Claiming Your Results

Making Evaluation a Core Organizational Practice

Assignment #1: Reflection on Evaluative Thinking and Practice[1]

Before you know where to go and what to do, you need to understand where you are. This reflection guide is designed to 1) make visible the domains in which evaluative thinking resides and 2) create the space to reflect on new ways of being and doing. Space is offered in each dimension for you to self assess and make

Evaluative Readiness

Provide examples of how well your organization is positioned to engage in evaluation. The bullet points below are elements of readiness you may wish to consider.

- Our organization has clearly articulated the change we are working towards.
- Our organization has articulated how specific activities contribute to the change we are working towards.
- We can articulate the unique ability of our organization to make an impact.
- We can articulate how our values guide and show up in our work.

Evaluative Practices and Use

Provide examples of how your organization is currently practicing and using evaluation. The bullet points below are elements of practice and use that you may wish to consider.

- We include different perspectives in planning and evaluation conversations.
- Our values are clearly reflected in our evaluation processes.
- There is a clear purpose for gathering the information we gather.
- We routinely use evaluative information to help us provide better programs, processes, products and services.
- Information is gathered and stored in a manner that it easy to use and make sense of.

Leadership

Provide examples of how your organization's leadership supports evaluation. The bullet points below are elements of leadership you may wish to consider.

- Organizational leaders use evaluation findings in decision-making and direction setting for the organization.
- Organizational leaders seek out information about new practices to improve upon what the organization does.
- Leaders model the importance of learning through their own efforts to learn.

Stakeholder Relationships

Provide examples of how your organization's relationships with stakeholders show up and are informed by evaluation. The bullet points below are elements of stakeholder relationships you may wish to consider.

- We include relevant stakeholders, including our clients, in determining the focus of evaluations.
- We gather and share information important to our stakeholders.
- We include relevant stakeholders in making sense of data so we have a shared understanding of what the data mean and the implications of it.