

**Objective 4: Stakeholders are engaged in informing program-level developments**

**Outcome 1: Program updates are responsive to and reflect the needs of stakeholders**

<b>Measurable Action Steps</b> <i>So and so does such and such</i>	<b>Theories of Action</b> <i>If we do ..., then we expect we would see...</i>	<b>Critical Issues &amp; Design Challenges</b> <i>A known challenge preventing success</i> <i>A reason we know we can do better</i>	<b>What Better Looks Like</b> <i>or where we agree we are going together</i>
1. Engage stakeholders for feedback for all major program-level design updates.	If we gather feedback from stakeholders prior to changing the program and throughout the development process, we will have a more user-driven design.	Changes to program design and framing documents are sometimes disconnected from implementation reality (e.g. MERIT limitations).	Program updates are responsive to and reflect the needs of stakeholders (e.g. trainers, program managers, learners).
2. Create a feedback loop as part of the communication plan for each project.	If we show stakeholders how their feedback in being use, then we can expect to see higher levels of engagement in and buy-in for our program.	There are few consistent feedback loops to stakeholders who participate in community engagement efforts about how their feedback is used to inform the program.	

**Outcome 2: Stakeholders receive timely information about program-level changes.**

1. Develop communication plan for every program-level change.	If we implemented a communication plan for every program-level change, then stakeholders will be informed and prepared to implement.	Inconsistent communication of program-level changes and follow-through have created challenges in implementation.	Stakeholders receive timely information about program-level changes.
2. Translate communications (e.g. newsletter and social media posts) into Spanish and Somali and provide interpretation services.	If we translated our communications into Spanish and Somali and made interpretation services available for other languages, providers whose primary language is not English would be able to receive information.	All communications are sent out in English and are not accessible to trainers and other stakeholders whose primary language is not English.	