

# Implementing the Most Significant Change Technique: Lessons Learned from El Salvador

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# Why Most Significant Change?

- ◆ Natural storytelling process
- ◆ Our El Salvador Program
  - ◆ Youth create local peace networks
  - ◆ Focused on social change
- ◆ AFSC values

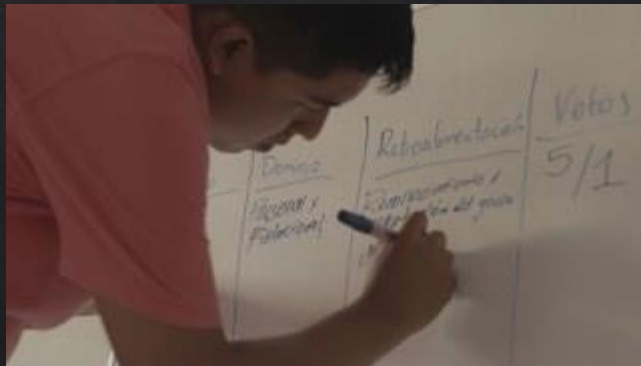




# Brief overview of Most Significant Change



- ◆ Stories of significant change are collected
- ◆ A selection committee selects the stories that represent the Most Significant Change (MSC)
- ◆ Selection committee documents and analyzes what values the selected stories tell about the program



# Methods

- ◇ MSC technique was implemented by AFSC El Salvador team and partners
  - ◇ MSC Training of Trainers
  - ◇ Contextualizing the tool
  - ◇ Interviewing skills
    - ◇ Nonverbal interviewing skills
- ◇ Keep the authenticity of youth voices

# Contextualizing the Templates

## Appendix AB-AD: MSC Training Documents

### 3. Questions

1. Tell me how you (the storyteller) first became involved with the Micro Peace Networks Project and what your current involvement is:

2. From your point of view, describe a story that best describes the most significant change that has resulted from your involvement in this project?

3. Why was this story significant for you?

4. How, (if at all) has the work of the project staff and partners contributed to this?



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### Preguntas

1. Cuéntame cómo (el narrador) participaste por primera vez con Micro Plataformas de Paz: \_\_\_\_\_ y cuál es tu papel en estos momentos?

2. Desde tu experiencia, cuéntame una historia que mejor describa el cambio más significativo que, para bien o para mal, hayas obtenido de tu participación en la Micro Plataformas de Paz en El Salvador: \_\_\_\_\_

3. ¿Por qué esta historia fue significativa para tí?

4. ¿Cómo el trabajo de los voluntarios de las Micro Plataformas de Paz y personal de AFSC han contribuido a esto?

5. ¿Hay algo más que quieras agregar sobre el cambio que me describiste?



# Successes and Challenges

## ◆ Successes

- ◆ Captured changes we were not looking for
- ◆ Stories have been used in other projects
- ◆ Build staff capacity
- ◆ Relationship with the communities in which we work in El Salvador

## ◆ Challenges

- ◆ Time and resource heavy process
- ◆ Difficult to capture critical feedback



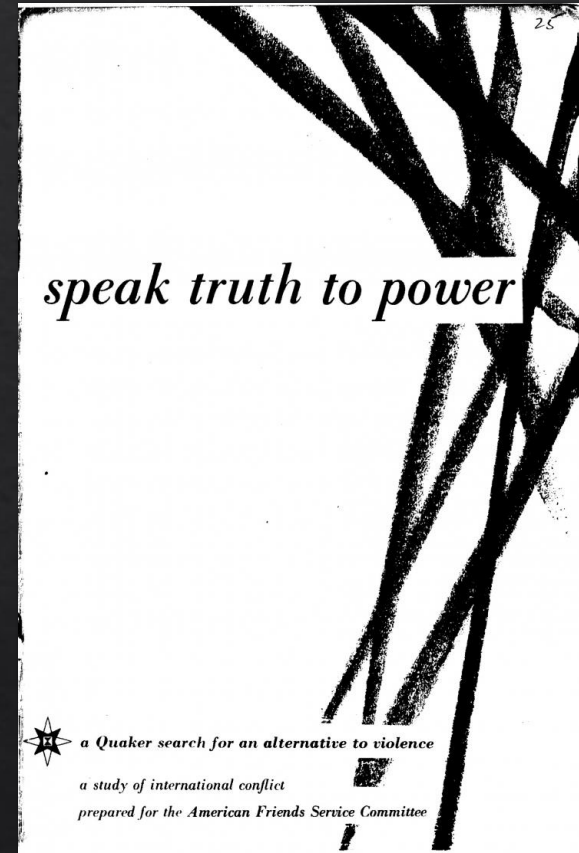
# MSC Impact on El Salvador Program

- ◆ Tested and confirmed the program Theory of Change
- ◆ Validated the importance for trauma-informed spaces and conversations around gender
- ◆ Gave youth the opportunity to realize and reflect on the changes in their lives
- ◆ Increased our and our partners interest and understanding in monitoring and evaluation



# For Future Consideration

- ◆ Who decides significance?
  - ◆ Power during monitoring and evaluation should be shared, “we are not the experts.”
- ◆ Why are stories significant?





# The Most Significant Change – El Salvador



and where I can discuss about topics that affect negatively to us, as young people.