**Reflection Tool for Rapid Program Change**

The purpose of this reflection tool is to support evaluative thinking: a process by which we can improve and continue to strategically develop what we do. These questions can be used by an individual, a working team, or an organization. They can focus on a small project or a major program. Use this tool periodically during this time of crisis to help make inevitable program pivots that better affect strategic and effective change.

1. *In what ways have you changed/modified your program’s focus/emphasis, content or process/delivery methods, as a result of COVID-19?*
2. *So far, what results are you noticing from your decisions and actions? (Which innovations are working? What’s not working or especially challenging?)*
3. *Where are the opportunities for short-term/immediate success?*
4. *Where are the opportunities for making substantial change / to meet your long-term vision?*
5. *How can we fine-tune our strategies to be more effective at meeting our short and long-term goals?*
6. *What resources (broadly defined) would help you pivot your programming and do so more successfully? What inroads do you see to accessing those resources (e.g., through new and existing partnerships, repurposing of events or funding streams, etc.)?*

This tool was developed for the GREW Project Learning Community Session entitled: *Reflection in a Time of Rapid Response: How to Better Pivot Beginning Farmer and Rancher Programming in Times of COVID-19*, May 7, 2020. It was adapted from Baughman, S.; Archibald, T. & Vines, K. 2020. COVID19 Response Reflection Tool. Virginia Cooperative Extension – Virginia Tech & Virginia State University.