

Practice Profile Activity –Working Towards Innovation Fluency - #5

Part One. Select a critical component of implementation of a coherent improvement strategy. Operationally define what “it” would “look like” if you were to observe this being implemented; as intended (the gold standard); with some acceptable variations of this critical component, and finally what are some unacceptable variations of this element.

Critical Component (Non---negotiable)	Contribution To the Outcome	Expected Implementation	Acceptable Variation	Unacceptable Variation
Description of this component	Describe how this critical component contributes to The outcome	Description of implementer Behavior	Description of implementer behavior	Description of implementer behavior

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Part Two:

Take the Ideal and/or the acceptable variation and then analyze the Knowledge, Skills, and Abilities needed to execute the practice profile. What skills will be necessary to put “it” into place. How will the Implementation Drivers be used to make the ideal or acceptable the routine practice in classrooms, schools, or Districts. And what impact or outcome can we expect and measure to demonstrate that we’ve “got it”?

Please complete the following table.

Critical Component (Non---negotiable)	Expected Implementation/ Acceptable Variation	Knowledge, Skills, and Abilities	Area of Impact (Outcomes)
<i>Description of critical component</i>	<i>Summary of ideal and acceptable Variations of implementer behavior</i>	<i>Describe what is necessary to put “it” in place.</i>	<i>Describe how we will prove that we’ve got “it”</i>

Exploration and Periodic Assessment of Competency Drivers: Discussion Tool

Part 3. Discuss and arrive at decisions about how and if each Driver will support the implementation of the Practice Profile by enhancing the competencies and confidence of the teacher.

Critical Component:	
Selection:	
Training:	
Coaching	
Fidelity/Performance Monitoring System	

Exploration and Periodic Assessment of Organization Drivers: Discussion Tool

Part 4. How will each Organizational Driver support the implementation of the Practice Profile by enhancing the organizational supports for the chosen Practice. Have a conversation about what organizational changes might be done, including data support, facilitative and systems, and how those changes will be operationalized.

Critical Component:	
Decision Support Data System: What systems are in place to support decision making?	
Facilitative Administration: Central office and building level leaders that respond to incoming information and data in order to make change when necessary	
System Intervention: Cross-departmental collaborations (for example: gen ed, EC, Title 1, ELL;) Partnerships with community based organizations or businesses	