

Sustain and scale improvement

Annual Organizational Improvement Review

One year of organizational change.

Organization _____ Review period _____

Overall progress

Priorities established _____ Interventions initiated _____

Interventions completed _____ Targets achieved _____

Targets partially achieved _____ Targets not achieved _____

Review each priority

Priority	Baseline	Target	Current	Change	Status

What worked?

Which interventions produced measurable improvement?

What organizational conditions helped implementation succeed?

What did not work?

Which interventions did not produce the intended result?

Were there implementation barriers?

Workforce experience

Compared with the previous assessment cycle:

- ☐ Improved substantially
- ☐ Improved
- ☐ Little measurable change
- ☐ Declined
- ☐ Insufficient information

Organizational capacity

During this cycle, did the organization improve its ability to:

- ☐ Identify workforce problems
- ☐ Use employee feedback
- ☐ Identify systemic barriers
- ☐ Assign leadership accountability
- ☐ Implement organizational changes
- ☐ Measure outcomes
- ☐ Communicate progress
- ☐ Sustain successful changes

Next improvement cycle

Continue monitoring

Priorities to sustain

Priorities requiring further intervention

New priorities identified

Next assessment date _____