Construct Validity for M&E Indicators Training Course

Professional Development Training Course Outline

Category	Monitoring and Evaluation	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Construct validity is a cornerstone of high-quality Monitoring and Evaluation (M&E) systems, ensuring that indicators genuinely measure the concepts, outcomes, and changes they are intended to capture. In results-based management, theory-driven evaluation, and evidence-informed decision-making, weak construct validity leads to misleading conclusions, poor accountability, and ineffective program design. Construct Validity for M&E Indicators Training Course equips practitioners with the analytical frameworks and methodological rigor required to assess, design, and validate indicators aligned to abstract constructs such as empowerment, resilience, governance quality, institutional capacity, and social inclusion.

The training bridges theory and practice by integrating construct validity concepts with logframes, theories of change, indicator reference sheets, and evaluation designs used by governments, NGOs, donors, and research institutions. Participants will gain hands-on experience using qualitative and quantitative validation techniques, triangulation strategies, and real-world M&E case studies to strengthen indicator credibility, data integrity, and impact measurement across development, humanitarian, and policy contexts

Programme Curriculum

Construct Validity for M&E Indicators Training Course

Introduction

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Course Duration

5 days

Course Objectives

By the end of this course, participants will be able to:

1. Define construct validity within results-based M&E frameworks
2. Distinguish construct validity from content, criterion, and face validity
3. Translate abstract development concepts into measurable indicators
4. Align indicators with theories of change and causal pathways
5. Identify common construct validity errors in logframes and RBM systems
6. Apply indicator operationalization techniques
7. Use qualitative and quantitative validation methods effectively
8. Assess construct validity using triangulation approaches
9. Integrate construct validity into baseline and endline designs
10. Strengthen indicator credibility for donor reporting and audits
11. Evaluate construct validity in composite and proxy indicators
12. Improve data quality through conceptual clarity and consistency
13. Design validation plans for complex social and institutional indicators

Target Audience

1. Monitoring and Evaluation Officers
2. Project and Program Managers
3. Research and Learning Specialists
4. Donor-Funded Project Staff
5. Government M&E and Planning Officers
6. NGO and INGO Technical Advisors
7. Policy Analysts and Think Tank Researchers
8. Development Consultants and Evaluators

Course Modules

Module 1: Foundations of Construct Validity in M&E

- Definition and theoretical foundations
- Constructs vs indicators in M&E
- Importance in results-based management
- Link to accountability and learning
- **Case Study:** Measuring “youth empowerment” in livelihoods programs

Module 2: Constructs, Concepts, and Theories of Change

- Identifying abstract constructs
- Mapping constructs to outcomes
- Role of theory-driven evaluation
- Logical consistency in causal chains
- **Case Study:** Governance reform program ToC

Module 3: Operationalizing Constructs into Indicators

- From concepts to observable measures
- Indicator specification techniques
- Avoiding construct under-representation
- Ensuring conceptual clarity
- **Case Study:** Institutional capacity indicators

Module 4: Construct Validity vs Other Validity Types

- Content, criterion, and face validity
- Complementarity in indicator design
- Common validity misconceptions
- Practical validation checklists
- **Case Study:** Health system performance indicators

Module 5: Qualitative Approaches to Construct Validation

- Key informant interviews
- Focus group discussions
- Participatory validation techniques
- Contextual and cultural considerations
- **Case Study:** Social inclusion measurement

Module 6: Quantitative Techniques for Construct Validity

- Correlation and factor analysis (conceptual level)
- Scale development principles
- Reliability vs validity
- Data consistency checks
- **Case Study:** Resilience index development

Module 7: Triangulation and Mixed-Methods Validation

- Data source triangulation
- Methodological triangulation
- Validating proxy indicators
- Addressing measurement bias
- **Case Study:** Food security indicators

Module 8: Integrating Construct Validity into M&E Systems

- Indicator reference sheets
- Validation in baseline/endline studies

- Donor compliance and reporting standards
- Continuous improvement of indicators
- **Case Study:** Multi-country donor-funded program

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com