

Systems Change Evaluation and Learning Framework

10-Step Process for Durable Systems Change

Evaluators and evaluation sponsors will find the framework useful for community and systems change initiatives or place-based strategies that address individuals with lived experience, individuals most impacted, or other focal groups.

Prepare for the Evaluation

- Establish a diverse project team
- Recruit and engage diverse collaborators
- Create a mutually beneficial project structure and participatory process



Assess the Situation - The System of Interest

- Critique and set the boundaries and scope of the system and issue of interest
- Assess historical, social, economic, and structural causes of targeted system conditions
- Create a visual map and narrative
- Use the systems map to identify potential leverage points and opportunities for systems change

Clarify the Systems Initiative

- Review the initiative's past activities
- Confirm the scope of the project's vision for change
- Confirm and clarify the initiative's intended outcomes, theory of change, logic model and strategies



Address Systems Change Capacity

- Examine the initiative's management, governance, partnerships, and leadership
- Assess the initiative's capacity to:
- collaborate and practice a shared vision to collect, analyze, and use data
 - meaningfully and authentically engage community partners in change efforts
 - design, implement, improve and align effective policies, practices, and programs at multiple levels

Co-Design an Adaptive Learning and Evaluation Strategy

- Engage and incorporate the voices of people most impacted by the evaluation
- Develop an evaluation approach that reflects inclusive research principles
- Match methods to the level of complexity
- Align the timing and content of data collected across levels



Use CRE* and SCIE** Methods and Metrics

- Use a diverse array of qualitative and quantitative data sources
- Capture changes in capacity at multiple levels
- Utilize multi-level measures of implementation
- Track emerging patterns, momentum, trajectories, and feedback loops
- Collect a variety of metrics and indexes
- Measure multiple dimensions of change across different groups and geographic locations
- Adjust methods and metrics to adapt to change

Collect Data

- Recognize and respect the cultural diversity of participants
- Prioritize informed consent
- Make data collection methods and materials accessible for disabilities
- Use inclusive recruitment strategies
- Safeguard the privacy and confidentiality of participant data



Analyze and Interpret Data

- Disaggregate data to document differences in outcomes across population groups
- Pay special attention to outliers or examples of positive deviance
- Incorporate participatory processes
- Use participatory analysis
- Create data visualizations

Report and Use Findings

- Use linguistically and culturally appropriate dissemination
- Communicate results to interested parties through diverse, creative, and barrier-free methods
- Focus on key findings and takeaways in plain language
- Build awareness of results for audiences
- Use the findings to develop a plan of action
- Engage the project team and community and system partners



Learn, Reflect, and Adapt

- Prioritize opportunities for reflective practice
- Design iterative learning cycles of critical thinking
- Engage project team members and community and system partners
- Reflect critically on your evaluation practices and their impact on different groups

