



Implementation Drivers

A. Description of Implementation Framework

Implementation Drivers:

Implementation Drivers are key components of capacity and infrastructure that influence a program's success. They are the core components needed to develop, improve and sustain the ability of teachers and staff to implement an intervention as intended as well as create an enabling context for the new ways of work.

Implementation Drivers are based on common features that exist among many successfully implemented programs and practices. The structural components and activities that make up each Implementation Driver contribute to the successful and sustainable implementation of programs and innovations.

There are three types of Implementation Drivers:

- **Competency Drivers**
Competency drivers are activities to develop, improve, and sustain teachers' and administrators' ability to implement an intervention as intended in order to benefit students. The four competency drivers are:
 - Selection
 - Training
 - Coaching
 - Performance (fidelity) assessment
- **Organization Drivers**
Organization Drivers are used to intentionally develop the supports and infrastructures needed to create hospitable organizational and systemic environments for new programs and innovations. These supports may need to be developed across the building, district and State levels. The three organization drivers are:
 - Decision Support Data System
 - Facilitative Administration
 - Systems Intervention
- **Leadership Drivers**
Leadership Drivers focus on providing the right leadership strategies for different types of leadership challenges. These leadership challenges often emerge as part of the change management process needed to make decisions, provide guidance, and support organization functioning. The two leadership drivers are:
 - Technical Leadership
 - Adaptive Leadership

When integrated and used collectively, these drivers ensure high-fidelity and sustainable program implementation.

B. SSIP Application of Implementation Framework

Phase I: (overall broad Infrastructure to support improvement and build capacity)

Phases II: infrastructure development support for LEA and Local Program implementation of evidenced based practice, evaluation.

Phase III: Multi-year Plan

C. Discussion Questions

1. What does the SEA/LA need to do to conduct an in-depth infrastructure analysis around implementation frameworks?
2. What will the SEA/LA do to broaden the focus on systemic improvement?
3. What are the systemic challenges for the state that may prevent implementation of evidence-based practices with fidelity?
4. What additional resources might the SEA/LA need to apply the implementation drivers?
5. What initial professional development, ongoing training, and coaching will the SEA/LA need to initiate and operationalize implementation frameworks in their improvement planning?