



Using the science and practice of implementation to strengthen equity in our education systems, support our educators, and improve outcomes for children, families, and communities.



SISEP eNotes

March 2023

Resources:

- [*New* AI Hub](#)
- [Table of Quantitative Organizational Capacity Assessment Methods](#)
- [Give Get Document Template](#)

Recommended Read

- [Sticking with programs that do not work: the role of escalation of commitment in schools](#)
- [Getting to Institutional-Level Change](#)

Media Resources

- [*New* Podcast: Implementing & Building Capacity](#)
- [*New" Core Competency Videos: Dr. Kim St. Martin & Addressing Capacity](#)

NIRN Updates

- [Brief: Increasing Equity in Education Through Stage-based Implementation of Universal Design for Learning in a Multi-Tiered System of Support](#)
- [NIRN Internship Opportunity](#)



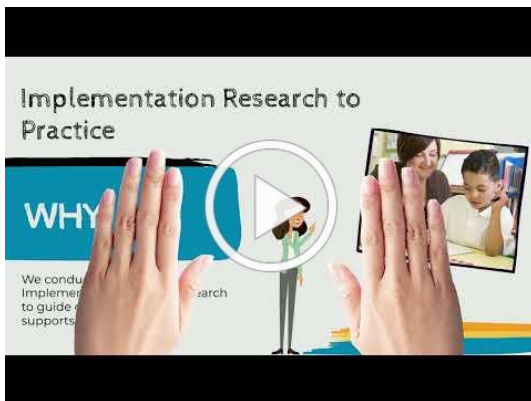
The ABCs of Building Organizational Capacity

By Angela M. Jack. Ph.D.

Today, human service organizations grapple with many unprecedented challenges—challenges that are systemic and impact the implementation of evidence-based programs and practices with quality. Our most vulnerable populations—like children experiencing poverty, the disability community, and communities of color—are most affected by these organizational challenges.

[Read Blog Post](#)

Resources



Give Get Document Template

The purpose of a Give-Get Partnership agreement is to outline a collaboration's shared goals or outcomes, how the partners will work collaboratively, and what each partner is providing and receiving in return. The give-and-get statements for each partner are clearly and concisely stated in plain language, succinct, and digestible.

[Use the Template](#)

New AI Hub Website

The new Active Implementation Hub is up and ready for use! We will continue to make improvements based on the feedback we have received. Keep an eye out for details on when the old AI Hub will be shutting down.

[Visit the New AI Hub](#)

Table of Quantitative Organizational Capacity Assessment Methods

Various tools can be used to assess different capacity levels in the system. The table below outlines several examples of organizational capacity tools, including the type(s) of capacity assessed, the assessment method used, and links to the tools, if available.

[Review the Table](#)



The SISEP Center is excited to kick off our partnership with the University of Washington SMART Center this month.

(Photo: Dr. Aaron Lyons, Dr. Eric Burns, Dr. Caryn S. Ward, Sophia Farmer, Kelcey Schmitz)

Recommended Reads

Sticking with programs that do not work: the role of escalation of commitment in schools

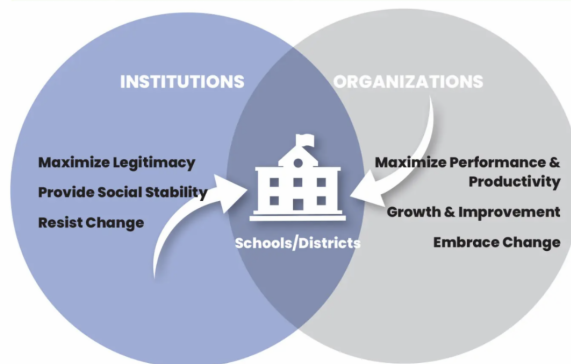
"This study introduces escalation of commitment as a theoretical framework for understanding why school administrators may stick with ineffective programs and practices. Escalation of commitment is a robust decision-making bias in which people feel compelled to continue with a course of action even when performance indicators suggest it is not going well."

[Read More](#)

Getting to Institutional-level Change

"Schools are organizations and institutions. To effectively lead change, we must account for both of those elements. Schools are expected to be both stable and adaptable—resistant to change and ready to embrace it to meet students' needs. Because of this paradox, researcher Adonius Lewis argues, school leaders must focus on relationships at all levels to ensure sustainable school- and district-wide improvement."

FIGURE 1. Schools as Institutions and Organizations



Source: Adonius Lewis

[Read More](#)

Media Resources

Implementation Science for Educators

Episode #36
Implementing & Capacity Building
An EIC Story

UnboundEd

pivot
LEARNING

GUILFORD
County Schools
SOAR TO GREATNESS



Podcast: Implementing and Building Capacity

We are switching gears with Episode 36 and want to share a highlight from another project at the National Implementation Research Project. The Effective Implementation Cohort is a project designed to help school districts implement an instructional system that supports using a high-quality math

curriculum. This episode was recorded during a virtual learning session where Guilford County Schools (North Carolina) and UnboundEd/Pivot Learning shared their experiences using District Capacity Assessment data to support the implementation of their selected math curriculum.

Listen Now

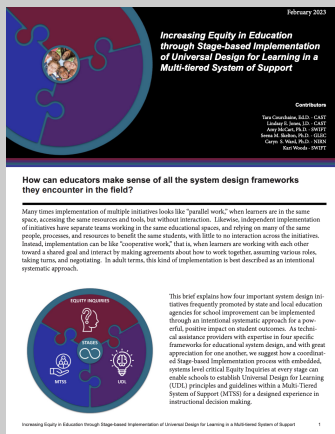


Interview: Dr. Kim St. Martin and Capacity Building

We recently had the opportunity to interview Dr. Kim St. Martin of the Michigan MTSS Center. Focusing on building capacity, the conversation focused on the role of leadership in implementation and how having a barrier-busting process is a critical step in implementation.

Watch Now

NIRN Updates



Increasing Equity in Education through Stage-based Implementation of Universal Design for Learning in a Multi-tiered System of Support

This brief explains how four important system design initiatives frequently promoted by state and local education agencies for school improvement can be implemented through an intentional system approach for a powerful, positive impact on student outcomes. As technical assistance providers with expertise in four specific frameworks for educational system design and with great appreciation for one another, we suggest how a coordinated Stage-based Implementation process with embedded, systems-level critical Equity

Inquiries at every stage can enable schools to establish Universal Design for Learning (UDL) principles and guidelines within a Multi-Tiered System of Support (MTSS) for a designed experience in instructional decision-making.

Read the Interactive Brief

NIRN Internship Opportunity

As part of the Implementation Division at the Frank Porter Graham Institute, we are excited to be part of the Implementation Division Summer Internship Program. There are four open opportunities this summer including one with NIRN. Visit the page for more information and please share. You can also read about our 2022 intern, Marie David, and her experience by reading the SISEP Blog, "[Five Reasons to Spend your Summer as a NIRN Intern.](#)"



[View Internship Opportunities](#)

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