

Quick Reference Guide: The Science and Stages of Effective Implementation Planning for English Learner Success

Planning for Effective Implementation

Implementation of new initiatives or goals and actions identified from the Blueprint for English Learner Success best occurs in stages. This allows for intentional planning for the change process. By planning strategically for each new stage of implementation, local implementation teams can:

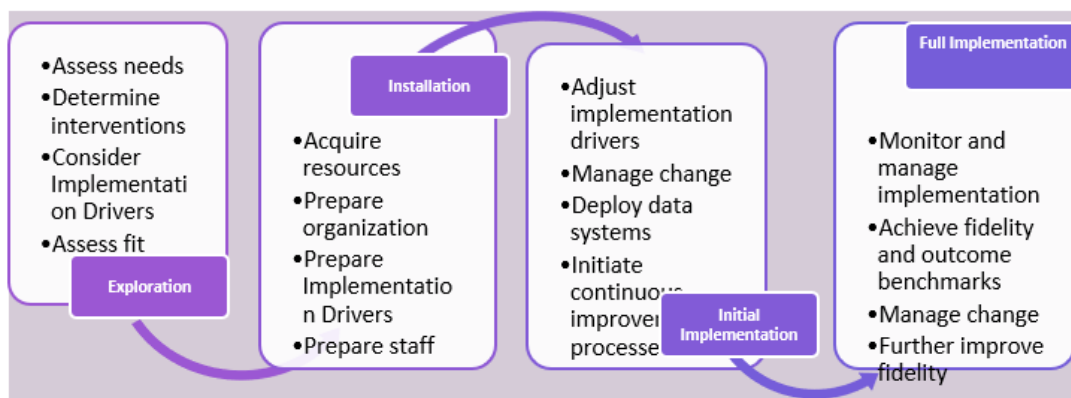
- Match planning for strategies and actions in the Blueprint for EL Success “building blocks” to that implementation stage. This will increase the likelihood of moving successfully through each stage and ultimately into sustained practice.
- Unpack and prepare for the activities and challenges at each level that districts and schools will face in the next stage of implementation.
- Reduce wasted time and resources
- Increase the likelihood of use of new state, district, school and classroom practices for English learners
- Support coherence of English learner success planning with other district and school level required planning done by teams responsible for Massachusetts district and school plans

“When we behave as though we are in one stage (e.g., Full Implementation) and are really in another (e.g., Initial Implementation) we can create tension, feelings of incompetence, fear and frustration. Signs of so-called “resistance” may actually be a signal that we need to reassess our activities to see if they truly match the current stage of implementation for a given organization (e.g. site, local, community, or state entities).”

From “Why Are Implementation Stages Important?”, by National Implementation Research Network, (<http://nirn.fpg.unc.edu/module-4/topic-2-rationale0-implementation-stages>). In the public domain.

Stages of Effective Implementation

Successful planning recognizes that districts are more likely to have people join in the change process for English learners, if plans both address each stage of implementation and take into account the engagement of key individual at each stage of the process.



(Source: National Implementation Research Network, Active Implementation Hub, <https://nirn.fpg.unc.edu/module-4/topic-2-rationale-implementation-stages>)