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What's New at USAID in Policy, Planning, and Learning?

USAID Alumni Association (UAA)

**Wednesday
April 14, 2021**

Created by USAID's Bureau for Policy, Planning, and Learning (PPL)

— AGENDA

- **Opening Remarks**
  - PPL AtA - Michele Sumilas
- **Development Policy in the Biden-Harris Administration**
  - PPL/P - Joshua Kaufman
- **Strategic & Program Planning**
  - PPL/SPP - Kathryn Stevens
- **LER in the Program Cycle**
  - PPL/LER - Aye Aye Thwin
- **Program Office**
  - PPL/PO - Courtney Maloney
- **Closing Remarks**
  - UAA - Steve Giddings
- **Q&A**

OPENING REMARKS

Michele Sumilas

Assistant to the Administrator

Bureau for Policy, Planning, & Learning (PPL)
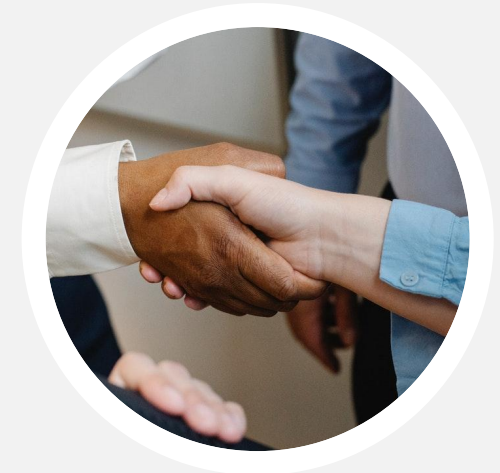
Joshua Kaufman

Director - Office of Policy (P)

Bureau for Policy, Planning, & Learning (PPL)

PPL/P

DEVELOPMENT POLICY IN THE BIDEN-HARRIS ADMINISTRATION

PPL/P - Joshua Kaufman

- "Interconnected and gargantuan challenges" confronting the world today:
  - COVID-19
  - Climate Change
  - Strategic Competition with the PRC
  - Conflict and State Collapse
  - Democratic Backsliding
  - Diversity, Inclusion and Racial Equity

- Upcoming Policy Processes
  - National Security Strategy
  - Joint Strategic Plan
  - USAID Policy Framework

CLIMATE CHANGE
PPL/P - Joshua Kaufman

- Combating Climate Change
  - Another core priority for U.S. foreign policy, national security
  - A program area where USAID already has extensive equities

- Climate change impacts nearly every sector and country in which USAID works
  - New Agency-wide climate strategy
    - To help focus and improve our efforts to meet this urgent crisis
    - Thinking about Climate in a new and profound way, which we will reflect in the Strategy thanks to an Agency-wide effort to complete it by November 1st.

- Biden's Virtual Leaders Summit on Climate
  - Catalyzing global ambition to address the climate crisis
  - USAID has coordinated closely with the NSC on deliverables for the Summit
  - Great opportunity to highlight our work

COVID-19 PANDEMIC
PPL/P - Joshua Kaufman

- Defeating the COVID-19 pandemic
  - One of the highest priorities at home and abroad
  - USAID continues to be at the forefront of this fight around the world

- USAID Contributions
  - $4 Billion to Gavi, the vaccine alliance
  - Advancing equitable global access to COVID-19 vaccines

- USAID COVID Task Force
  - PPL's Office of Policy is working closely with the Agency's newly created COVID Task Force to ensure that USAID undertakes a coordinated, Agency-wide approach to this global challenge

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STRATEGIC COMPETITION: PEOPLE'S REPUBLIC OF CHINA

PPL/P - Joshua Kaufman

- Strategic Competition Issues - People's Republic of China
  - Beginning to formulate USAID's role in this administration's engagement with Beijing;
  - And the related cross-cutting and nuanced issues

- Where the United States and USAID can cooperate vs. compete with Beijing
  - How we clarify what this means in practice
  - Recognize we operate in a different space than the State Dept. or DoD

Kathryn Stevens

Director - Strategic & Policy Planning (SPP)

Bureau for Policy, Planning, & Learning (PPL)

PPL/SPP

STRATEGIC & PROGRAM PLANNING (SPP)
PPL/SPP - Kathryn Stevens

A Bit About Us...

Capacity Building

iDesign

Program Design + Implementation

Strategic Planning + Adapting

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STRATEGIC & PROGRAM PLANNING (SPP)
PPL/SPP - Kathryn Stevens

Strategy...

2020
- Over 60 CDCS, RDCS and SFs approved
- Tools, Templates + a Streamlined Process
- Process now takes 9 months; 35p. strategies

2021
- Implementation + Adaptation
- Process Improvement
- Technical Assistance + Capacity Building

STRATEGIC & PROGRAM PLANNING (SPP)
PPL/SPP - Kathryn Stevens

ADS Updates: Program Design & Implementation

Activity Design (SPP)
- Harmonized and rationalized requirements for smoother process

Project Design (SPP)
- Optional
- Shortened design process, streamlined requirements
- Revised function, thinner product

Monitoring, Evaluation & Collaborating, Learning & Adapting (CLA) (LER)
- Streamlined planning & reporting
- Ensured touchpoints for learning & adapting

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STRATEGIC & PROGRAM PLANNING (SPP)
PPL/SPP - Kathryn Stevens

Interaction between SPP and the UAA

- **Mentoring and knowledge exchange with UAA members**
  - Briefing on ADS changes on the Program Cycle
  - Links to training and other support on the Program Cycle

- **Building links between UAA members and Mission needs**
  - Links to Mission partners and country experience

- **Learning from UAA members on policy reform, negotiations and influence**
  - Field experience capture, including interviews
  - Development of possible training support and other interactions

USAID Program Cycle
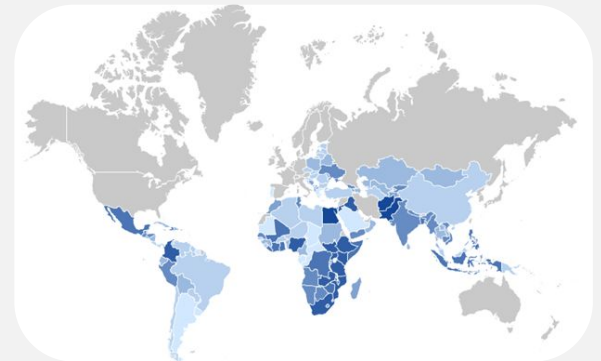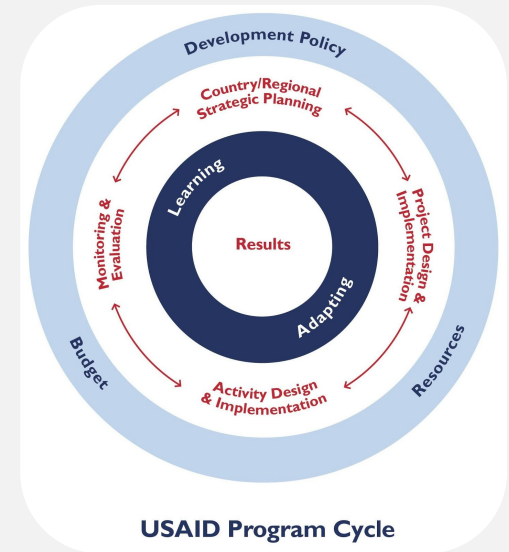
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Aye Aye Thwin

Director - Learning, Evaluation, & Research (LER)

Bureau for Policy, Planning, & Learning (PPL)

PPL/LER

LER IN THE PROGRAM CYCLE
## PPL/LER - Aye Aye Thwin

- Office of Learning, Evaluation and Research (or LER)
  - Supports USAID to be an effective learning organization

- Our work falls within **three linked mandates**:

1 **EVIDENCE:** Strengthen Agency capacity to build and use evidence to inform decisions.

- Evidence Act Implementation: Agency Evaluation Officer, Agency Learning Agenda, Annual Evaluation Plan, Evidence Capacity Assessment

- Support Joint Strategic Plan Development and Manage the Annual Performance Plan and Report on JSP objectives

- Business owner for performance management workstream of the Development Information Solution

- Support for monitoring, evaluation, and learning around COVID-19

LER IN THE PROGRAM CYCLE
PPL/LER - Aye Aye Thwin
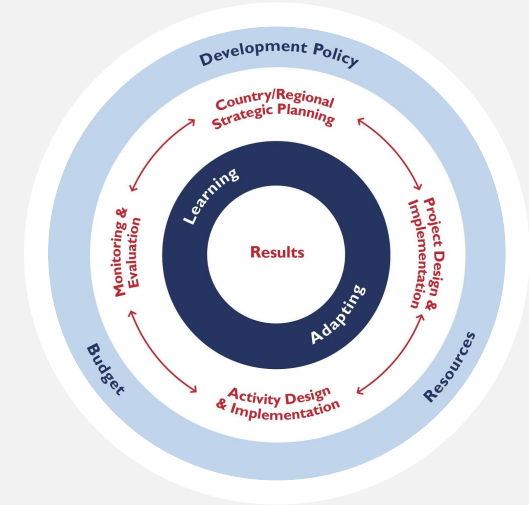
2 **PROGRAM CYCLE:** Provide guidance and support to OUs and Missions on how to measure and evaluate programs to inform learning and adaptation as part of an integrated Program Cycle

- Program Monitoring
- Evaluation
- Collaborating, Learning and Adapting

3 **ORGANIZATIONAL LEARNING:** Develop guidance and support for improving Knowledge Management and Organizational Learning (KMOL) at USAID

- Knowledge Retention pilot with Missions
- KMOL policy

Courtney Maloney

Deputy Director - Program Office (PO)

Bureau for Policy, Planning, & Learning (PPL)

PPL/PO

PROGRAM OFFICE (PO)
PPL/PO - Courtney Maloney

- Technical and Operational Home to the Agency's 300+ Foreign Service Program Officers

  - Continuing Priority - Elevating PPL's support to the backstop around:

    - Recruitment
    - Training and Education

    - Career Management
    - Professional Development

"I made a new family with my 2019 cohort and the program staff. After the many discussions, workshops and dinners, I left knowing I had a support system in my journey to becoming an FSO."

Rose Quispe
2019 Payne Fellow

INTRODUCING THE 2021 FELLOWS

- UAA Mentoring Program

  - PPL Backstop 02 Team works with UAA to pair Program Officers and Payne Fellows

    - 2019 - PPL and UAA matched 4 Payne Fellows (including 2 PO Payne Fellows) and 10 Program Officers

    - 2020 - 5 Payne Fellow matches (including 2 PO Payne Fellows) and 9 Program Officers

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PROGRAM OFFICE (PO)
PPL/PO - Courtney Maloney

- Surveying - Mission Directors/Deputy Mission Directors, Program Officers, & FSNs to identify:

  - Professional and Career Development Needs

  - Core Competencies

  - Skill Gaps

  - Engagement Preferences

- Monthly Field Calls

  - To Share Information

  - Provide Guidance

  - Answers to FAQs - related to topics such as:

    - FS Performance and Promotion System

    - Assignments and Bidding

PHOTOS: USAID's 2019 Program Officer Conference