

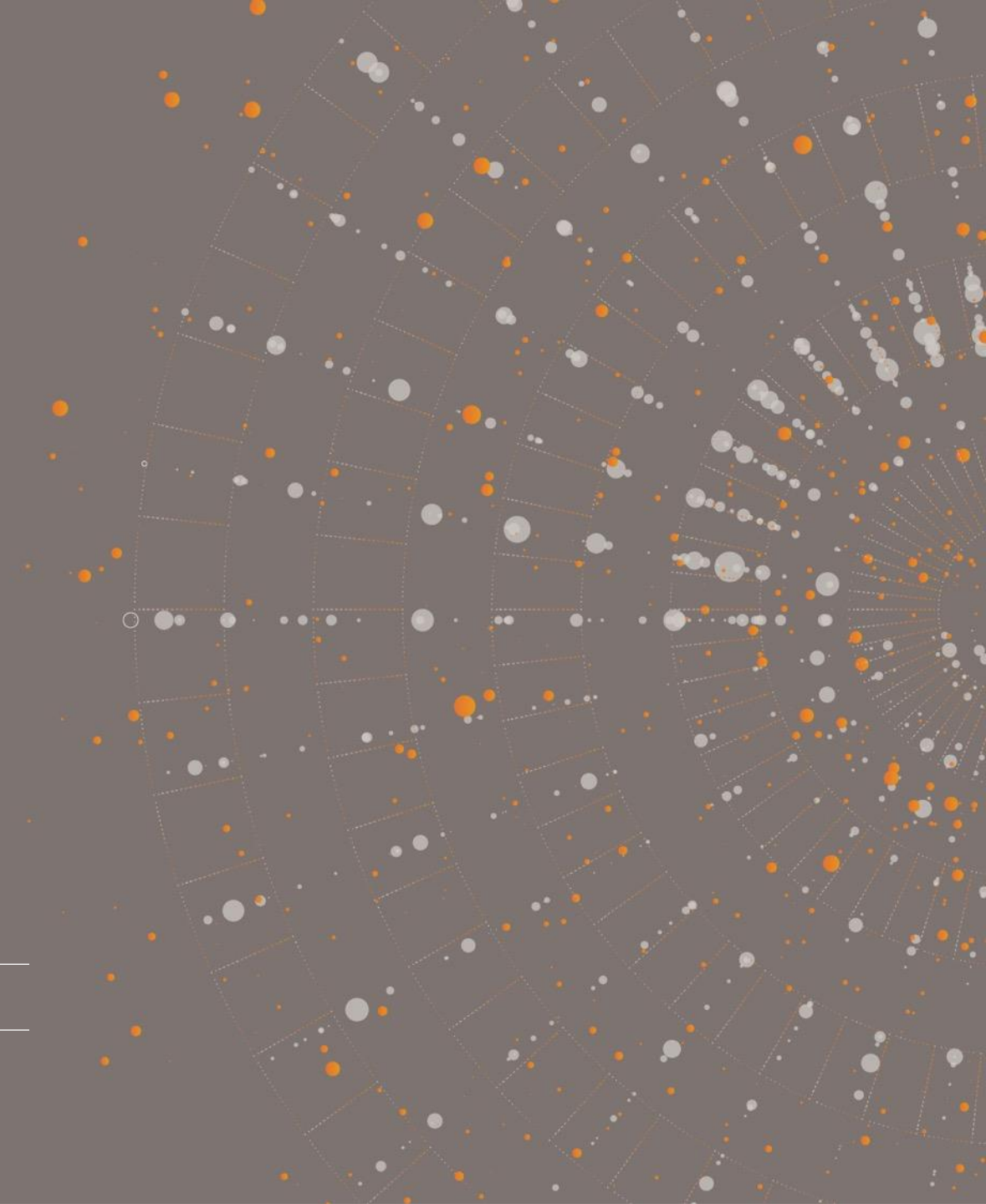
Evaluating Systems Change

Systemic Change Measurement Rubric

April 2026

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This rubric is designed to assess the extent and type of system change by examining shifts in policies, practices, relationships, power dynamics, and underlying norms and beliefs that influence outcomes over time in terms of how a system functions and who it works for.

The rubric uses five elements grounded in the following questions:

1. What is the dominant system of focus?
2. What is the initiative trying to accomplish?
3. How is the initiative working to accomplish its goals?
4. What is the capacity to create and sustain change?
5. What is the progress of systems change?

What is the Dominant System of Focus?



Place

Where does the system exist in space? What is the boundary?



Process

What does the system do and what flows through it?



Levels and Layers

How does the system exist across individuals to broader social, institutions, and structural contexts?

What is the Initiative Trying to Accomplish?



Structural

The formal architecture of the system and its influence on outcomes.



Relational

The relationships, power dynamics, and norms among actors in the system.



Transformational

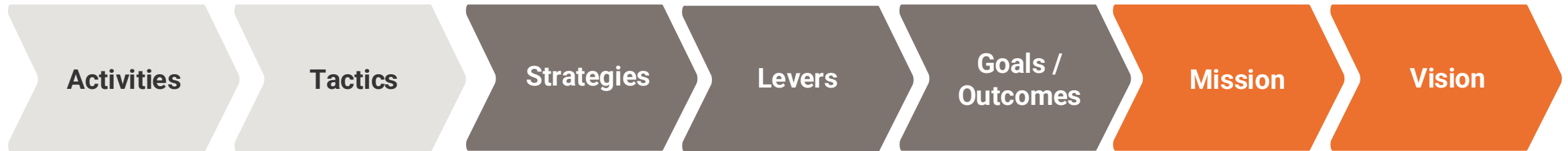
The purpose, values, and mental models of the system.

How is the Initiative Working To Accomplish Its Goals?

Concrete, operational, and short-term

Conceptual, directional, and medium-to long-term

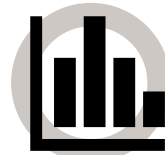
Abstract, aspirational, and forward-thinking



What is the Capacity to Create and Sustain Change? For example...



**Reflection,
decision-
making, and
planning**



Data capacity



Fiscal capacity

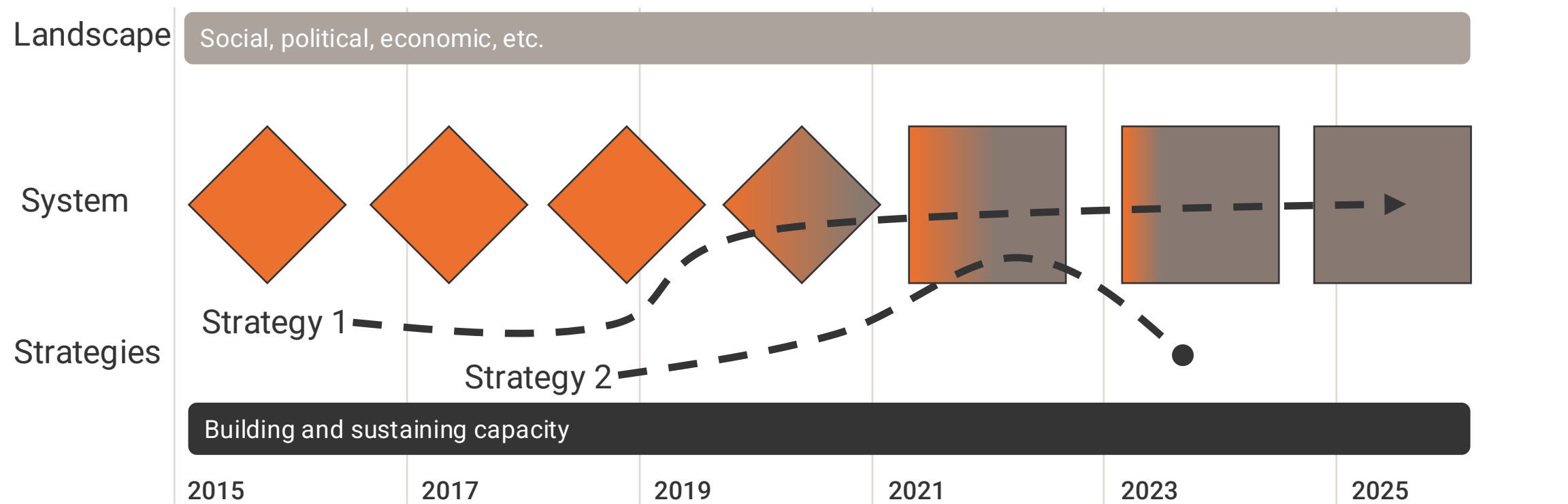


**Partnerships
and buy-in**



**Strategy /
initiative
specific**

How Do We Understand the Pace and Progress of Systems Change?



Transition Indicators

Scope

Parts of the system that are being changed and the range or domains that are affected

Scale

How big or widespread the change is and refers to the magnitude or reach across different actors, levels of the system, and geographies.

Depth

How fundamental the change is and how deeply the change affects the system.



Actors

Key actors involved in making change happen at the leverage points and their role.

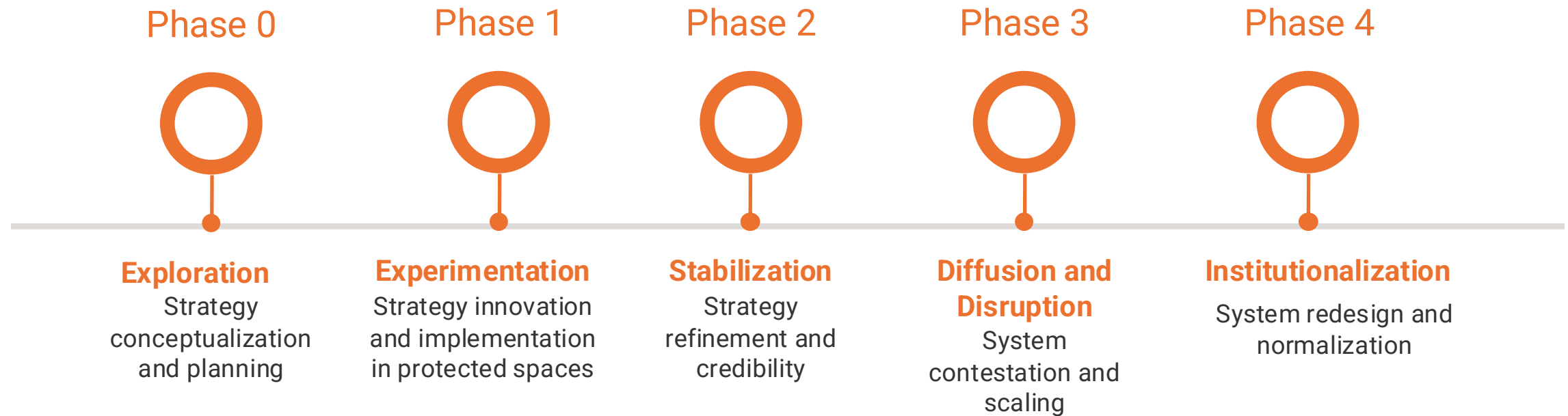
Momentum

Direction and speed of change and how the change interacts with existing system trajectories.

Benefit-Burden Distribution

Who benefits from the change, who gains and who does not.

Understanding the extent to which the system is transitioning to a new way of working.



Thank you.

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