

Transformative Change

Reflecting on Evaluative Evidence

This tool provides a facilitation guide for reflection on what has been learned through evaluation of the innovation(s) that is being scaled. This tool is associated with the following guiding principle:

*Scaling of transformative change will occur if evidence collected through ongoing and responsive **evaluation** is used strategically.*

This tool is designed to support stakeholders to engage in guided reflection, using evaluative evidence about the implementation and impact of the innovation(s). Reflection facilitates learning and supports continuous improvement of processes and programs (Bennett, Bragg, & Kirby, 2012). This reflection activity provides critical information for planning further evaluation of the innovation and promotes the use of evaluation data in the scaling of the innovation.

To use the tool, convene key stakeholders and use the questions below to guide a discussion on what has been learned through evaluation of the innovation(s). Include a variety of stakeholders in this conversation, including, if possible, internal and external evaluators who have evaluated the innovation(s), individuals familiar with implementation of the innovation(s), and individuals who will be impacted by the innovation(s) as it scales.

To maximize the impact of the time spent together, it may be useful to distribute the following questions prior to the meeting, along with artifacts such as evaluation reports, presentation slides with evaluation findings, performance data, and grant reports. Also, it may be useful to have participants bring a list of items for each of the questions to the meeting. Individuals who cannot attend the meeting should be invited to review and reflect on the materials and share their lists with the facilitator prior to the meeting.



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Office of Community College Research and Leadership and The Collaboratory

Reflecting on Evidence Questions

1. How was the innovation(s) implemented? What was learned from evaluation of the implementation?
2. What evidence has been collected to evaluate the impact of the innovation(s)? What does evaluation of the innovation(s) that are being scaled tell us about impact?
3. What has been learned from all the evaluation evidence about scaling the innovation(s)? What intended and unintended outcomes (both positive and negative) are revealed through the data? What do these data suggest about the scaling process?

After discussing the stakeholders responses, write a short summary of what has been learned through evaluation of the innovation(s). Share this summary with all the stakeholders who were invited to attend the meeting and others who may be part of the scaling process. Finally, disseminate this information with anyone involved in who support scaling and/or evaluation of the innovation(s) in the future.

For reading/resources on Transformative Change, see the Transformative Change Initiative booklet: <http://occrl.illinois.edu/files/Projects/CCTCI/2014-tci-booklet.pdf>

Bennett, S., Bragg, D., & Kirby, C. (2012). *Review and Reflection*. (Rev. ed.). Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign. Retrieved from <http://occrl.illinois.edu/files/Projects/ptr/Modules/PTR%20Module%205.pdf>



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