



# Champions for Leadership: A Case Study of Implementation

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# Purpose



**To share how our CFL projects  
relate to research  
on the  
Science of Implementation**



What is meant by  
implementation?



# Check for Understanding

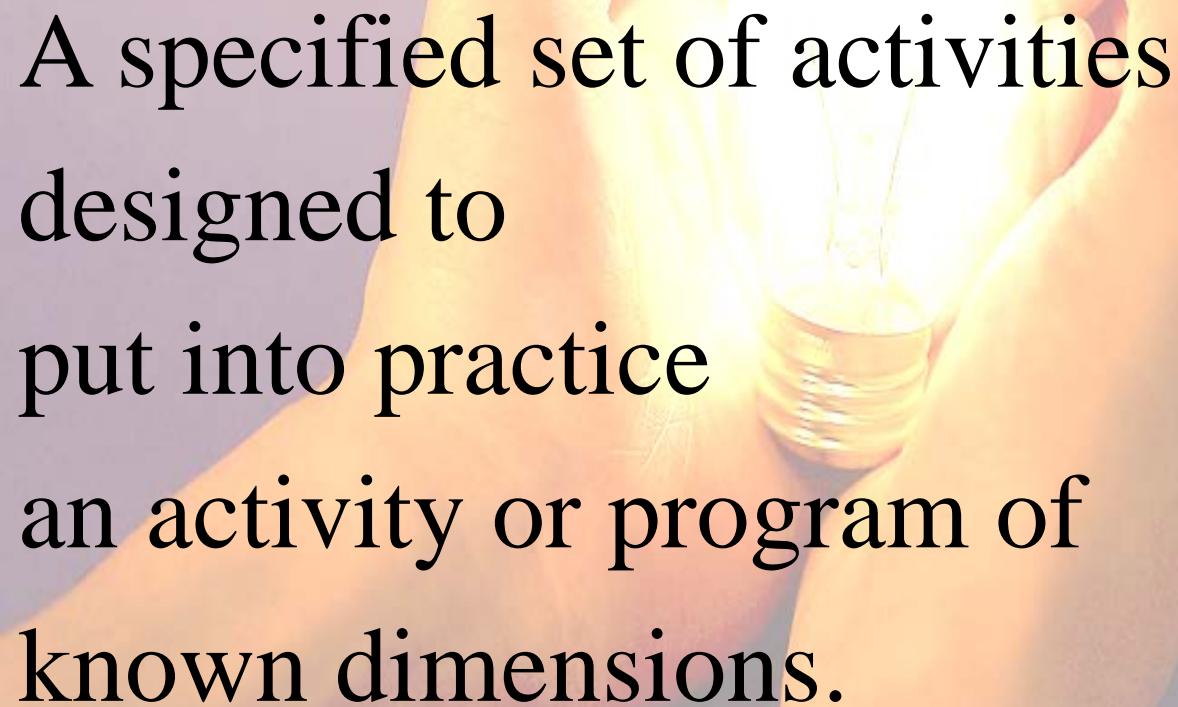


**Before implementing a project, one needs to consider:**

- 1. use of explicit strategies**
- 2. a specified set of activities designed to put into practice an activity or program**
- 3. cycles of inquiry and how recipients may respond to strategies**



# Implementation

A pair of hands is shown holding a glowing lightbulb. The lightbulb is the central focus, emitting a bright, warm yellow light that illuminates the hands and the surrounding area. The hands are positioned as if they are carefully holding or presenting the lightbulb. The background is a soft, out-of-focus gradient of light colors, creating a serene and hopeful atmosphere. The overall image conveys a sense of realization, innovation, and the bringing of an idea to life.

A specified set of activities  
designed to  
put into practice  
an activity or program of  
known dimensions.

# What is meant by Implementation Science?



Implementation processes are **purposeful** and are **described in sufficient detail** such that **independent observers** can detect the **presence and strength** of the **specific set of activities** related to implementation.

# Goals of Our Projects



- **A centralized, coherent assessment system for Alternative Education to provide meaningful dialogue about student learning during collaboration meetings among teachers and administrators**
- **Establishment of four networks for teachers, administrators and arts organizations to provide professional development, communication/advocacy, and engagement in the arts**

# Success



**The most successful implementation efforts....**

- a. put into place new policies**
- b. put into place new procedures**
- c. put into place new processes**
- d. change culture**

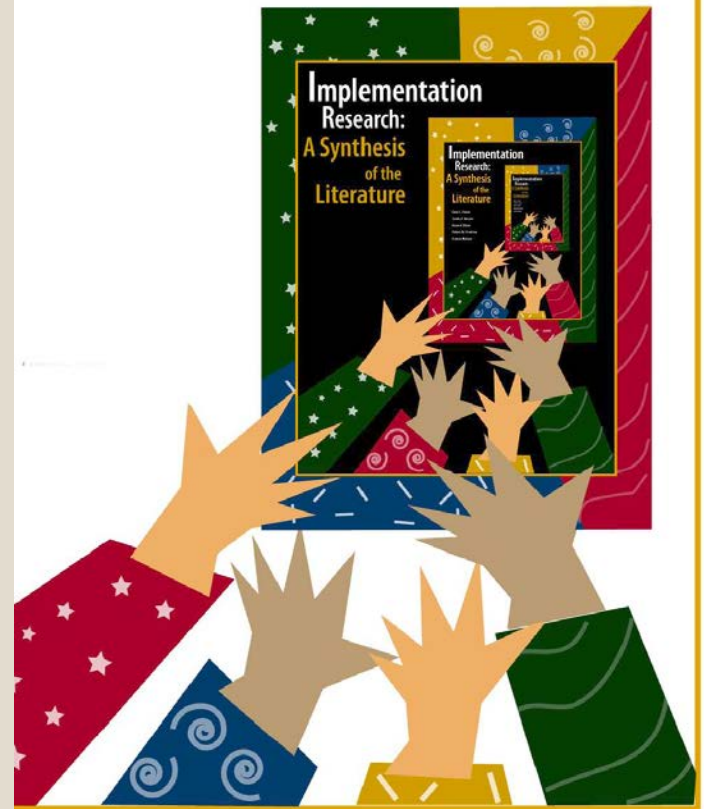




# Implementation Research

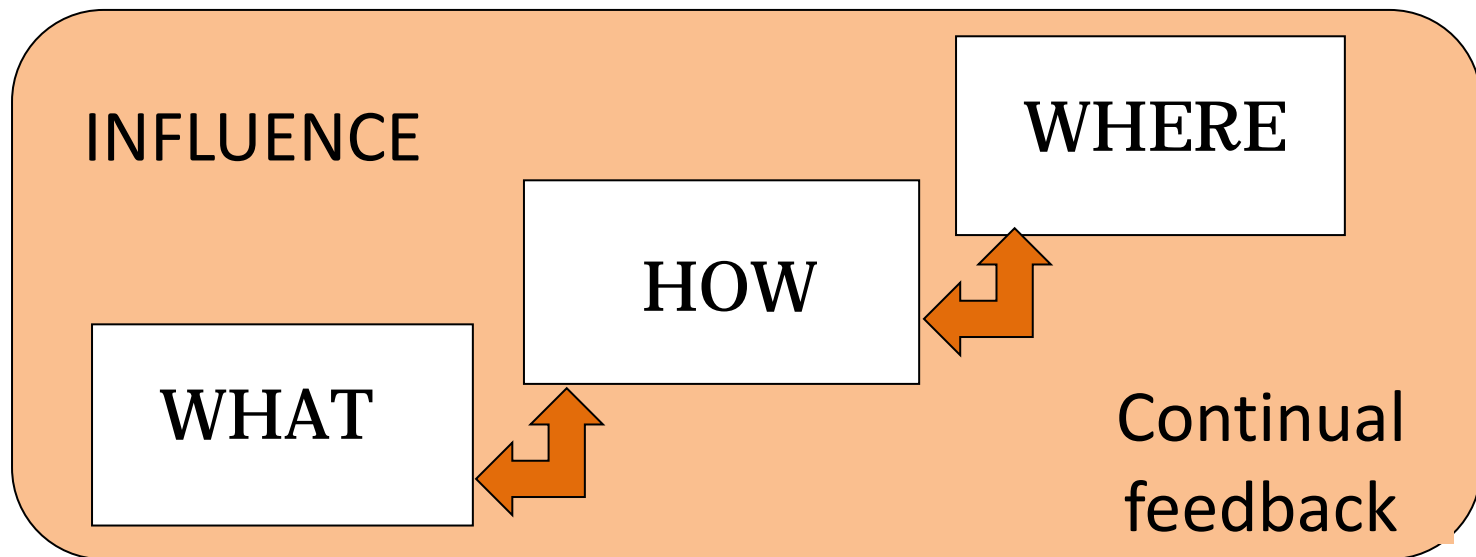
A comprehensive review of the implementation evaluation literature and current successful practices was completed

This synthesis of information resulted in **new ways to view the methods** needed to make better use of science in typical human service settings



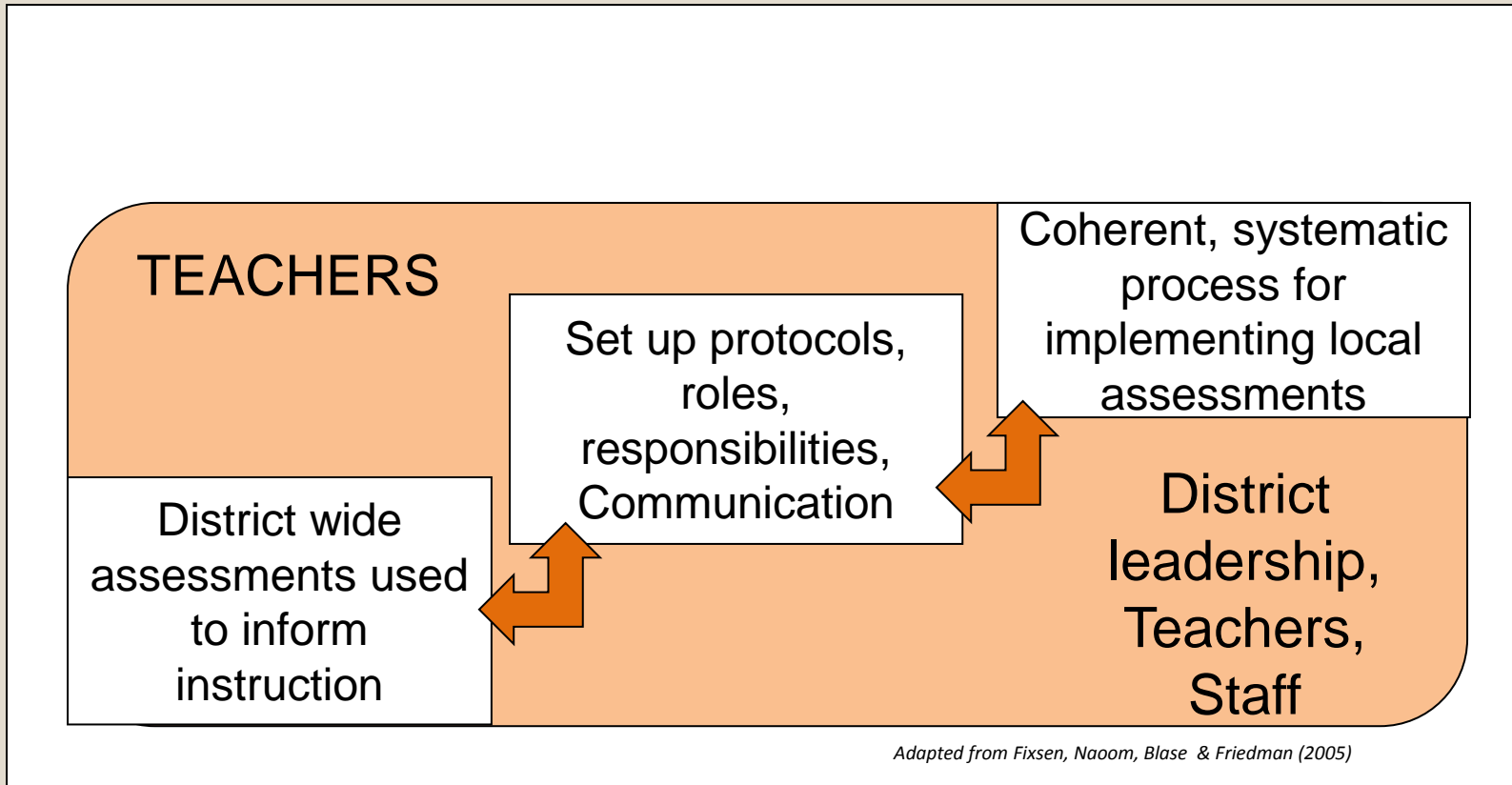
Fixsen, Naoom, Blase, Friedman, & Wallace, 2005;  
Wallace and Blase, Fixsen & Naoom, 2008

# Conceptual Framework

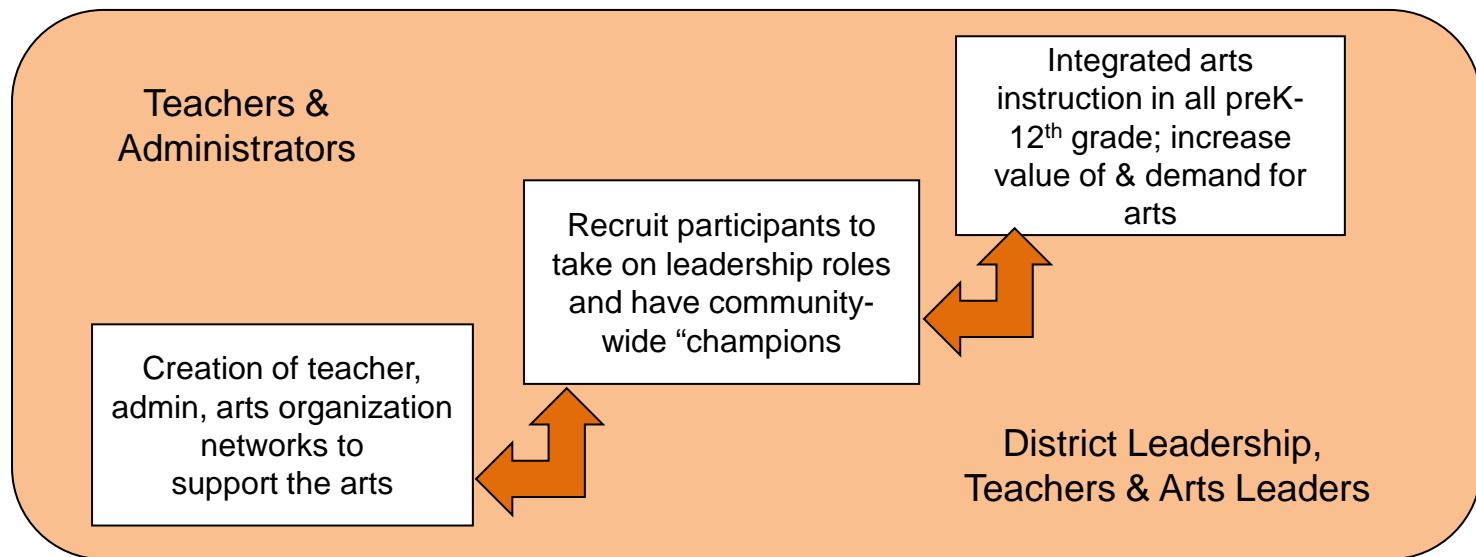


*Adapted from Fixsen, Naoom, Blase & Friedman (2005)*

# Diana's Key Learnings



# Lisa's Artspiration Project



*Adapted from Fixsen, Naoom, Blase & Friedman (2005)*

# Stages of Implementation



- 1. Exploration**
- 2. Installation**
- 3. Initial implementation**
- 4. Full implementation**
- 5. Innovation**
- 6. Sustainability**



# Stages of Implementation



Implementation is a process that takes **two to four years to complete** in most provider organizations.

It is a recursive process with steps that are focused on achieving benefits for children, families, provider organizations, human service systems, and communities.



# Stages of Implementation



<b>Stage</b>	<b>Key Activities</b>	<b>Diana's Key Learnings</b>
<b>1. Exploration</b>	<ul style="list-style-type: none"><li>• Problem Identification</li><li>• Examination Analysis<ul style="list-style-type: none"><li>• Perceptions</li><li>• Assumptions</li><li>• Practices</li></ul></li><li>• Evidence-based Solutions</li><li>• Implementation Team</li></ul>	Should have spent more time here!!!
<b>2. Installation</b>	<ul style="list-style-type: none"><li>• Take stock of resources</li><li>• Identify Resource Gaps</li></ul>	Should have spent more time here!!!
<b>3. Initial implementation</b>	<ul style="list-style-type: none"><li>• Professional Development</li><li>• Leadership</li><li>• Organization Structures</li><li>• Time</li><li>• Perseverance</li><li>• Resources</li></ul>	This is where we started and ended.

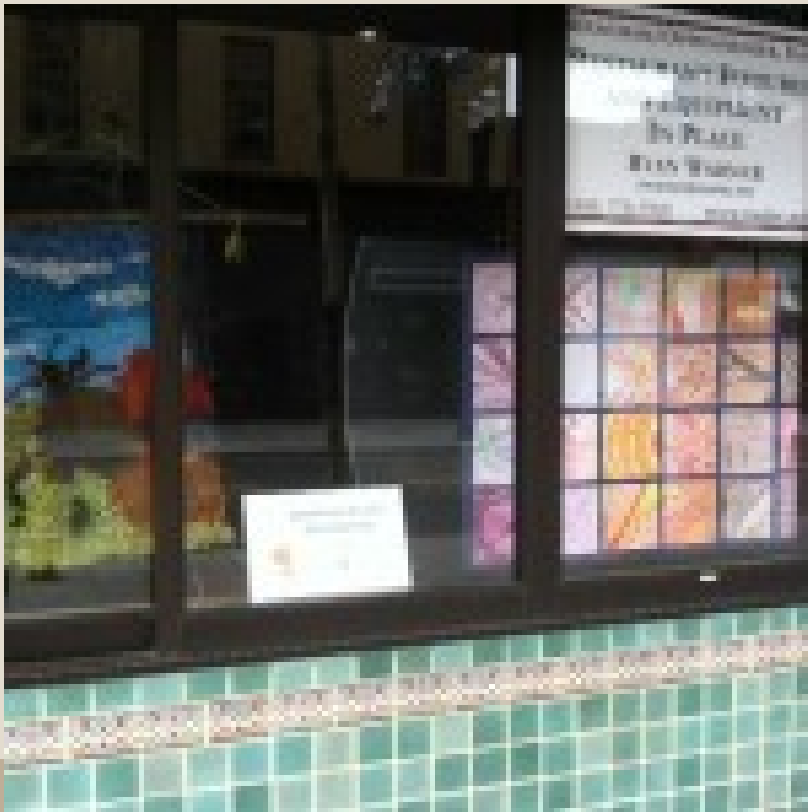
# Stages of Implementation



Stage	Key Activities	Lisa's Key Learning
<b>4. Full implementation</b>	<ul style="list-style-type: none"><li>• Development of Practitioners</li><li>• Reflection on core elements</li><li>• Annual Evaluation</li><li>• Feedback Loops</li></ul>	Groups were smaller than when we started – need to stay focused! Core group is ready to lead and taking initiative.
<b>5. Innovation</b>	<ul style="list-style-type: none"><li>• Adjustments from pure design</li><li>• Maintenance of Fidelity</li></ul>	Expanding on current PD and community projects
<b>6. Sustainability</b>	<ul style="list-style-type: none"><li>• Plan with the end in mind</li><li>• Long term vision</li></ul>	Next steps...



# What we now see...



# Lisa's Successes



- **4,977 hours of professional development**
- **4 solid networks that support the three elements of Artspiration Initiative**
- **Expanded programs, articulation and awareness**
- **Use of social media – Facebook, Twitter, Edublogs, Constant Contact, new website**

# Diana's Successes



- Strategic effort to involve multiple stakeholders in organized approach to gathering useful data
- Monthly collaboration meetings focused on examining data from 12 local assessments
- Protocol for meaningful assessment dialogue shared and practiced across Alternative Education Department

# Conclusions

We need to build, utilize, and evaluate implementation infrastructures and strategies if we are to achieve significant outcomes for consumers and communities.

