Equitable Implementation

Equitable Implementation occurs when strong equity components (including explicit attention to the culture, history, values, assets, and needs of the community) are integrated into the principles and tools of implementation science to facilitate quality implementation of effective programs for a specific community or group of communities (DuMont, Metz, & Woo, 2019).

Equitable Implementation

There have been many educational initiatives over the years intended to close the opportunity gap for students, yet we continue to see persistent inequities for students from historically and currently marginalized groups. These inequities have only been enhanced during the COVID-19 pandemic. Unless our implementation efforts serve to redress racist, ableist, and other oppressive practices and policies in our education system, we will never realize equitable outcomes for all students. SISEP will be exploring equity in implementation in a series of upcoming eNotes.

This month's focus is on questions your implementation team can consider as you build readiness for examining how equitable your implementation efforts are and taking action to center equity at the heart of implementation.

Seven Questions to Consider

Consider the following questions to engage your team in thinking about equitable implementation in your state, region, district, or school:

1 **What are our priorities around equity and commitment to equitable implementation?**

2 **Who is responsible for supporting the work of ensuring equitable opportunities?**

3 Are we engaging stakeholders in our implementation efforts in meaningful ways, including as co-creators and decision makers in the work?

4 Are we ensuring we not only hear from a variety of perspectives representative of the community but center the voices and experiences of our stakeholders from currently and historically marginalized groups when identifying needs and assets, selecting practices, defining successful outcomes, and planning for and monitoring implementation?

5 Are we committed to building a culture of critical examination of our current policies and practices to identify and address inequities in our system?

6 What learning do we need to do and actions do we need to take to build individual and organizational capacity to understand our own biases and the impact of those biases in creating or perpetuating inequities?

7 What data can we examine to understand where we are now and the need for a focus on equity? Are our data tools selected for appropriateness for the match to our community? Are we utilizing disaggregated data to understand disparities in access, opportunities, and outcomes?

We hope these questions prompt critical reflection and dialogue for your team.

In the upcoming eNote series, we'll focus on centering equity in each stage of implementation and share steps you can take to make your implementation more equitable and achieve equitable outcomes for students.

To Learn More:

- *Five Recommendations for How Implementation Science Can Better Advance Equity*

Other News from SISEP:

- **New Versions of Common Implementation Tools:**
  - We have created a new version of the Implementation Stages Planning tool. The Implementation Stages Planning tool supports the identification of the current stage of implementation, as well as supports planning and improvement by providing:
    1. a flow chart to determine stage of implementation;
    2. a list of appropriate stage-based activities; and
    3. an outline of expected stage-based outcomes.

  - The Hexagon Tool has been revised to incorporate feedback from usability testing with partners and stakeholders in K-12, Early Childhood, Child Welfare, and Public in the US, Scotland, and others. Check out the revised version that includes added language and considerations for race equity, as well as a new arrangement of the indicators that pairs each program indicator with its' corresponding implementing site indicator.

- **New AI Hub Lessons:**
  - New Initiative Inventory Lesson (Lesson 10) is available! The Initiative Inventory can be used to guide your team's review of past and current programs to get a clear picture of successful strategies, and challenges, along with existing mandates and resource commitments. This brief lesson supports your learning about how to collect and analyze data for the initiative inventory and use the results to inform selection, de-selection, and alignment decisions for practices or programs.

  - Be on the lookout in the next week or two for a new Implementation Stages Lesson (Lesson 7) to accompany the new Implementation Stages Planning Tool.