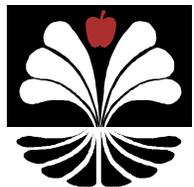




Building Capacity to Improve Outcomes

WI State Superintendent's Conference
on Special Education and Pupil
Services Leadership Issues

Julia Hartwig, DPI
Heidi Walter, DPI
Barbara Sims, SISEP



State Implementation
& Scaling-up
of Evidence-based Practices

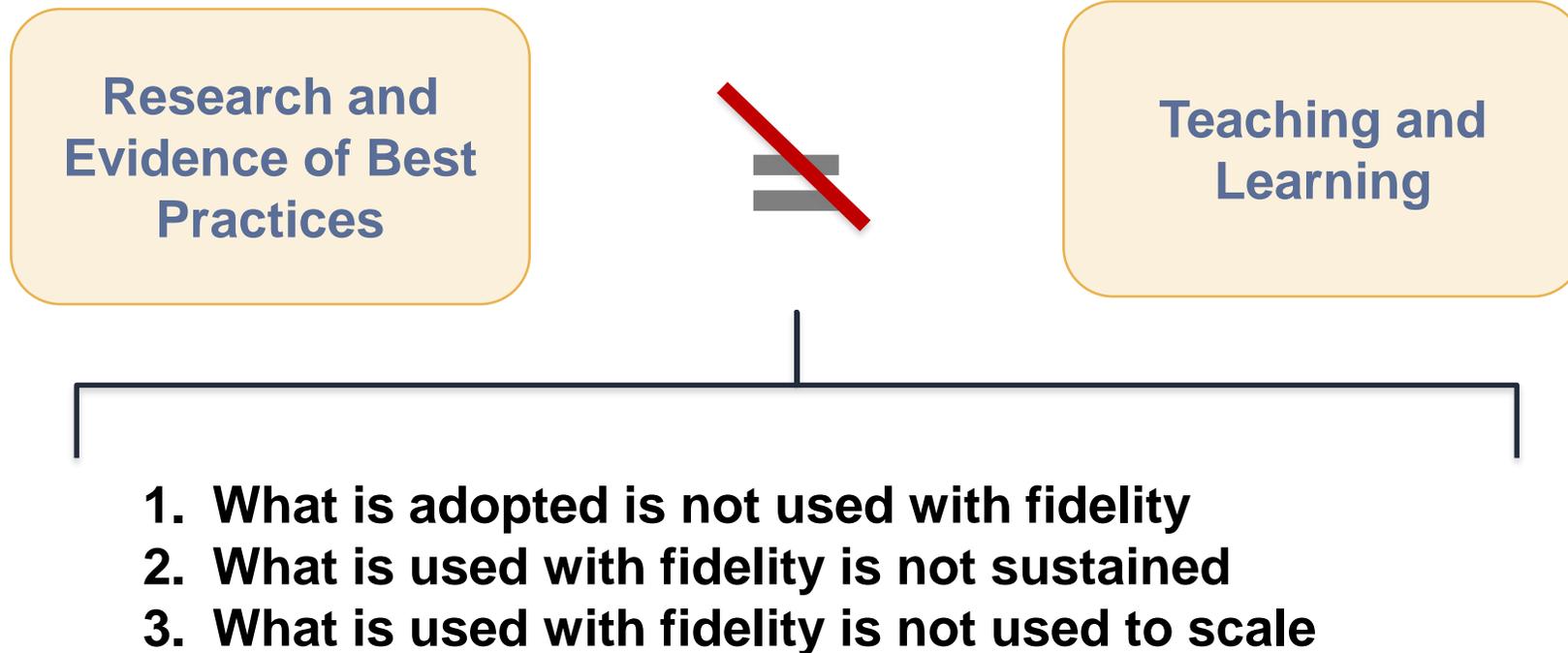


OBJECTIVES

- Learn how implementation science can help your organization successfully install evidence-based practices
- Learn about the 5 interrelated frameworks and how they are being applied in Wisconsin
- Discover new tools to support application of implementation science



Science to Service Gap: Implementation



When Used Alone...

- Diffusion/Dissemination of Information
- Training
- Passing laws/mandates/regulations
- Providing funding incentives
- Organization changes/reorganization



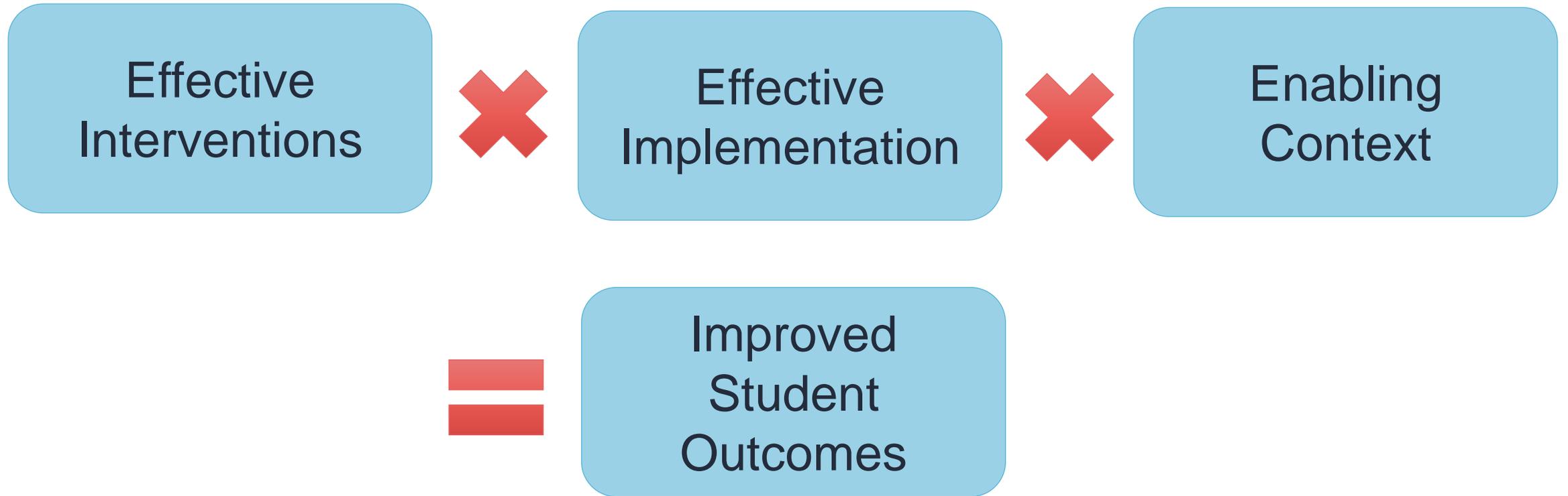
Use of Practices /
Innovations As
Intended



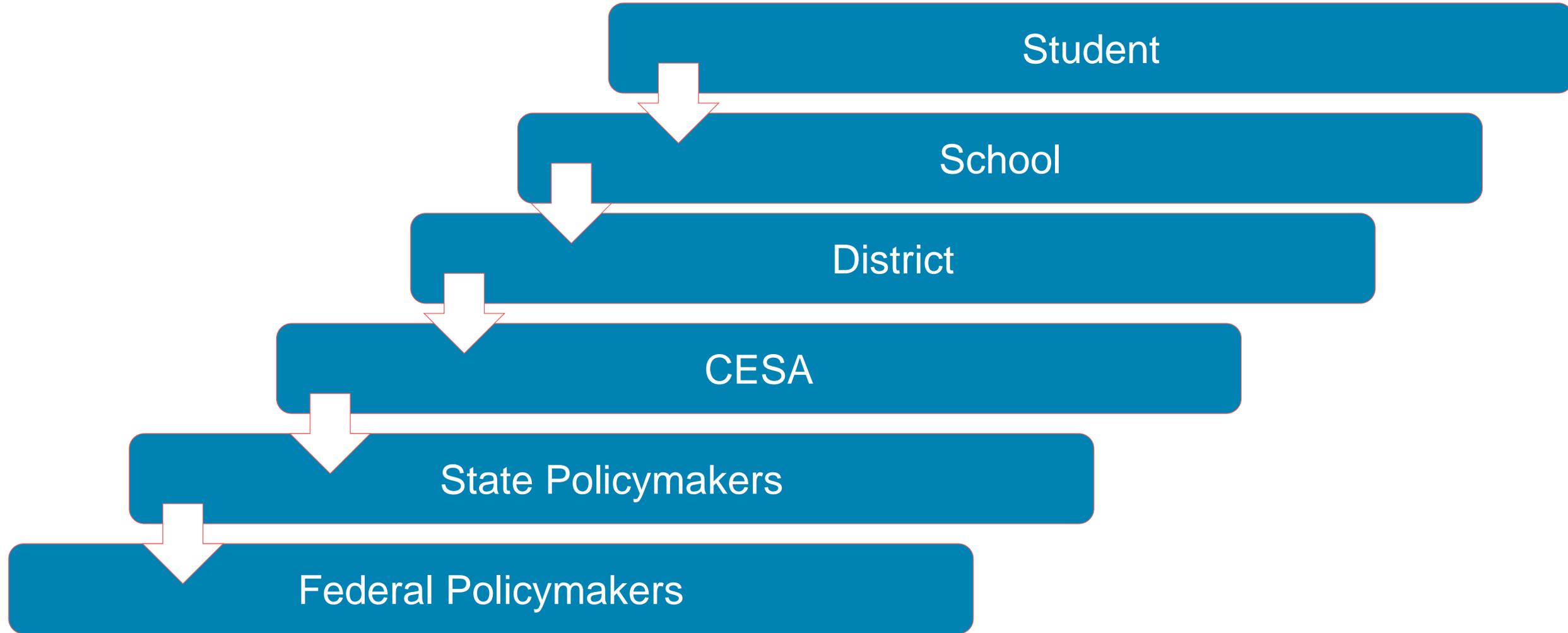
Return on Investment: 5-15%



Active Implementation



Systems Alignment for Outcomes

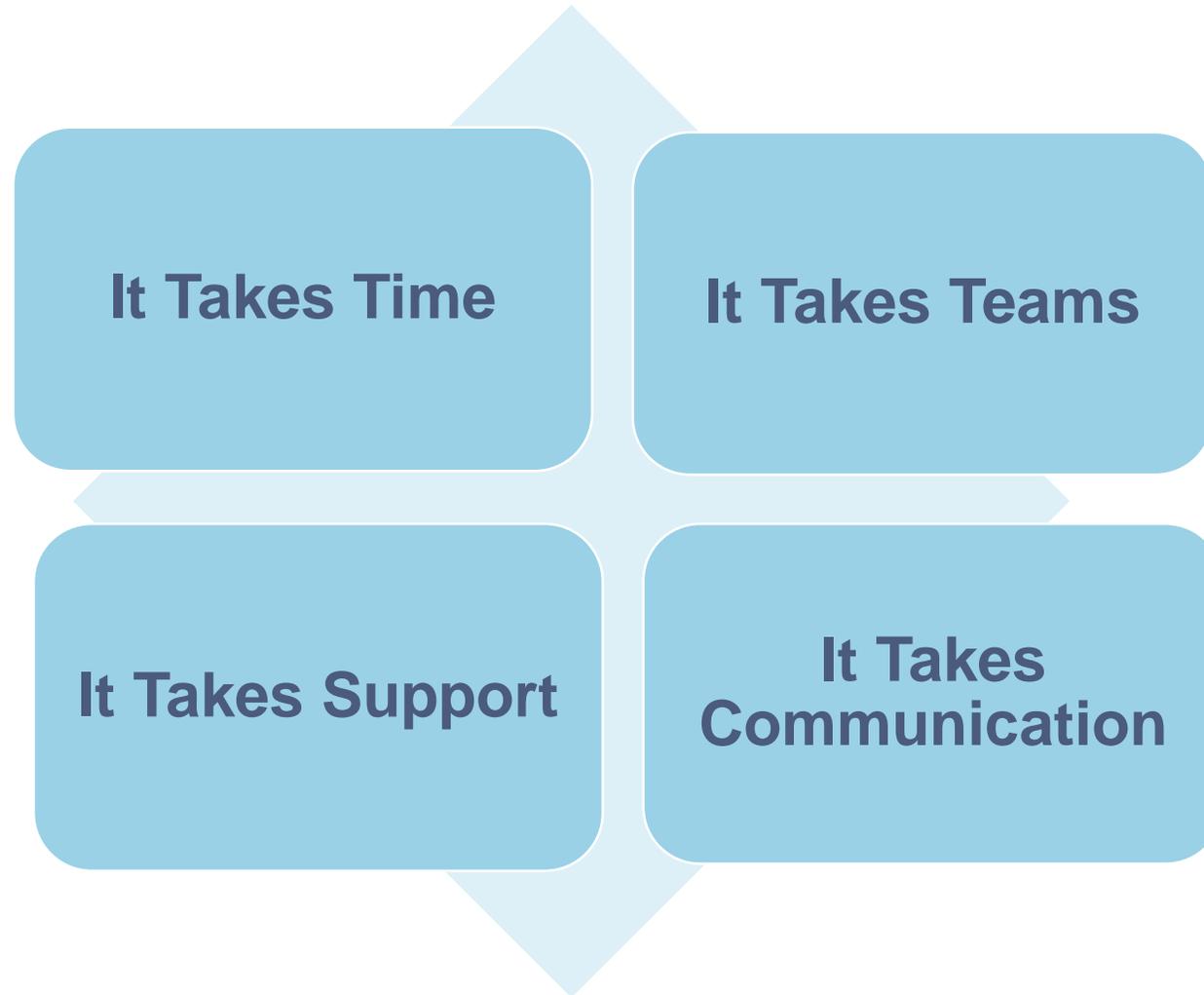




Change is
great...

...you go first!

What does it take?

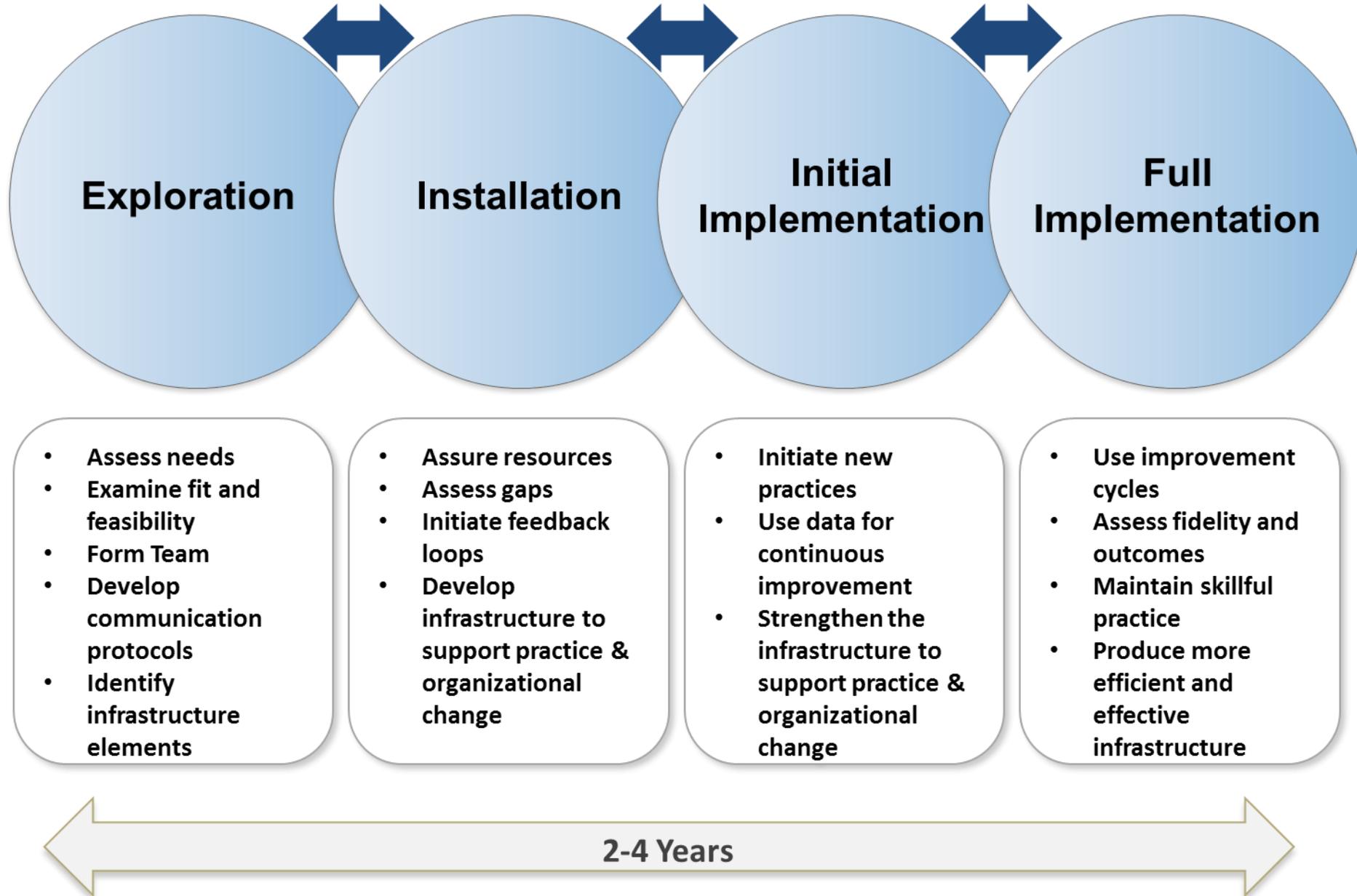


What Does It Take?

- **It Takes Time**
- It Takes Teams
- It Takes Supports
- It Takes Communication

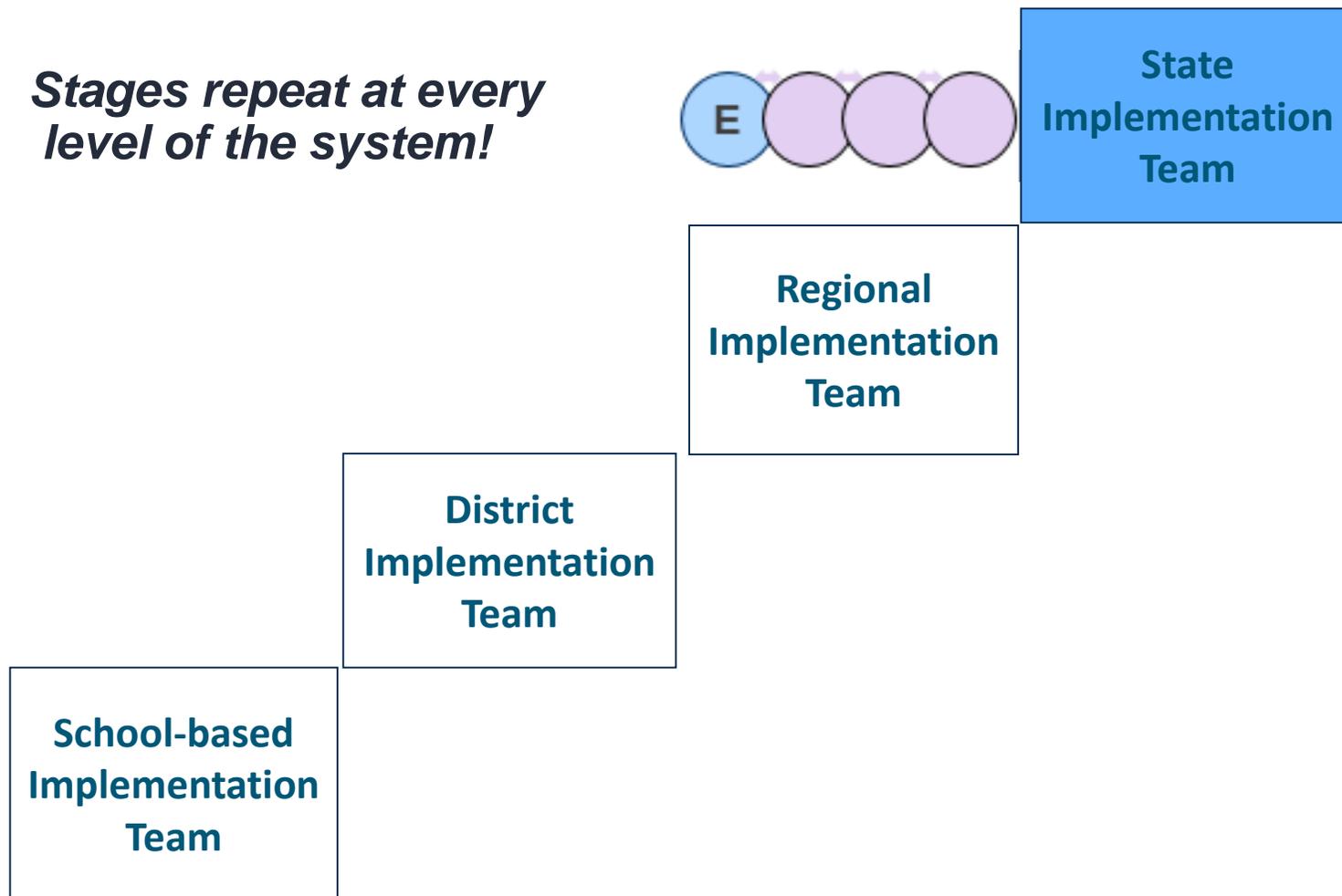


Implementation Stages



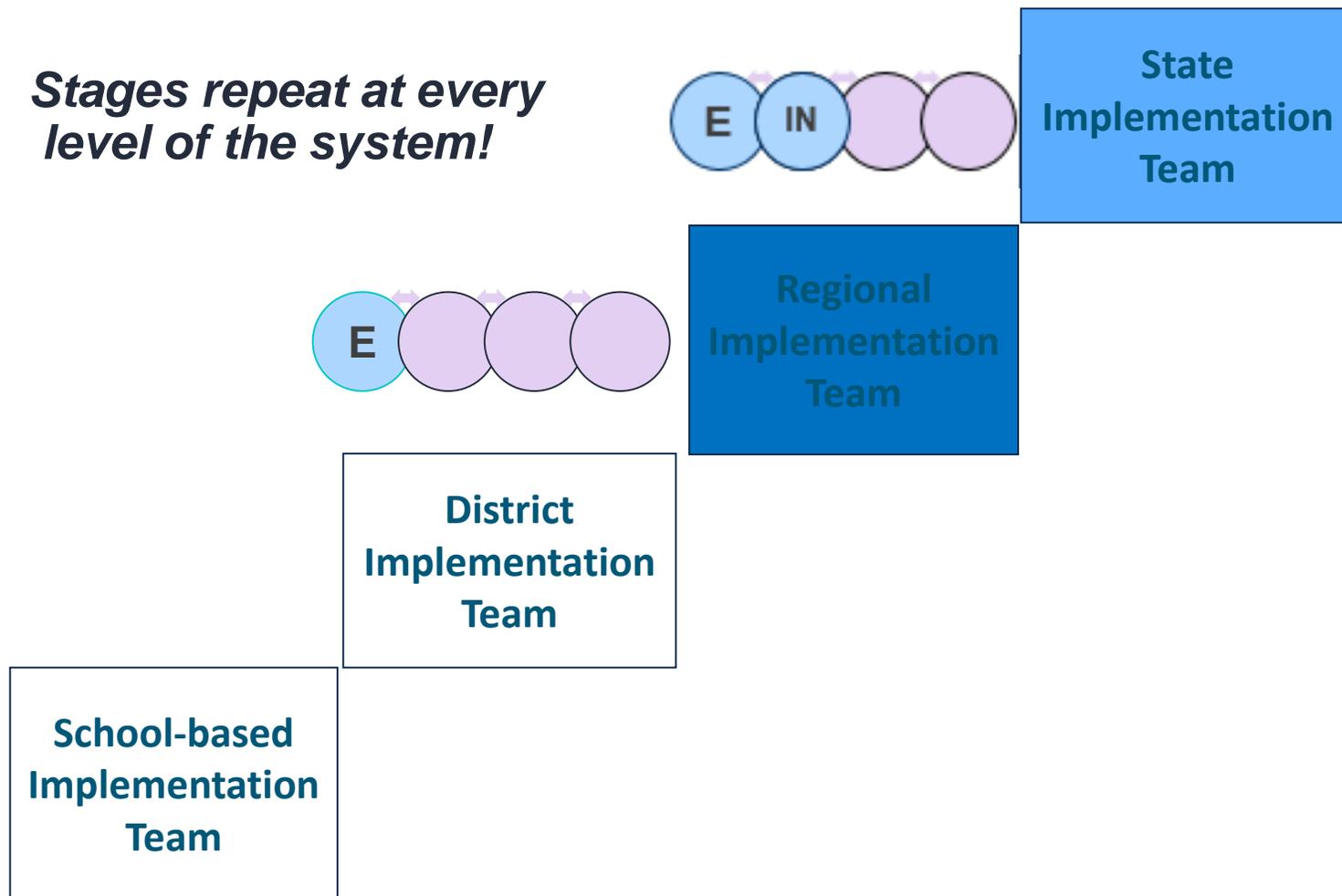
Wisconsin

Stages repeat at every level of the system!



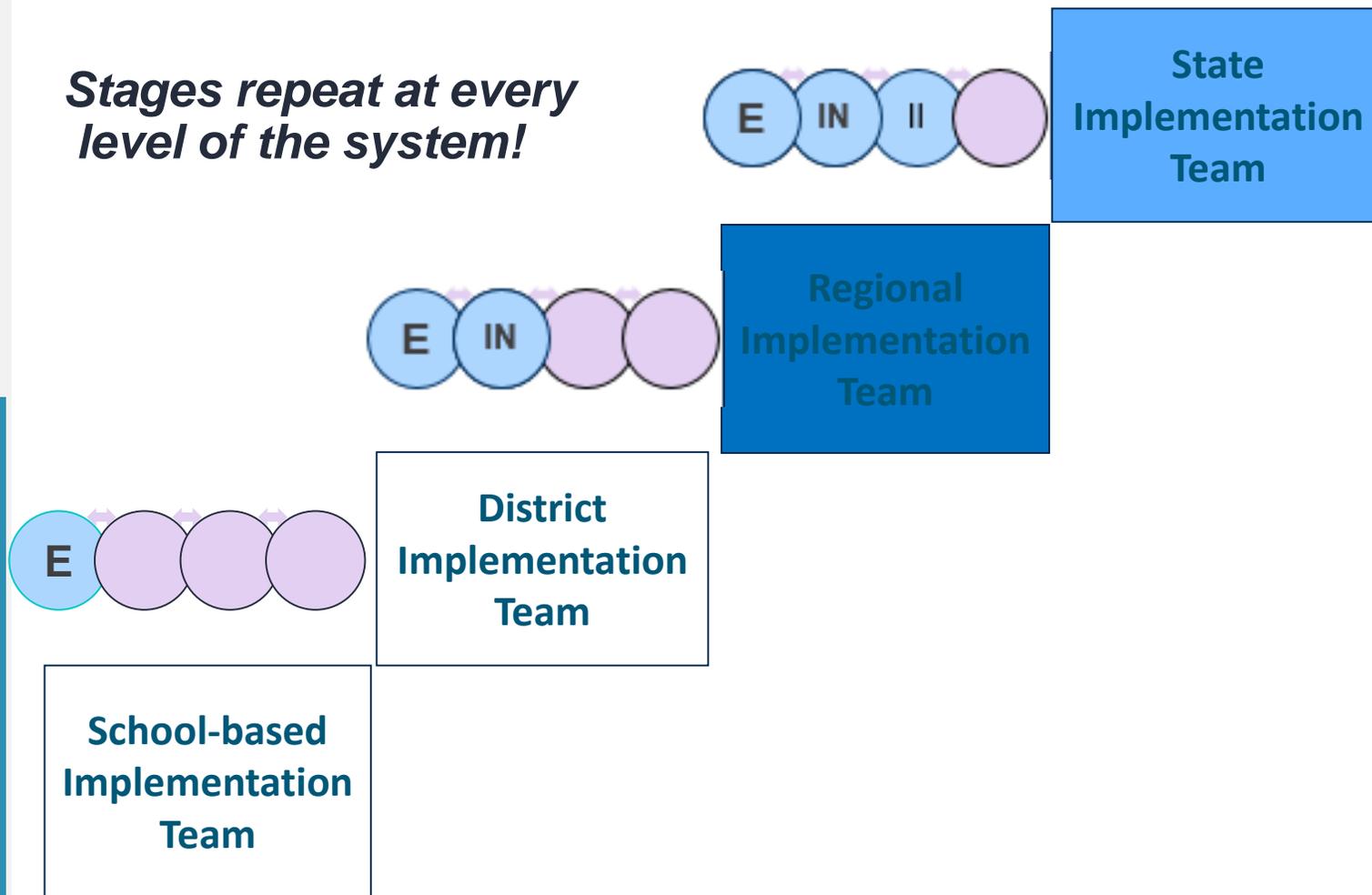
Wisconsin

Stages repeat at every level of the system!



Wisconsin

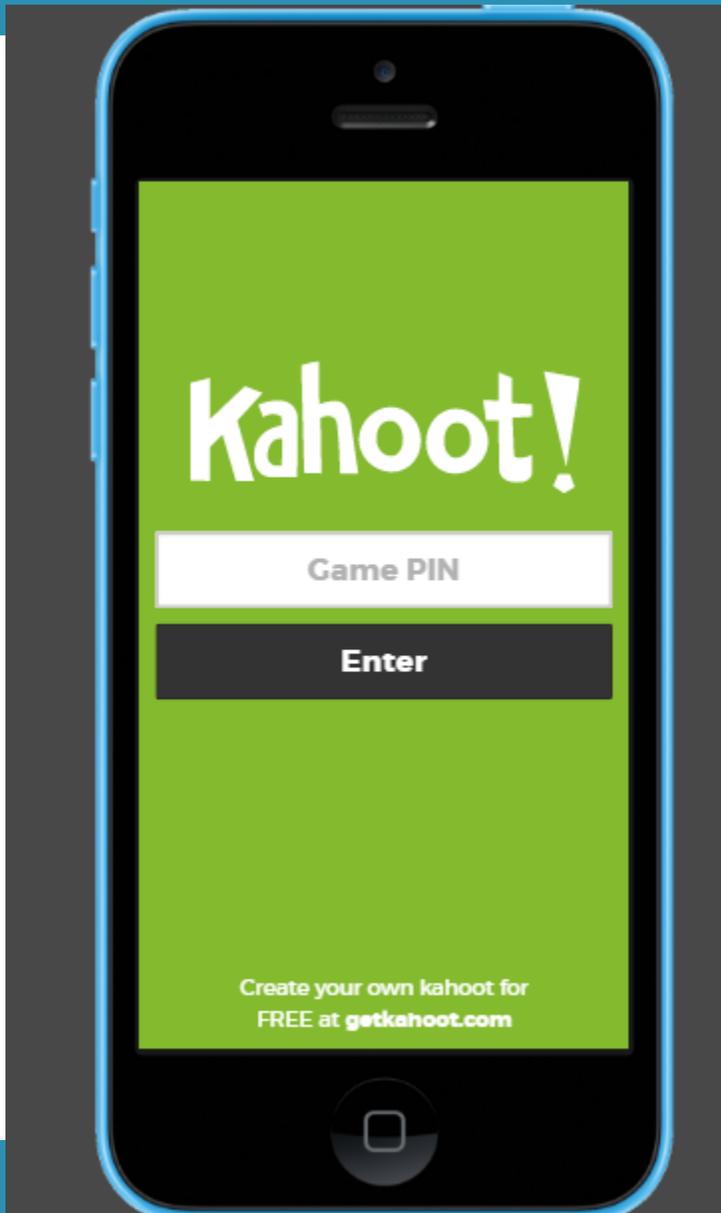
Stages repeat at every level of the system!



Discuss



- Discuss the process you used to implement an evidence-based practice.
- How was your process similar to these stages?
- How was it different?



Kahoot.it



State Implementation
& Scaling-up
of Evidence-based Practices

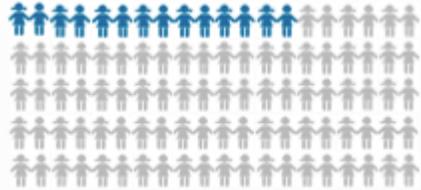
What Does It Take?

- It Takes Time
- **It Takes Teams**
- It Takes Supports
- It Takes Communication



Why an Implementation Team?

No Implementation Team



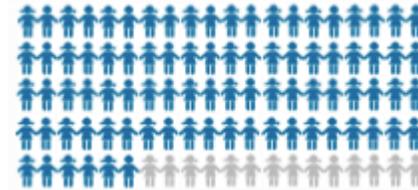
From “Letting it Happen”

14%
17
Years



Improvement in Outcomes

Implementation Team



To “Making it Happen”

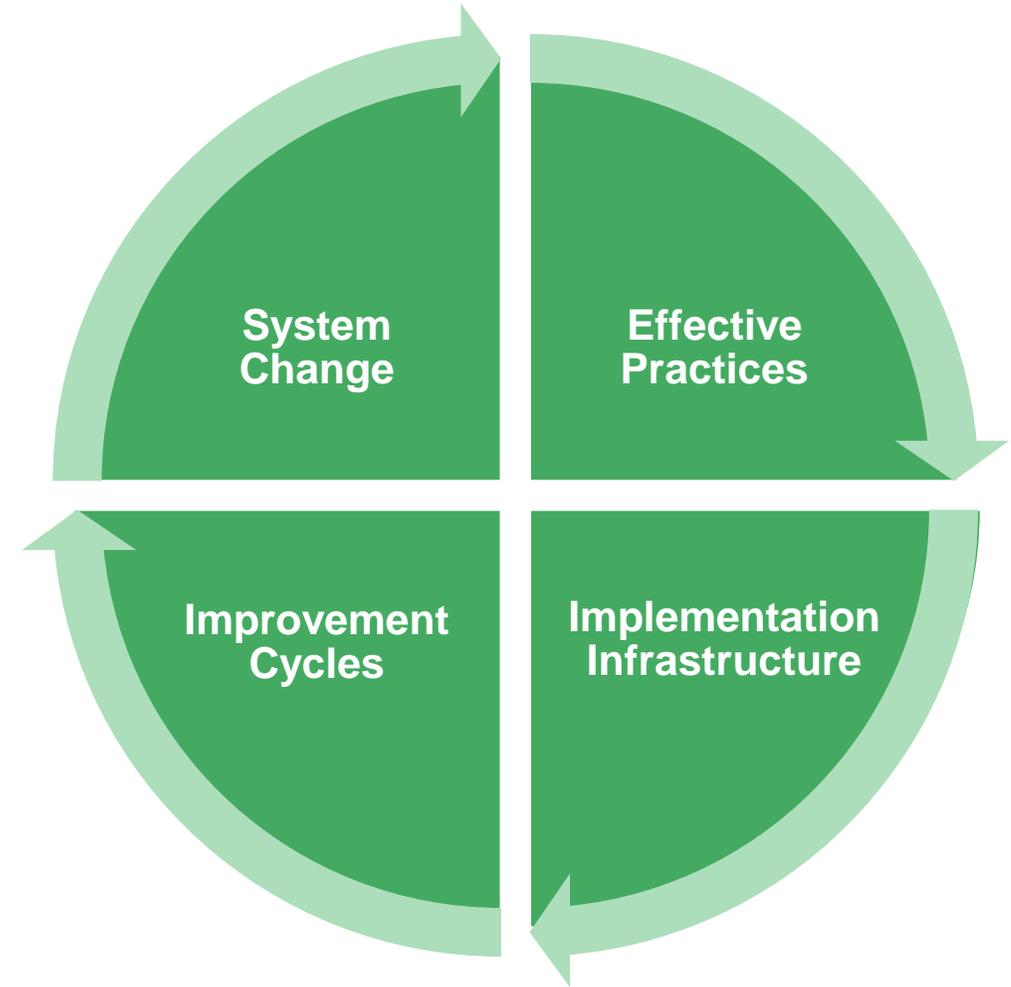
80%
3
Years

Sources:
Fixsen, Blase, Timbers, & Wolf, 2001
Balas & Boren, 2000
Green & Seifert, 2005
Saldana & Chamberlain, 2012

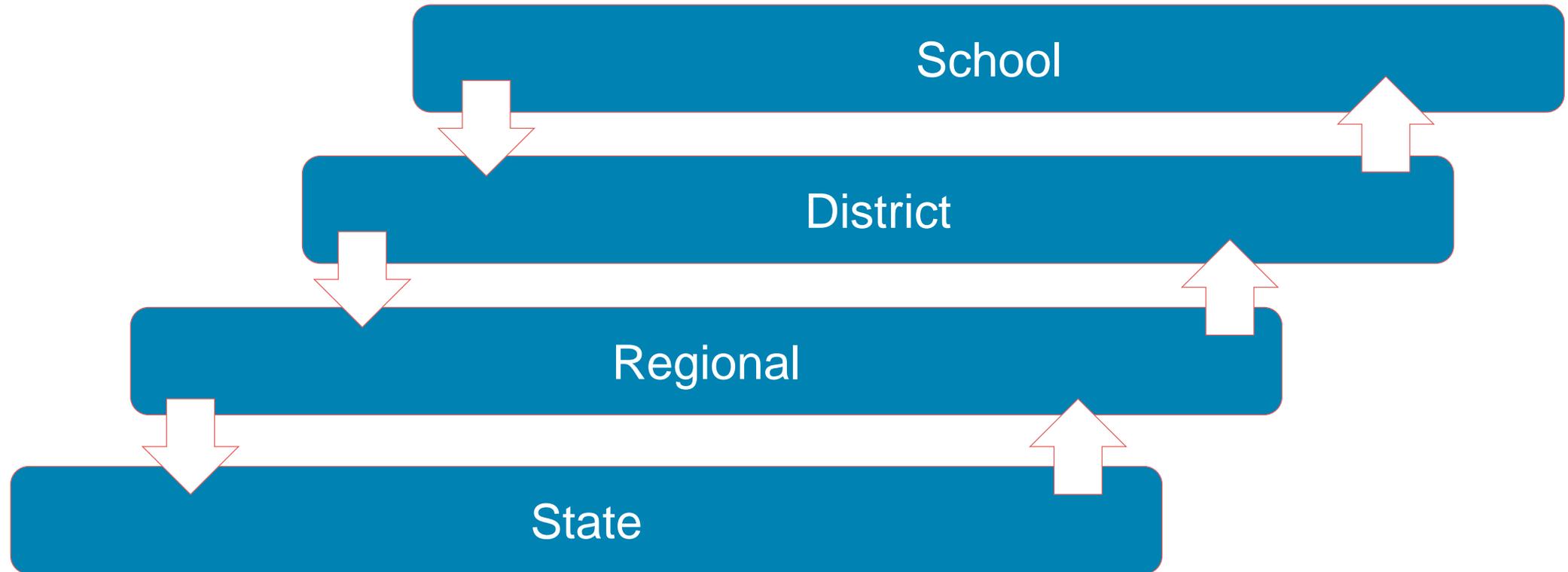


Implementation Teams

- Ensuring Support
- Engaging the Community
- Creating Enabling Context



Linked Implementation Teams



Wisconsin



**From the
classroom...**

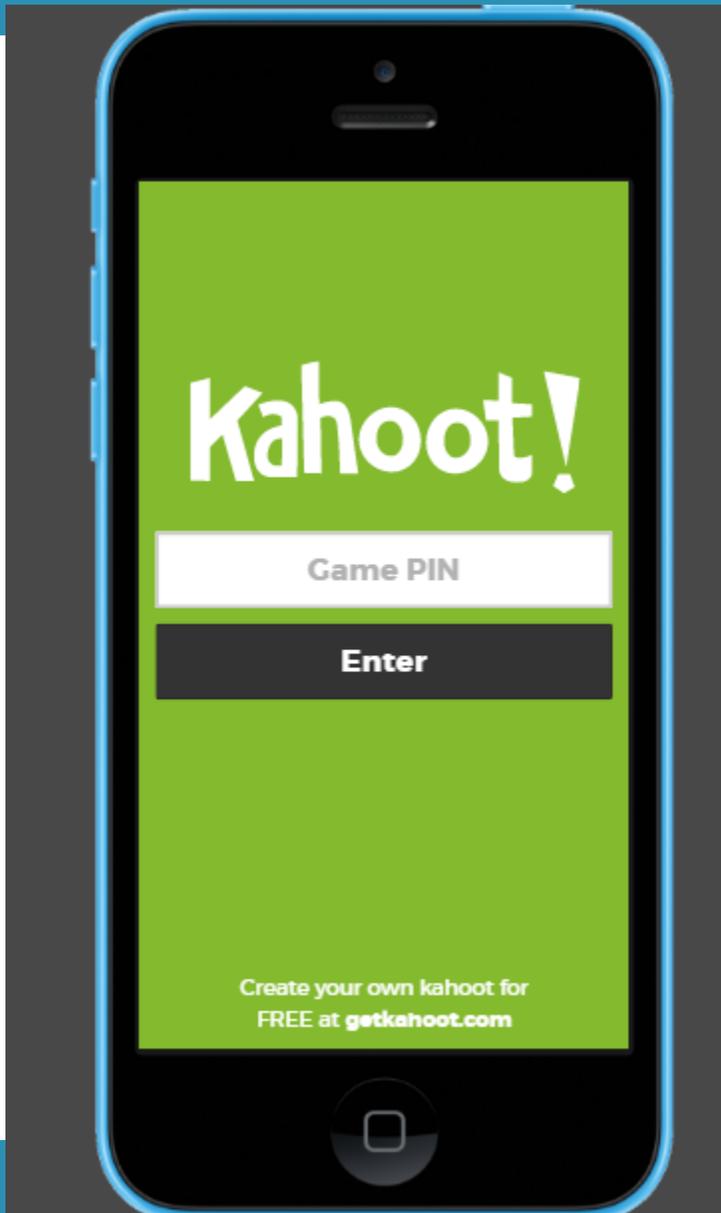


**to the
Capitol...**



WISCONSIN
DEPARTMENT OF
PUBLIC
INSTRUCTION





Kahoot.it



State Implementation
& Scaling-up
of Evidence-based Practices

What Does It Take?

- It Takes Time
- It Takes Teams
- **It Takes Supports**
- It Takes Communication



Competency Supports
Organizational Supports
Leadership Supports

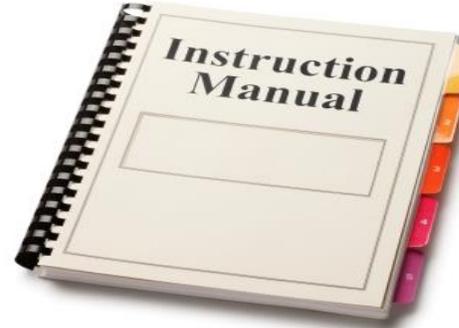


Competency Supports

Selection



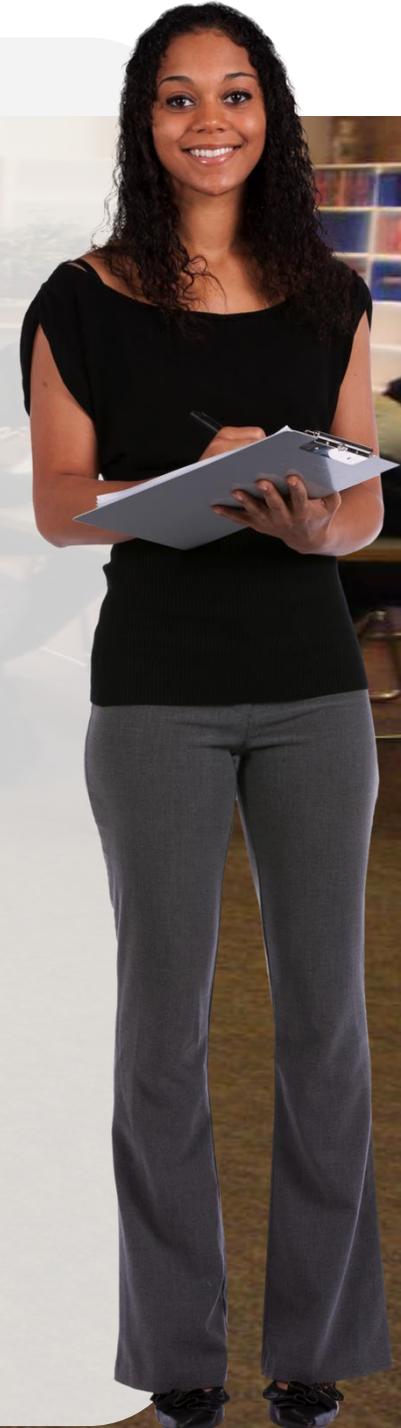
Training



Coaching

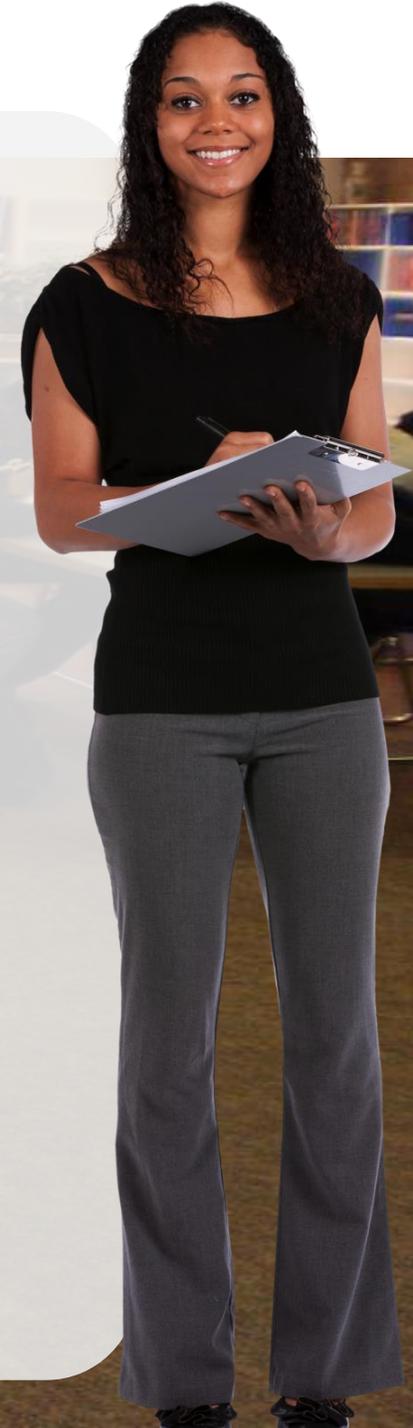


Fidelity Assessment



Organizational Supports

Systems Intervention
Facilitative Administration
Data System



Implementation Drivers



Wisconsin

Coordinated Improvement Process

- 1. Leading for Equity**
- 2. Using Data to Inform Decisions**
- 3. Focus on Teaching and Learning**



Discuss



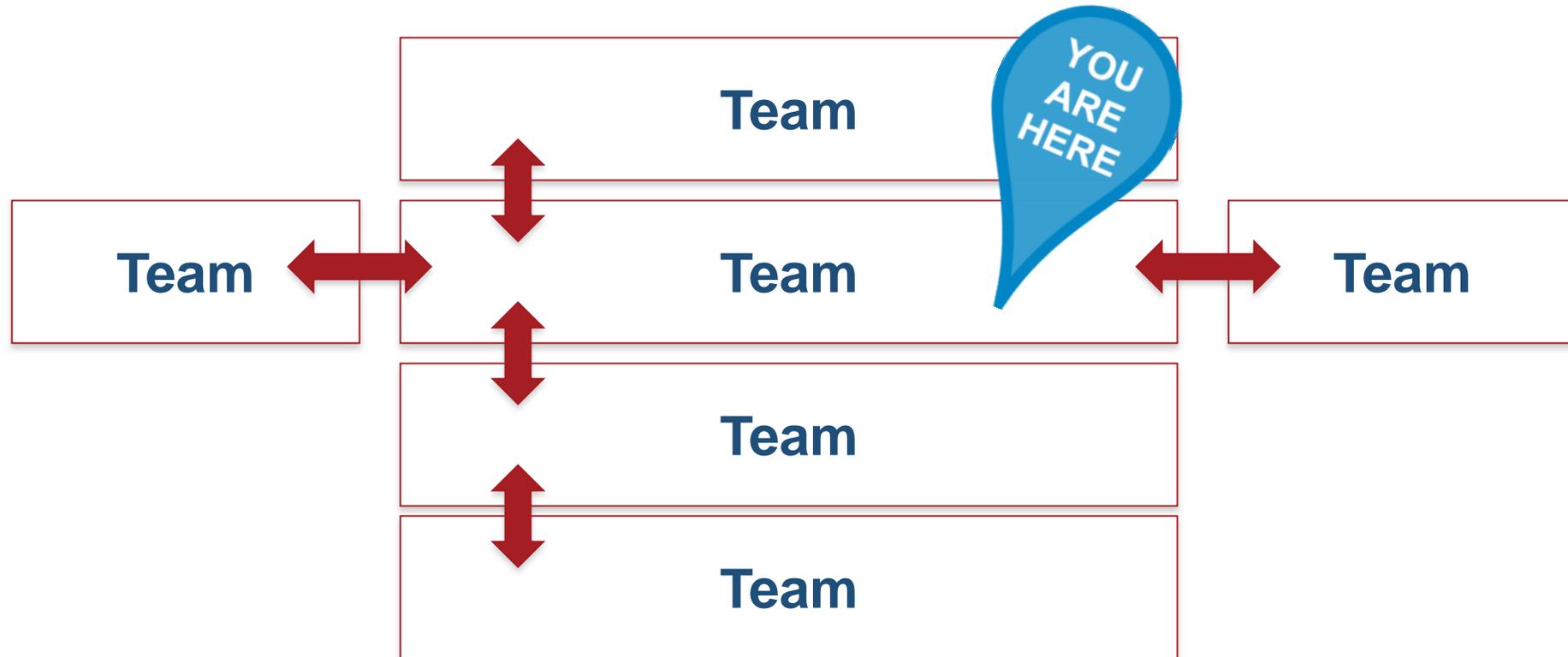
- On which areas do you focus more of your efforts?
- Which areas do you need to spend more time building capacity?
- What challenges might you face?

What Does It Take?

- It Takes Time
- It Takes Teams
- It Takes Supports
- **It Takes Communication**



Who Should Be Communicating?



How Often Should We Communicate?

- Regularly scheduled
- Formal process
- Dedicated appointment
- Opportunities to make changes
 - Quarterly
 - Monthly
 - Weekly

CALENDAR 2016

JANUARY

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY

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27	28	29				

MARCH

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APRIL

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MAY

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JUNE

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JULY

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AUGUST

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SEPTEMBER

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OCTOBER

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30	31					

NOVEMBER

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DECEMBER

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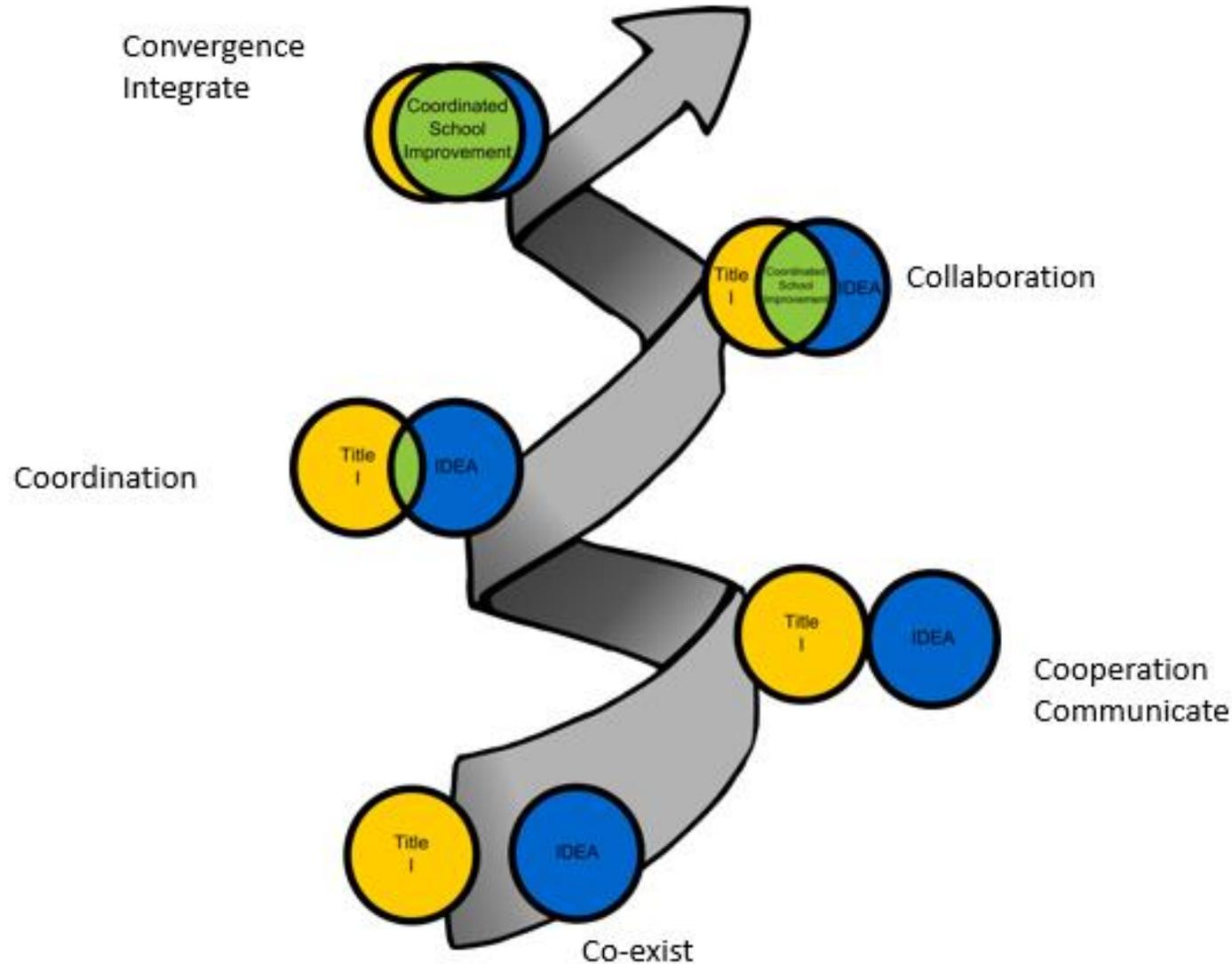
What Should We Talk About?

- What's working?
- What's not working?
- What's getting in our way?
- How do we know?

DATA



Wisconsin



Discuss



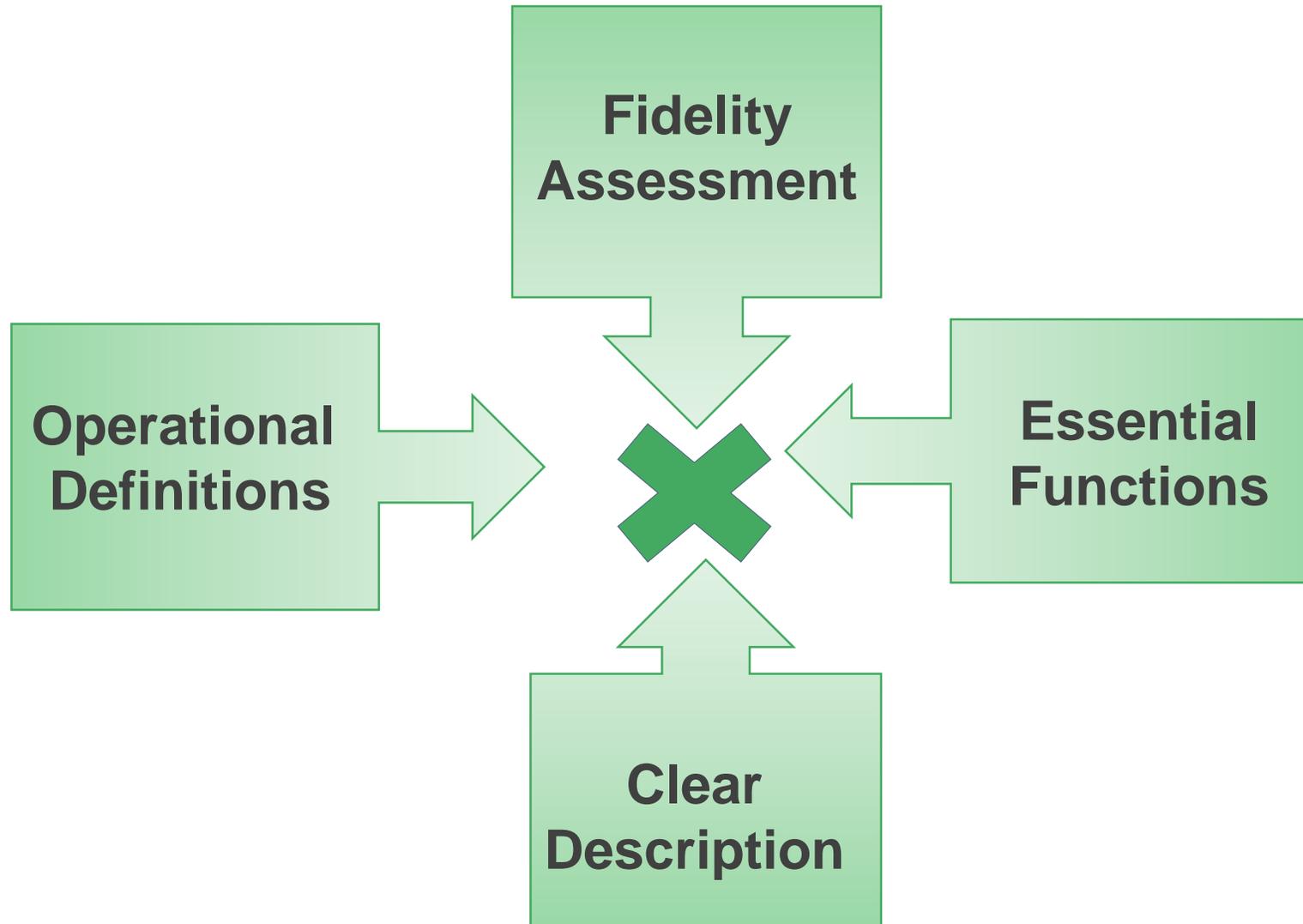
- Where do you see your district on this continuum?
- What has supported these efforts moving forward in your district?
- What challenges might prevent these efforts from moving forward?

...and it takes an “it”

- It Takes Time
- It Takes Teams
- It Takes Supports
- It Takes Communication



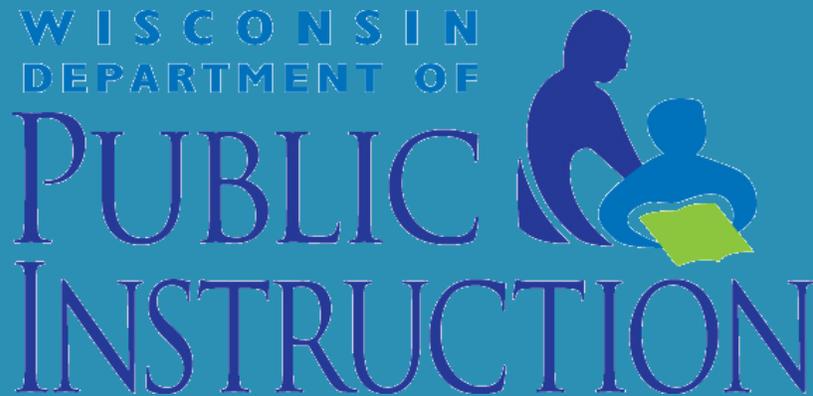
Usable Innovations



Wisconsin

RDA Improvement Strategies

1. Coordinated District Improvement Planning
2. Professional Learning Resources
3. Compliance for Results
4. Coaching



Discuss



- Which of the RDA improvement strategies are current strengths in your district?
- Which hold the most promise?
- For which do you need the most supports?

[Home](#) [Modules and Lessons](#) [Resource Library](#) [Workgroups](#) [Site Help](#)

Get Started

A set of quick start videos and guides developed to help you and your team get started with Active Implementation.

Implementation

- [+ Quick Start \(see more\)](#)
- [+ Video Introduction \(see more\)](#)

The AI Hub

- [+ Quick Start \(see more\)](#)
- [+ Video Introduction \(see more\)](#)

Learning

- [+ Quick Start \(see more\)](#)
- [+ Learning Plan \(see more\)](#)

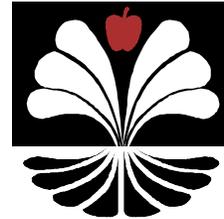
Get Better

Learning materials, tools and work spaces designed to give you and your team deeper dives into Active Implementation.

For More Information



barbara.sims@unc.edu



State Implementation & Scaling-up of Evidence-based Practices

Frank Porter Graham Child Development Institute

University of North Carolina

Chapel Hill, NC

<http://nirn.fpg.unc.edu/>

www.scalingup.org

<http://implementation.fpg.unc.edu>

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The mission of the National Implementation Research Network (NIRN) is to contribute to the best practices and science of implementation, organization change, and system reinvention to improve outcomes across the spectrum of human services.