

A COMPREHENSIVE APPROACH TO IMPLEMENTATION

As educational leaders, we are always responding to changing priorities, new research, and policy decisions. All of these impact the programs we choose to pursue, fund, and implement at scale. Over the years, there has been large investments of time and money in program selection, but less in the implementation process itself. This, despite the fact that research shows that programs with robust implementation and monitoring processes generate impact effect sizes of an average of 2 times higher and sometimes up to 12 times higher (Derzon et al. 2005).

Frequent challenges with our current approach to implementation include the failure to think about the pre-work and strategy that goes into a successful implementation, how best to develop systems that can be resilient through implementation in imperfect conditions, and how to monitor effectiveness and reject the urge to quit an initiative before adjusting our implementation approach.

What We Know About Successful Implementations:

1

Leaders at each level of the system have to have a stake in the success of a project

2

Waves of implementation can support prioritization and effective scaling

3

Setting metrics for fidelity, effectiveness, and impact helps leaders build confidence that the changes they are seeing are actually attributable to the program or change they are implementing

4

Clear teaming structures that include diverse perspectives are essential for implementation

5

Governance requires insights from all levels of the organization

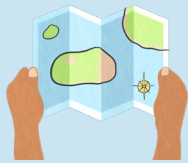
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Communication needs to be thoughtfully planned and an ongoing process



Implementing Well with Education Elements

When you partner with Education Elements, we provide individualized support that can include implementation strategy, the support systems needed for long term success, and side-by-side project management.



STRATEGY

A responsive plan designed to achieve a specific goal. It involves making decisions about the direction, scope, and allocation of resources to accomplish desired outcomes.



SYSTEMS

A set of interconnected components and processes that work together to operationalize the strategic goals.



DELIVERABLES

Governance Structure and Team Accountabilities, Project Plan, Communications Plan, Practice Profile for Program/Priority, Implementation Roadmap, and Community Engagement Plan + Summary Readout.

Examples of Previous Implementation Support

STRATEGIC PLANNING IMPLEMENTATION

We work with districts to create community driven strategic plans and support implementation of those plans as well. Through our implementation support, we ensure that districts are putting the systems, processes, and governance structures in place to successfully implement and collect ongoing data to ensure effectiveness, while building capacity of key leaders to sustain the work. Currently we support implementation of strategic plans across districts in various states.

SCIENCE OF READING

We work with states (& districts) that mandate science of reading programs. Through this work, we build capacity to ensure that teachers, school, and district leaders have the skills and abilities to be able to teach reading using these methods. Most recently, the Texas Education Agency (TEA) hired Ed Elements to create systems and increase capacity for their Texas Reading Academies (TRA).

TRANSFORMATIVE LEADERSHIP

After having worked with Education Elements for 5 years to refine its approach to instruction and implement personalized learning, the Enlarged City School District of Middletown in New York refined its own practices and habits to ensure the sustainability of initiatives in the long term.

Education Elements Implementation Services

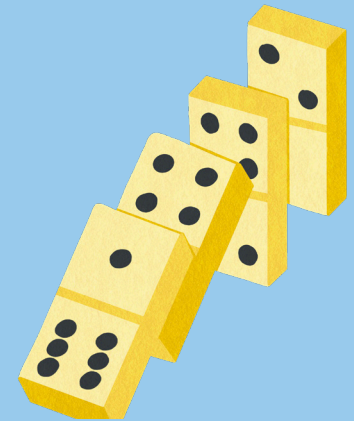
Education Elements is equipped to support program implementation across a range of services that are the highest leverage for schools and districts. Within each implementation scope of service, you will receive:

- Metrics and data support through researched backed Tripod surveys
- Expertly facilitated strategy sessions at the school, district, and state level
- Robust roadmap for implementation, including clear governance structures
- Capacity building for the leaders at all levels to sustain the work of implementation
- Communications and engagement support to ensure community buy in and trust

Over the last 12 years we have helped districts across the country with large and small scale implementations and have worked to codify our lessons learned into an [Implementation Framework](#). We believe that regardless of the priority you are implementing, the essential components for effective implementation remain the same.

Range of Implementation Support

- | | |
|----------------------------------|--|
| Instructional Initiatives | <ul style="list-style-type: none">• Science of Reading• Blended and Personalized Learning• New School Design and School Redesign |
| Organizational Changes | <ul style="list-style-type: none">• Strategic Planning• Strategic Planning Implementation• Curriculum Strategy |
| Leadership Priorities | <ul style="list-style-type: none">• Leadership Development Programs |



For more information

Contact us to discuss your unique needs, and to explore whether one of these approaches could be the right one for you. info@edelements.com

About Education Elements

[Education Elements](#) is a national education consulting firm with a mission to shape a more equitable and just future by changing how people design for each student's potential. We partner with districts and schools to design learning environments that meet the needs of every student. We have built a reputation for helping schools and districts with instructional design, organizational strategy, and leadership. At Education Elements, we have supported the implementation of initiatives and programs in small rural areas, suburban and large urban communities – in more than 2000 schools, districts, and states across the US.