

Target Metrics

In order to assess the success of the program, we have identified practical numbers for the expected outputs. This will determine the learning of the participants if the fund was well spent based on the project objectives, and if this project would either need further improvement or filter out redundancies in terms of its scope.

Training		
Metric	Detail	Number
Trainers	They are in charge of doing the lectures and series of discussions based on the course content.	4
Participants	They are the volunteers who will be undergoing the training session.	20
Sessions	This is where the course content will be discussed and assessment will be conducted.	40-48

LDP Familiarization		
Lesson	Detail	Outcome
Understanding Leadership Roles and Skills	Participants are expected to learn about the different areas of leadership within the Wikimedia movement. They will be aware of the various tasks of each leader and how to apply or aim for one.	Based on the assessment given, they should at least get a result not lower than 80% of the total tests. It is a plus if, after the training program, one or two of them will be leaders of the identified group or at least aiming for it.
Navigating Leadership Situations	Participants will be able to have the skills needed for a leader in terms of empathy for its members, management skills, conflict	Based on the assessment given, they should at least get a result not lower than 80% of the total tests.

	resolution, and other vital expertise.	Participants will be observed on how they managed to be team leaders during campaign immersion. Skills will be evaluated based on criteria.
Starting a Leadership Development Initiative	Participants are expected to be familiar with the four steps identified in this section.	Based on the assessment given, they should at least get a result not lower than 80% of the total tests. They will be asked to provide a draft of the Leadership Development Initiative. 10 submissions are expected.

Wikiproject Contributions		
Wikiproject	Detail	Number
Central Bikol Wikiquote	These are edits created either through creating new Wikiquote entries or improving the content.	1,500 edits
Tagalog Wikiquote	These are edits created either through creating new Wikiquote entries or improving the content.	1,500 edits
Central Bikol Wiktionary	These are edits created either by creating a new word entry or improving an existing one.	2,000 edits
Wikimedia Commons	These are photo documentations from the sessions conducted. Selected submissions from the assessments conducted will also be uploaded.	250 uploaded images

Impact Metrics

Impact	Detail	Number
Partnership Building	As participants are made aware of how collaborations play a major role in the movement, they are expected to initiate communicating with outside institutions to be part of the affiliate's activities. This can be either starting a Wikiclub in their respective with schools to serve as a satellite organization that connects the user group to schools.	3 partnerships
Volunteer Retention Strategies	It is evident in every activity that, with a large number of editors, a moment will come when this number will eventually decrease. A lot of strategies have been created to establish a constant number of editors who will strive to contribute for a long time. Participants, after being immersed in several campaigns and programs, are expected to identify the rise and fall in the number of editors, determine the burnout and retention factors, and be able to provide practical solutions.	5 strategies
Identifying gaps	Several campaigns have been created to address identified knowledge gaps in Wikiprojects. For gender gaps, see Art+Feminism, SheSaid, and WikiGap. Other communities have also observed the lack of significant articles in their local wikiprojects; thus, translate-a-thons were designed to tackle this area. After being immersed in editing for at least a year, a participant is expected to	2 identified gaps

	identify a gap that needs to be worked on. It can be on content, language, or even from the profile of the participants and existing editors.	
Organizational Role	After a year of training on leadership topics, participants are expected to apply these skills within the organization. It is not mandatory, but they are expected to take the initiative in leading the organization by being open to being elected as officers for the next period of the affiliate.	3 volunteers
Immersion in Wider WMF Community	The WMF is composed not only of affiliates but also of several groups and departments that are in dire need of volunteers for specific areas of work. Participants are encouraged to take volunteer roles in order to know the wider Wikimedia community further and meet other volunteers and leaders in the movement.	5 volunteers