



“Kicking the Tires” – Exercise #1 Trying out the Implementation Drivers

The purpose of this exercise is to give you some experience thinking about using the four Core Implementation Drivers:

- Staff Recruitment and Selection
- Preservice and In-service Training
- Supervision and Coaching
- Staff Performance Evaluation/Fidelity Monitoring

You may elect to work with other people who are engaged in the same initiative to talk through the questions. The questions are designed to stimulate discussion. If you are not with any team members, find one or two other people with whom you can “kick tires” and tell your story about Drivers. Work and talk for 35 minutes and then post one or two interesting observations overall, or about a specific Driver. We will let you know when you have about 5 minutes left to decide on a posting or two. Please write legibly on this worksheet and on the posting material. We will collect them to analyze themes.

Briefly describe the initiative:

- What’s the practice, program, or systems change initiative?
- Who is involved?
- At what level(s) are changes anticipated or required (e.g. classroom, school-wide, district)?
- Pick a level for this exercise
- How well operationalized is the practice, program, or systems change initiative? Are there fidelity measures? Are there outcome measures?

Clearly describe one or two “active ingredients” of the practice, program, or systems change initiative. An “active ingredient” is a behavior or set of behaviors needed in order to successfully implement the new way of work (e.g. frequent descriptive praise for students, use of assessments on a specified schedule, observations of students or teachers, use of prescribed materials).

With one or two of those “active ingredients” in mind, review each of the four Drivers using the questions on the next page.

Active Ingredient or Component: _____

Recruitment and Selection:

Brainstorm how this Driver can be improved to better support the use of the Active Ingredient

Briefly describe Barriers and Facilitators related to using this Driver to support implementation or improved implementation of the Active Ingredient or Component

Preservice and In-service Training:

Brainstorm how this Driver can be improved to better support the use of the Active Ingredient

Briefly describe Barriers and Facilitators related to using this Driver to support implementation or improved implementation of the Active Ingredient or Component



Supervision and Coaching:

Brainstorm how this Driver can be improved to better support the use of the Active Ingredient



Briefly describe Barriers and Facilitators related to using this Driver to support implementation or improved implementation of the Active Ingredient or Component

Staff Performance Evaluation – Fidelity Measures:

Brainstorm how this Driver can be improved to better support the use of the Active Ingredient



Briefly describe Barriers and Facilitators related to using this Driver to support implementation or improved implementation of the Active Ingredient or Component