



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

October 2022

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Top 5 Reasons to Spend Your Summer as a NIRN Intern

By Marie David

Spending my summer with the University of North Carolina's National Implementation Research Network team and their SISEP TA Center is one of the most enriching and precious experiences I've ever had as a doctoral candidate in Special Education at Purdue University.

[Read Blog Post](#)



We are looking for you to share your implementation story! SISEP is currently seeking those in the field to share their successes, challenges, and implementation experience through several media formats. If you are interested in being a guest on our podcast, being interviewed for Voices in the Field videos, or would like to be a co-author on a blog, fill out the following form.

Resources


NIRN NATIONAL IMPLEMENTATION RESEARCH NETWORK

Drivers Tip Sheet: Selection

Implementation Infrastructure

Implementation drivers refer to the key infrastructure elements needed to support practice, organizational, and systems change necessary for successful implementation of a program or practice (Metz & Bartley, 2012). Implementation Drivers are in service to fidelity and ensure that the program or practice is embedded in the organization's operations and culture. The Implementation Drivers emerged on the basis of commonalities among successfully implemented programs and practices and are grouped into organization and competency drivers (Fixsen et al., 2005).

- **Organization drivers** (Facilitative administration, systems intervention and decision-support data systems) create and sustain a supportive environment in both the organization and the broader system that is needed for the program or practice to be implemented as intended and achieve expected outputs and outcomes.
- **Competency drivers** (selection, training, coaching and fidelity) develop and improve staff competencies to support the program or practice.



Selection

The Selection Driver refers to the use of a purposeful process for selection of staff with the required skills, abilities, and other specific prerequisite characteristics to implement the program or practice. Selection from an active implementation perspective is different from selection as usual.

- **Selection is viewed as a mutual process.** The organization decides whether or not to select an individual to join them and the process allows the applicant to understand the expectations related to the position so they may decide whether the position is a good fit for them.
- **Selection uses identification of essential staff characteristics,** including those that are tough to teach, in order to set staff up for success. Effective staffing requires the specification of required knowledge, skills and abilities that relate to program-specific needs. This means specifying skills and abilities that are a prerequisite for the work ahead and determining those that will be developed once the person is hired. The selection process provides the opportunity to select for specific traits or characteristics—ones that may be challenging to support through training and coaching. For example, characteristics such as approaching innovations with a sense of hesitancy with a challenge-based approach. Information gathered through the selection process can be fed forward to trainers and coaches to help them understand the strengths of the person and more quickly focus on areas that may need attention.
- **Selection sets clear expectations for new hires.** The selection process uses job postings and interviews to lay clear and specific expectations for the staff's new role. A clear expectation for the role must be a willingness to see and understand the value of coaching to ensure fidelity.

LEARN MORE: implementation.org/study
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Drivers Tip Sheet

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Drivers Tip Sheet

Recommended Read

How do you define sustainability?

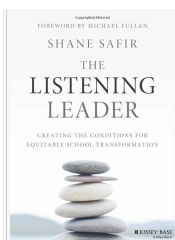
Yolanda Perkins & Rebekah Hornak

As we prepared for the [National Implementation Research Network \(NIRN\)](#) team's June meeting, we found ourselves pondering this question—but with no definitive answer available on NIRN's Active Implementation Hub. Although this initially surprised us, through research we learned that the absence of a standard definition of sustainability is a frequent occurrence in implementation research and practice.

Read More

The Listening Leader

Shane Safir (Author of Street Data)



"The Listening Leader: Creating the Conditions for Equitable School Transformation supports teacher leaders, administrators, and district leaders to creatively tackle complex equity challenges, resulting in lasting change. With powerful stories and practical tools you'll learn how to leverage a vital yet often overlooked skill of listening, to transform classrooms into places of opportunity for every student."

Media Resources

"Learning about Fidelity"



Learn more about fidelity by joining the conversation with April Kaiser-Edwards from the Virginia Department of Education. April shares with listeners her experiences with learning about fidelity, how she is sharing her knowledge with the districts she supports, and advice for those exploring fidelity measurements. Be sure to listen to the end to hear April share her poem on Implementation Science.

Listen Now

Implementation Quick Start Video



Are you looking for a short video for presentations, training, or coaching? We are always onboarding new staff and often need a quick start resource to bring them up to speed. Check out this classic "Implementation Quick Start" video to assist you with the onboarding process. Video length - 5:53.

Watch Now

NIRN Updates



Creating a Mathematics Theory of Action in Los Angeles Unified School District

Through collaboration with district leadership and partner organizations, LAUSD developed the following vision and Theory of Action. This brief describes how they developed and utilized these mission-guiding documents.

Would you like to learn more about The Los Angeles Unified School District's development of a vision and theory of action supporting middle-level math? Registration today for the live webinar on Wednesday, October 5th, at 3:00 PM ET.

Read the Brief

Registration

Subscribe Now!



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