

	2019	2020	2021	2022
At least 3 publications related to intermediate outcomes produced annually, across the 3 countries; posted on-line	x	x	x	x
<i>Evaluation</i>				
<i>Development of full evaluation strategy</i>	x			
Two external evaluation teams contracted to conduct evaluations relevant to Twaweza by 2019; an additional two by 2020	x	x		
Initial concept papers and evaluation proposals, as well as tools (questionnaires, guides, etc.) available online within the first year of engagement		x	x	x
At least 4 blog entries or similar communication pieces produced annually on the basis of the engagement with external evaluators		x	x	x
Final analysis and reports stemming from the external evaluations posted on-line				
At least three papers submitted for peer-reviewed publication, based on the external evaluation results, by 2022				x
Research and Evaluation Advisory Group (REAG) sustained, with two meetings per year, providing substantive inputs into research / evaluation.				
<i>Learning activities</i>				
An annual internal “learning calendar” developed, aligning organizational information needs with monitoring and evaluation processes	x	x	x	x
Links (with contribution at conferences webinars, etc.) to two external learning structures maintained; an additional one by 2021	x	x	x	x
Internal learning culture lively in each country office, including different learning sessions	x	x	x	x
All Twaweza program staff spend a minimum of one week per year in selected communities in Tanzania and Uganda	x	x	x	x
Organizational Communications and Brand				
Effective system for all units contributing updates to website developed and website substantively updated on weekly basis with information from all 3 countries; usage tracked and analysed and implementation tweaked	x	x	x	x
Design and content review of Twaweza website by end 2019, and major design review in 2022	x			x
Core communication policies (social media, branding standards, etc.) well known by all staff in 2019, and in consistent use	x	x	x	x
Systematic database of media contacts and good working relations developed and regularly refreshed for all 3 countries	x	x	x	x
Compelling, accessible communication materials in different formats (e.g. print, video, online) on what is Twaweza, what we do, what we achieve and what we learn materials developed, refreshed, published and shared	x	x	x	x
At least one active social media channel in each country, updated daily, sharing key content from across Twaweza's programs	x	x	x	x