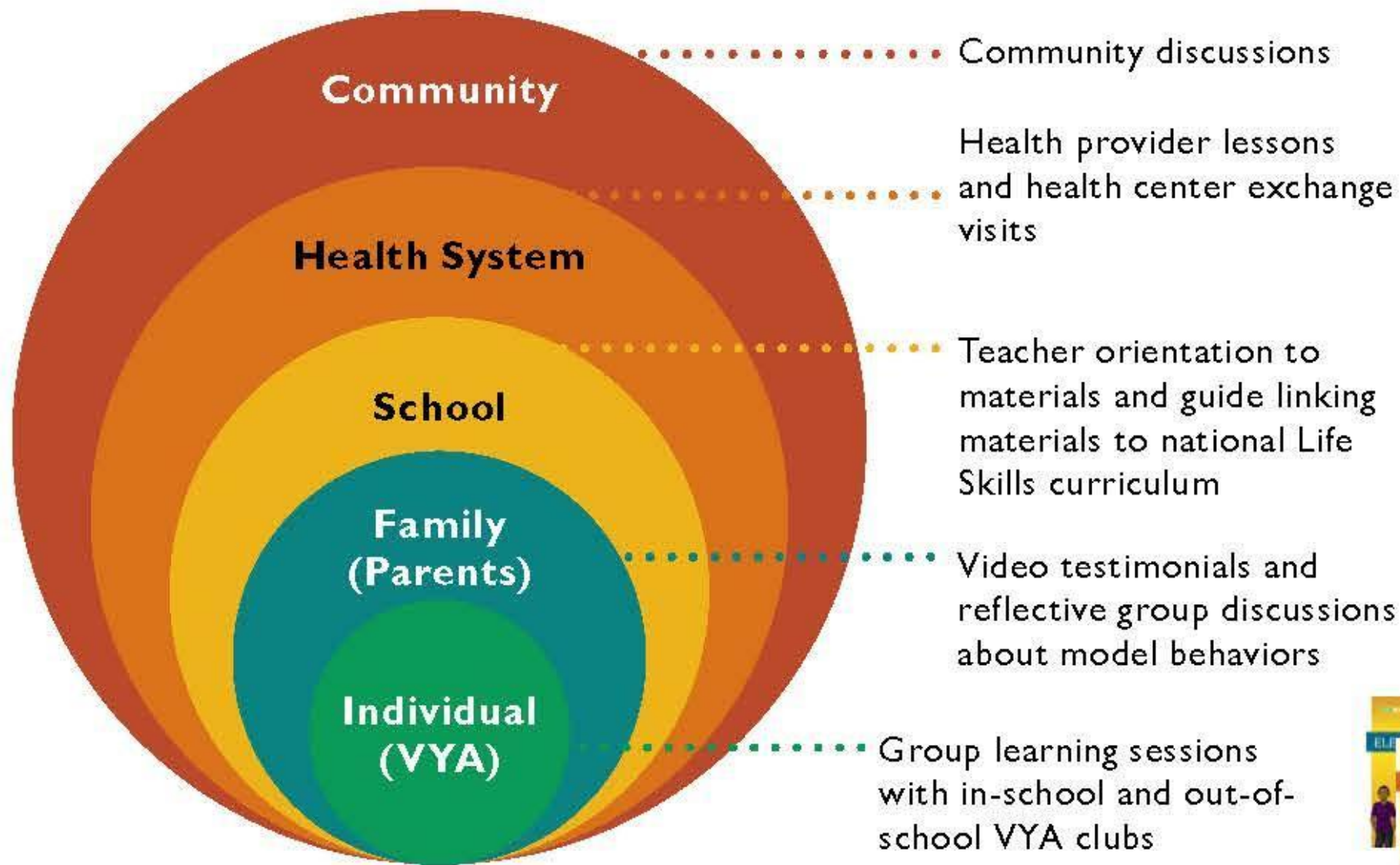
**What is *Growing Up GREAT?***

# Growing Up GREAT!

- Partners:** Save the Children International  
DRC Ministries of Education & Health  
8 local community-based organizations  
Local child protection networks (RECOPE)
- Scope:** 80 schools and 15 neighborhoods in 2 communes of Kinshasa
- Focus:** Very young adolescents (VYA) 10-14 years,  
*Also: parents, teachers and health providers*
- Goal:** Improve reproductive health outcomes for VYA by increasing knowledge, skills and gender-equitable attitudes among VYA and by fostering a normative environment supportive of adolescent reproductive health



# Intervention Design



# Why was adaptive management important?

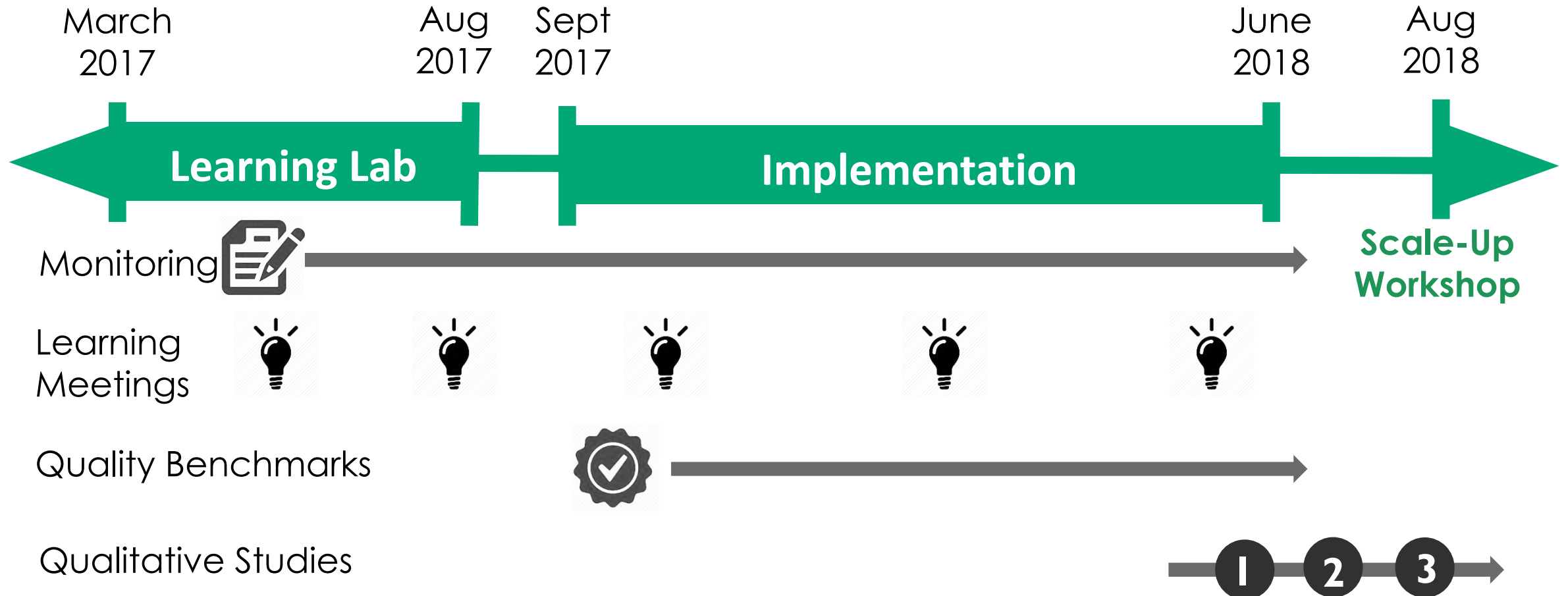
1. To learn about the intervention package
2. To guide implementation in a new context (urban)
3. To monitor pushback
4. To inform scale-up planning and decision-making



ADAPTIVE MANAGEMENT

**What was our learning approach?**

# Creating a Culture of Implementation Learning





## KEY LEARNING & ADAPTATIONS

**How did we adjust along the way?**



# Diffusion

## CHALLENGE

Male engagement

### Source(s) of data:

- Monitoring data
- Practice-based knowledge

## SOLUTION

Integrate organized diffusion principles and adjusting days/times to accommodate men's schedules

# Pushback

## CHALLENGE

Pushback from private school owners

### Source(s) of data:

- Practice-based knowledge

## SOLUTION

Leverage relationship with local MOE to ensure participation

# Social Change Effects

## CHALLENGE

Low facilitator capacity for social norm approaches

### Source(s) of data:

- Quality benchmarks
- Practice-based knowledge

## SOLUTION

Lengthen facilitator training; increase supportive supervision during first month of implementation



## TAKEAWAYS

**What can others learn from our experience?**

# Key Takeaways



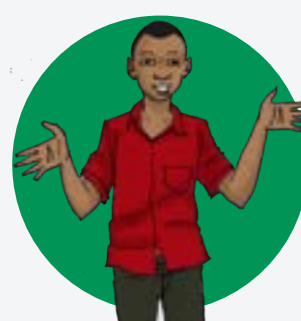
## CULTURE OF LEARNING

Creating a culture of reflection and learning starts with staff who model this approach



## INCLUSION

Engage a multitude of voices that includes program participants along with local partners and staff



## TRIANGULATION

Establish and analyze multiple data sources to inform program decisions



## PRACTICALITY

Be willing to streamline/simplify your learning approach to improve efficiency