

## A New Template for Measuring Transformative Changes among Community Cadre: An Experiment with the Community Cadre of CORE Group Partners Project (CGPP), India

Sudipta Mondal<sup>1</sup>, Manojkumar Choudhary<sup>2</sup>, and Roma Solomon<sup>2</sup>

<sup>1</sup> Project Concern International (PCI), India  
<sup>2</sup> CORE Group Partners Project (CGPP), India

### Background

- CORE Group Partners Project (CGPP) recruited more than 8,000 women from the local communities to work as Community Mobilization Coordinators (CMCs) since early 2000<sup>1</sup>.
- The project equipped the CMCs with technical knowledge on polio immunization and other vaccinations, community mobilization, communication skills, program planning, job aids, and data-keeping through regular training, established a robust review mechanism and created an environment that facilitated a lot of learning on the job<sup>2</sup>.
- Have all these inputs resulted into transformative changes among the CMCs? Can we measure such changes?

### Specific Aims & Objectives

To develop and test empirically a new methodology to measure the level of transformation experienced by the community cadre while discharging their duties as frontline workers. The specific objectives were to create:

- A standard tool that can be readily used with contextual adjustments
- A guidance on how to use the tool and analyse the data to establish the level of transformative changes



### Methods

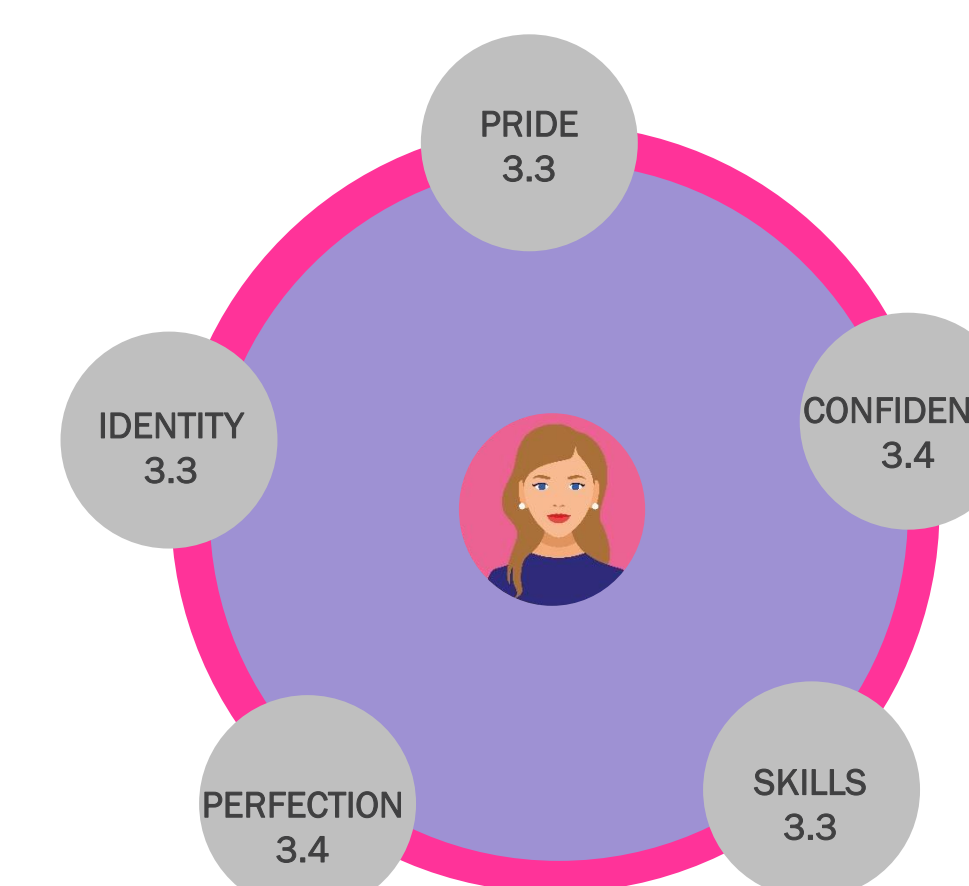
We have used a modified version of the Transformation Rubric for Engaged Learning Matrix<sup>3</sup> which includes five elements—Confidence, Pride, Skills, Perspective, and Identity to measure transformative changes.

A total of 217 CMCs, who were less than 35 years and associated with the project for over a year, were randomly chosen from 12 intervention districts and interviewed in November 2021.

56 items were included in the tool to explore the five elements. Confirmatory factor analysis was conducted. Finally, the respondents were normatively scored and the accuracy of the scores was tested with feedback from their supervisors.

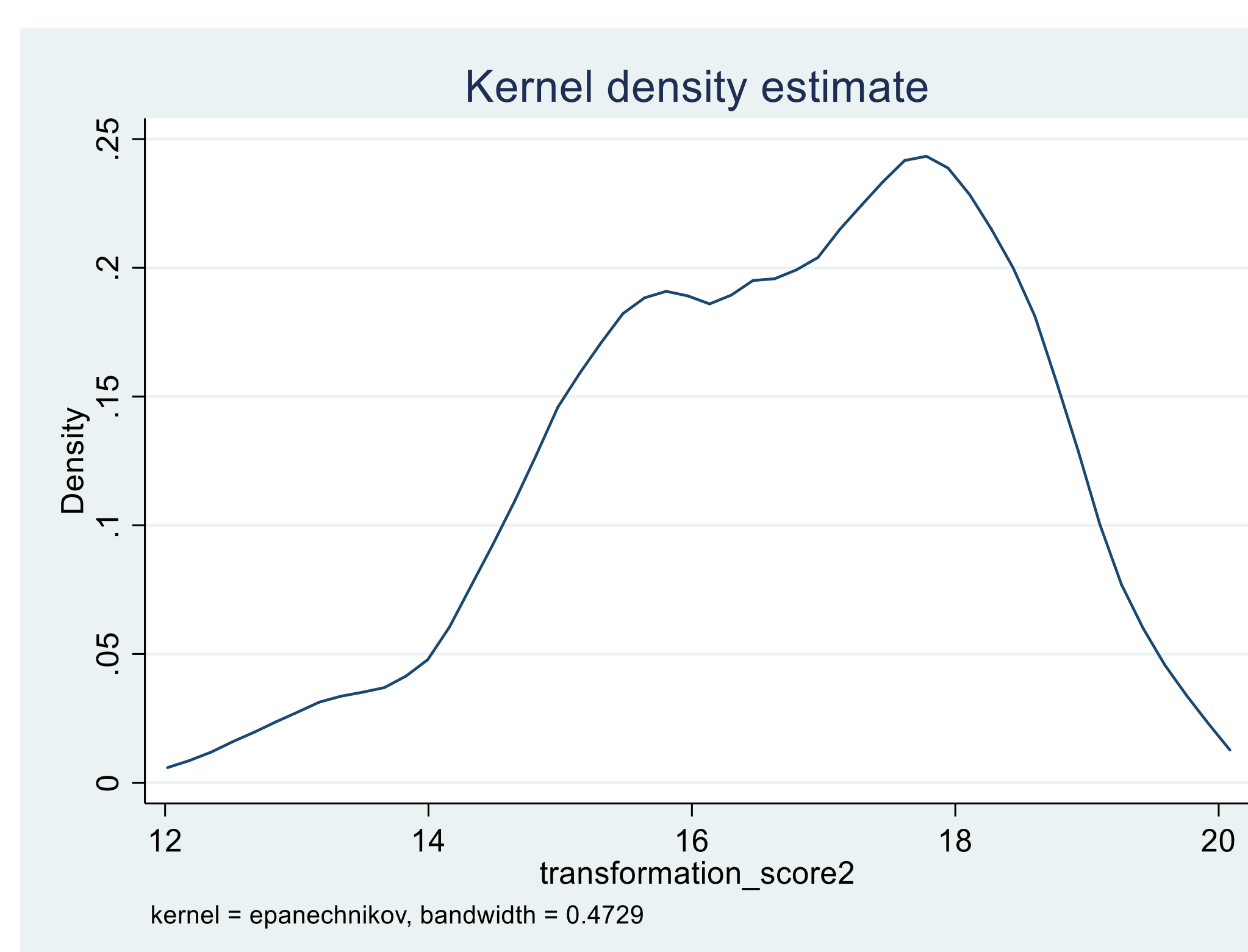
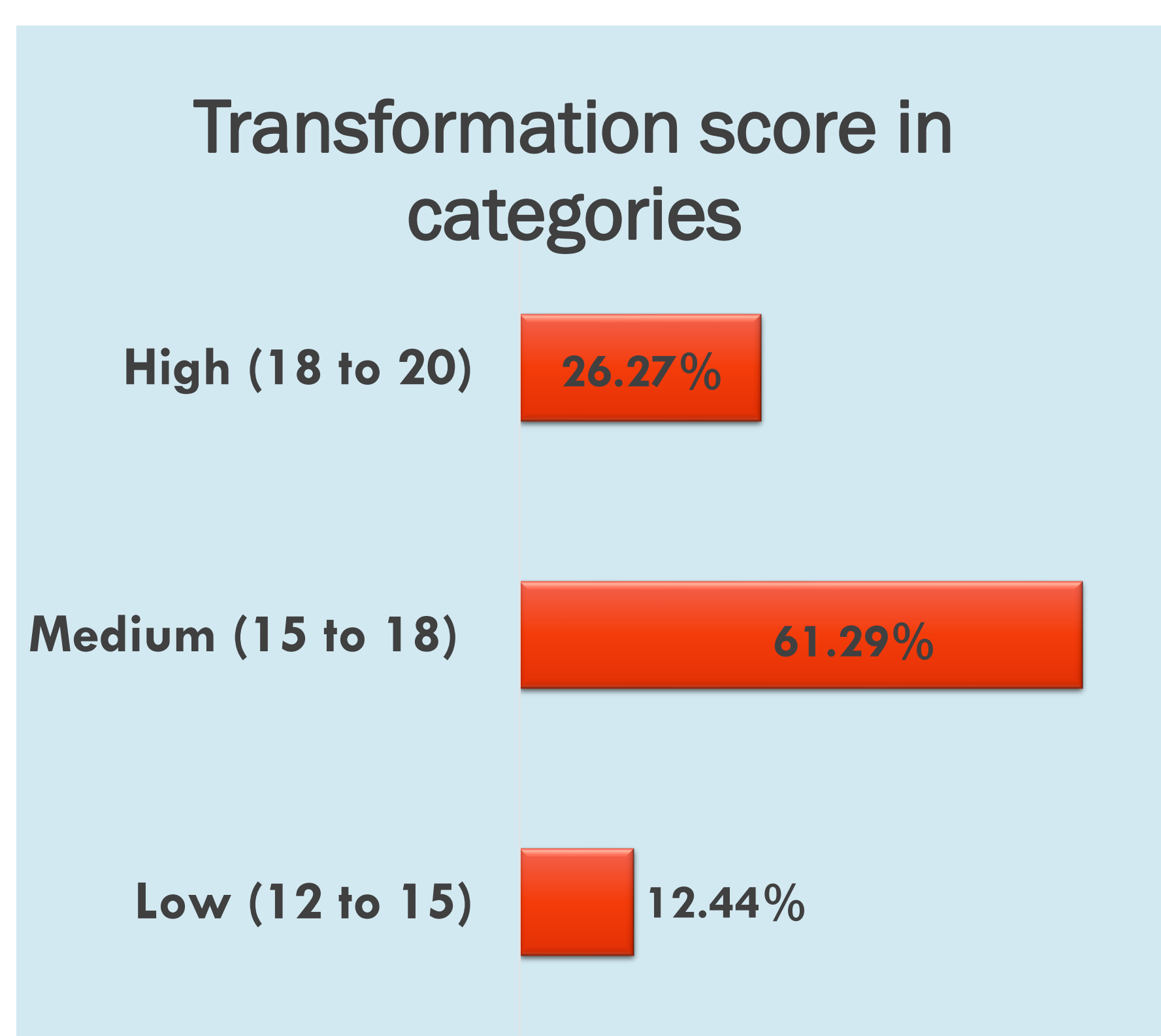
### Results

Out of a total possible score of 4, the mean score of the CMCs was as follows:



The total mean score was 16.8 in a range between 12-20. The kernel Density Function was used to smoothen the scores – 26% were in higher stages of transformation, 12% on the lower rung, and the rest scored in the middle. Five CMCs with high scores and 5 with low scores were randomly chosen. Their field supervisors rated them. The supervisors' ratings matched the normative score.

### Graphs/Figures



### Conclusions

The study provides greater empirical validity to the measurement instrument. It finds that the CMCs demonstrated model behaviors, displayed an eagerness to improve their skill through undertaking professional courses, and expressed interest to continue with the community development work post-CGPP. The measurement matrix can be used in a similar setting to identify the level of transformative changes among the community cadre.

### Acknowledgements

USAID for funding support to do the research  
CMCs who participated in the survey

Contact us at [smondal@pciglobal.in](mailto:smondal@pciglobal.in)

### References

- 1 Solomon, R. (2019). Involvement of civil society in India's polio eradication program: lessons learned. *Am J Trop Med Hyg* 101 (Suppl 4): 15–20.
- 2 Perry, H. B., Solomon, R., Bisrat, F., Hilmi, L., Stamidis, K. V., Steinglass, R., Weiss, W., Losey, L., & Ogden, E. (2019). Lessons Learned from the CORE Group Polio Project and Their Relevance for Other Global Health Priorities. *The American Journal of Tropical Medicine and Hygiene*, 101(4 Suppl), 107-112. <https://doi.org/10.4269/ajtmh.19-0036>
- 3 Springfield, E. (2015). Gwozdek, A. and Andrew, P Smiler. *International Journal of EngineeringPortfolio*, 5(1), 63–74. <http://www.theijep.com> ISSN 2157-622X.