

# Transformation Zone

The SISEP Center makes use of a Transformation Zone as a first step toward developing implementation capacity (Implementation Teams) while putting an effective innovation to use. A transformation zone (e.g. one region of the State) provides enough depth and breadth to ensure ample opportunities to develop the knowledge and skills of Implementation Team members while limiting the damage of mistakes and wrong turns that surely will occur in such complex environments.

During this time, SISEP continues to work with districts, regional authorities, and the State Management Team to resolve systems issues that arise. As the number of schools, districts, and regional authorities increases, there usually is sufficient critical mass to disturb the current system and uncover more issues to resolve at system and political levels.

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## The objectives of the Transformation Zone are to:

1. Engage the system leaders and political leaders in frequent (monthly) conversations designed to resolve current issues, and build leadership and problem solving capacity at every level,
2. Assess and extend system capacity for implementation and scaling,
3. Create and expand Implementation Teams (i.e. in-State implementation expertise),
4. Evaluate the effectiveness of implementation supports at regional, district, and school levels,
5. Create and expand the competence and confidence of leaders and staff,
6. Evaluate the effectiveness of the innovation in practice to assure effective implementation of the innovation across diverse conditions such as:
  - o Urban or rural applications;
  - o Variations among racial, ethnic, cultural, and religious groups;
  - o Variations among socio-economic groups;
  - o Variations among geographical regions.

As implementation capacity expands, the full and effective uses of the innovation can expand until the entire State has access to high quality education. As other effective innovations are identified, they will have the advantage of being supported by already experienced and accessible Implementation Teams. Thus, after the first decade, an implementation infrastructure will exist and grow stronger as more evidence-based innovations are integrated into the education system.