



**CERA Annual Conference
Sessions 1 & 2: Successful Site-Level
LCAP Implementation**

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**Plan
Alignment**



alignment

[uh-lahyn-muh nt]

noun

1. an adjustment to a line; arrangement in a straight line.
2. the line or lines so formed.
3. the proper adjustment of the components of an electronic circuit, machine, etc., for coordinated functioning: The front wheels of the car are out of alignment.
4. a state of agreement or cooperation among persons, groups, nations, etc., with a common cause or viewpoint.



Plan Alignment



<http://www.thedelphigroup.com/services/high-performing-teams/attributes-alignment/>



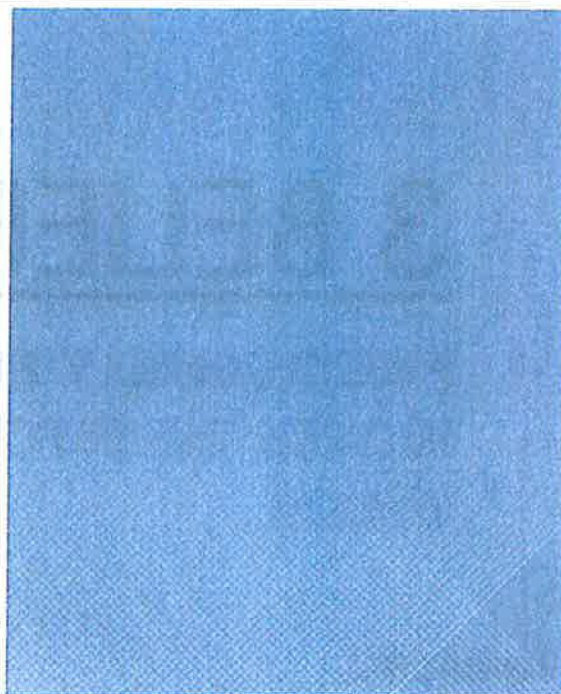
Aligning Plans

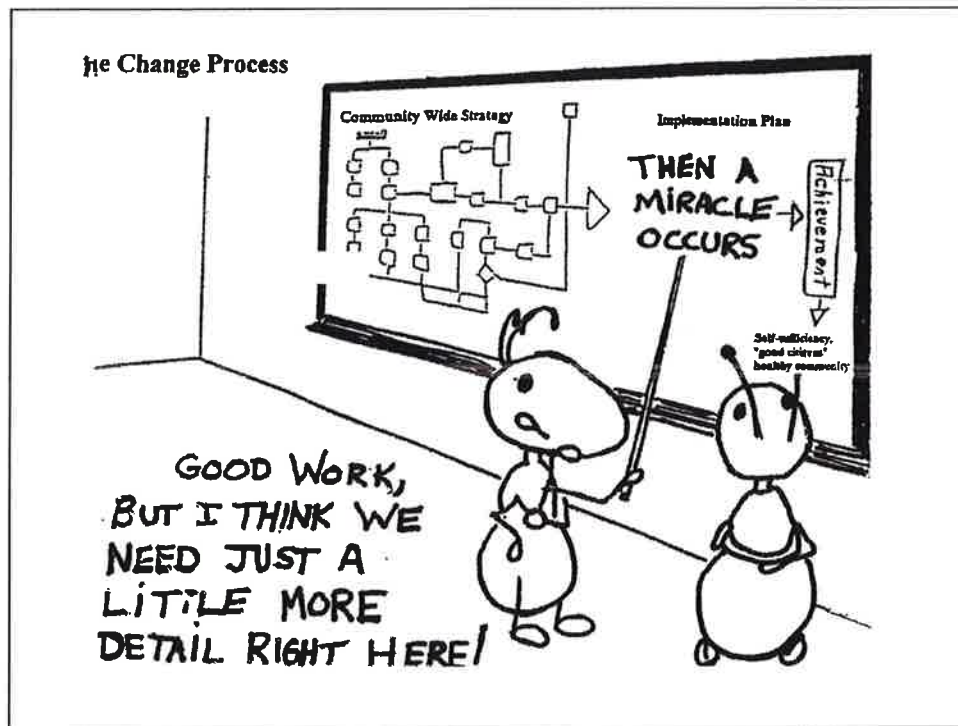
Where do you see strong alignment between plans in your district?

Where do you believe you have the most work to do to align plans in your district?



Implementation Practices



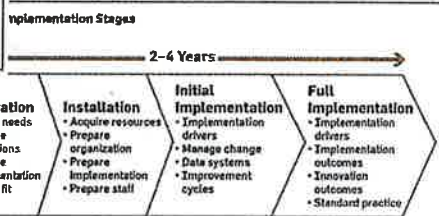
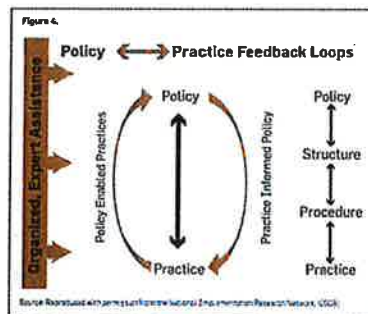
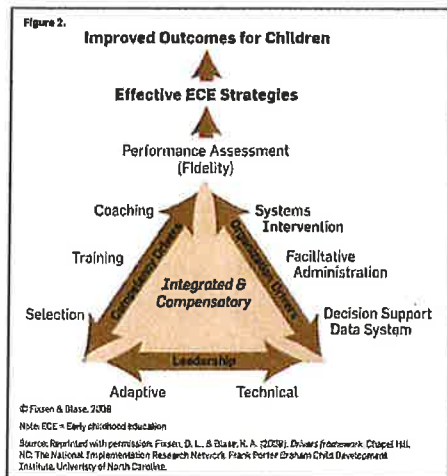


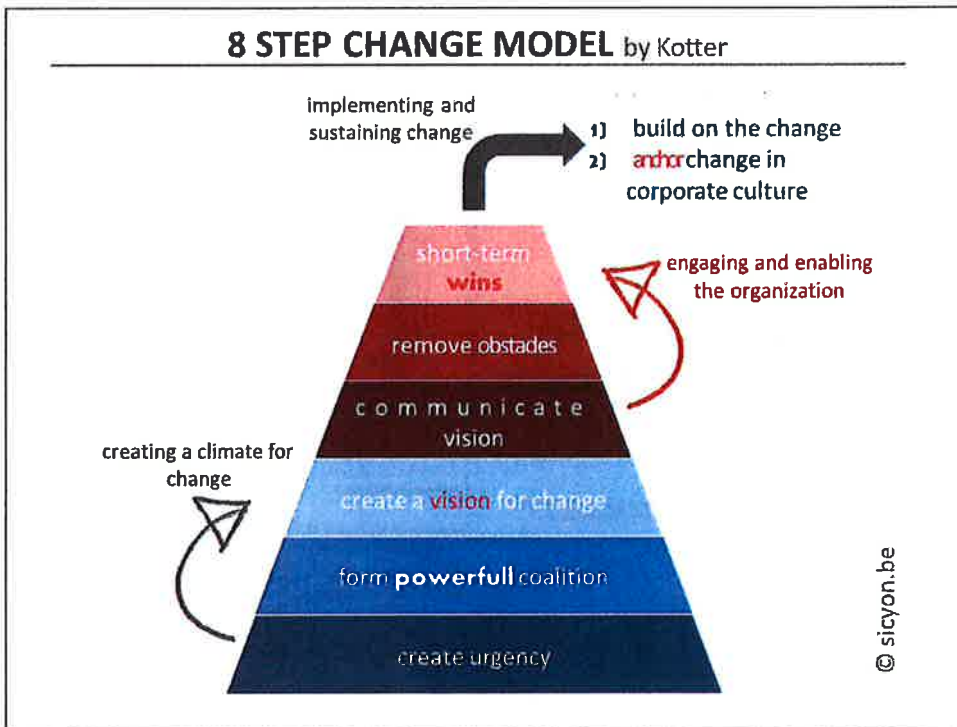
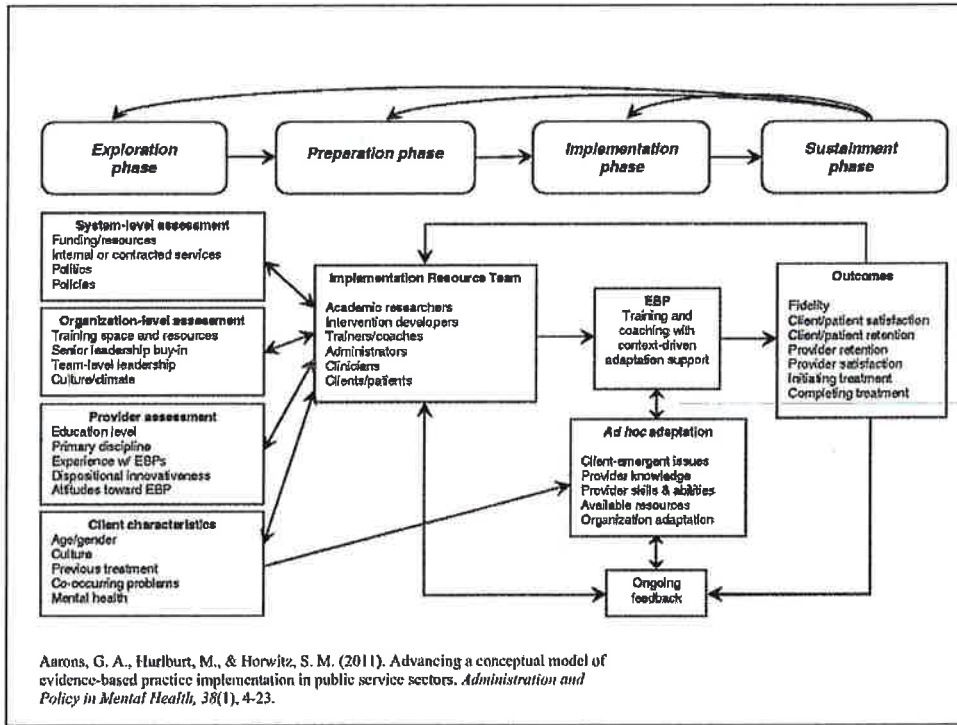
3 BELIEFS

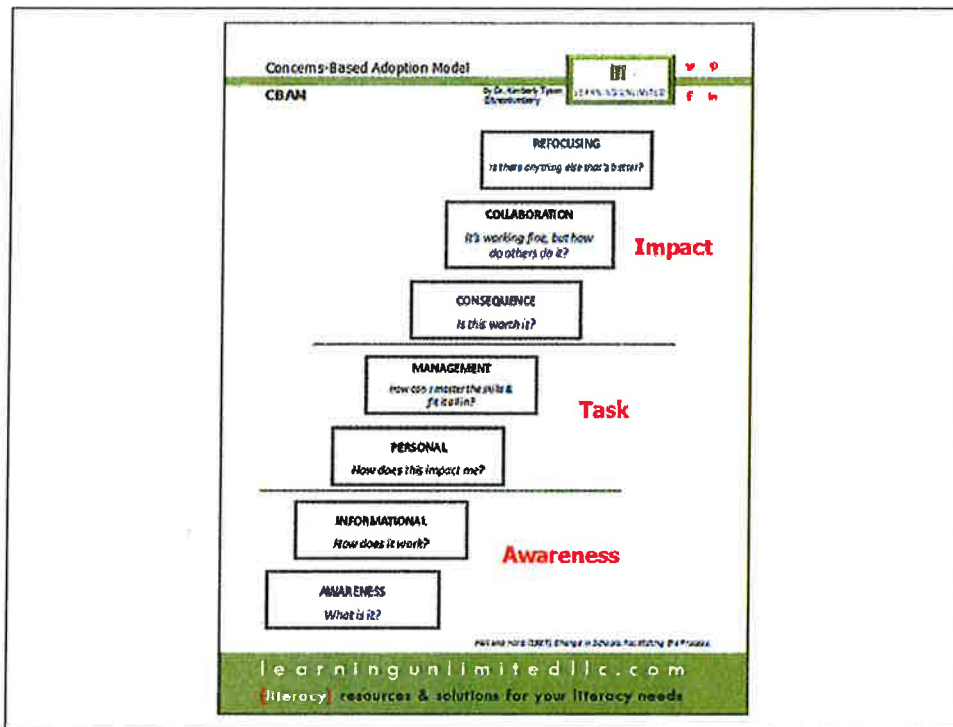
EMOTIONALLY ENGAGING
WORTH THE EFFORT
VIABLE

Think of a new LCAP service/action that has not yet been successfully implemented at school sites:

1. What was the rationale for adopting this service/action?
2. What will it look like when this service/action is successful?
3. What challenges may delay or impede successful implementation?







What do most implementation models have in common?

1. Bridging research and practice (commitment to evidence-based practices)
2. Application of organizational change and systems knowledge
3. Deep, early, and ongoing stakeholder participation
4. Process stages and adequate time
5. A partnership between stakeholders and assistance providers
6. A cycle of reflection and improvement
7. Relatively equal attention to the 'intervention' / strategy and the change process

What About “Fidelity”?

Most implementation literature suggests that EBPs require a solid theoretical foundation, quality data collection and analysis, clear evidence that results are impacted by program activities, and an intended impact on a “developmentally appropriate population” (Williams-Taylor, 2007, p. 3).

Common Basis for Selecting Services/Actions

- Promising Practices
- Isolated Cases
- Experimentation
- Complex systems = research challenges
- ?

Reflection

1. Identify one of the concepts that you think would have made a difference if addressed during the initiative you shared.
2. What might this have looked like?
3. What could you or someone else have done differently?

WestEd 

Thank you for coming!

For more information, please visit:

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