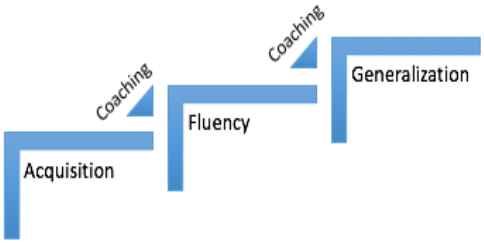
Improve your Implementation Science Smarts - Virtually!

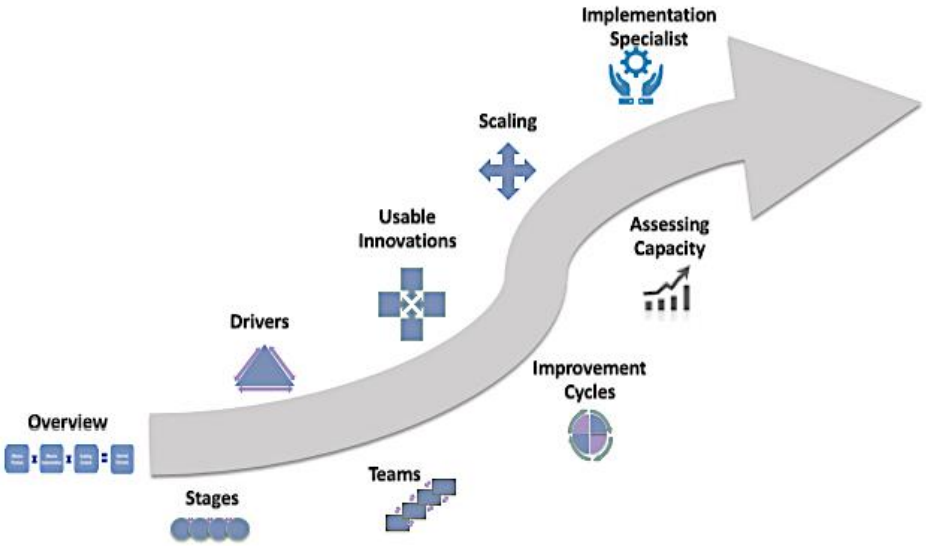
This guide provides learning resources on the Active Implementation Hub for the Active Implementation Frameworks' concepts, practices, tools, and necessary skills. These skills and abilities are essential to implementation capacity development and systems change for successful scaling of effective innovations.

Use of Active Implementation in a thoughtful and purposeful approach leads to practices being implemented as intended, which results in desired outcomes. Similarly, the goal of this learning guide is to support your acquisition of content, build fluency in your skills, and develop your capacity to generalize Active Implementation across content and contexts.

This guide begins with an overview of Implementation Science and then progresses through learning about implementation stages, implementation drivers, implementation teams, usable innovations, improvement cycles, and scaling up of innovations.



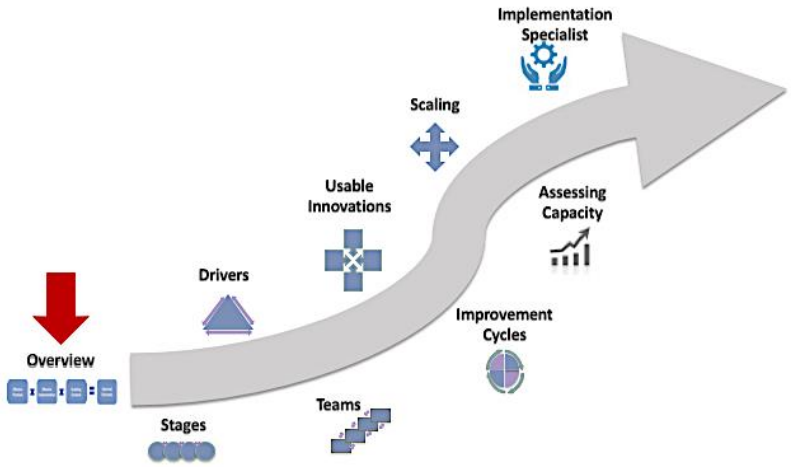
The following visual will assist you in looking broadly across this content. Follow this visual in each section to monitor indicators of your progress.



The following Learning Resources will be accessed to support learning about Active Implementation:

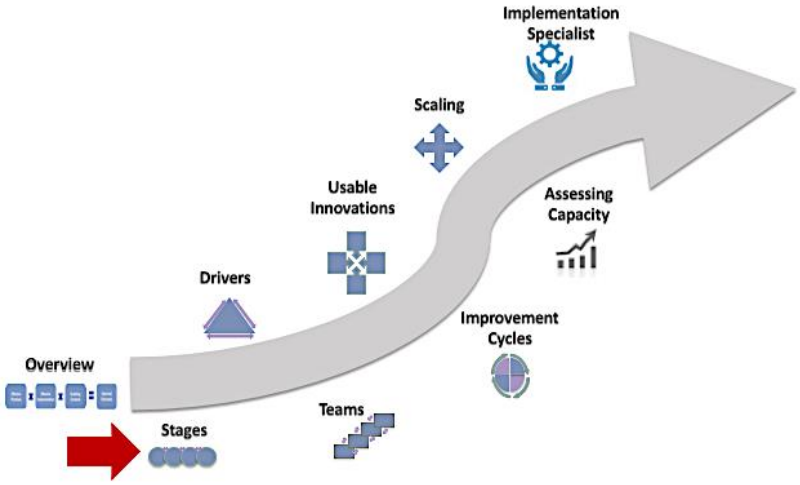
- **Snapshot of Learning from this Section** – This component will provide a quick overview of the general content of the section, its importance, and links to Active Implementation.
- **Active Implementation Hub (AI Hub) Modules** – Online learning modules will be assigned that guide learning about content areas
- **AI Hub Lessons** – Lessons provide a glimpse of an application of Active Implementation across various human service settings including K-12 systems
- **Application Activities** – Activities will ask you to apply your learning and generalize it beyond AI Hub content and lessons.
- **Applicable Tools** – Resources that build structures, refine functions, and/or develop skills and critical thinking that drives purposeful implementation
- **Resources** – Additional resources that expand learning across contexts and content

Implementation Science Overview: Why Implementation Science?



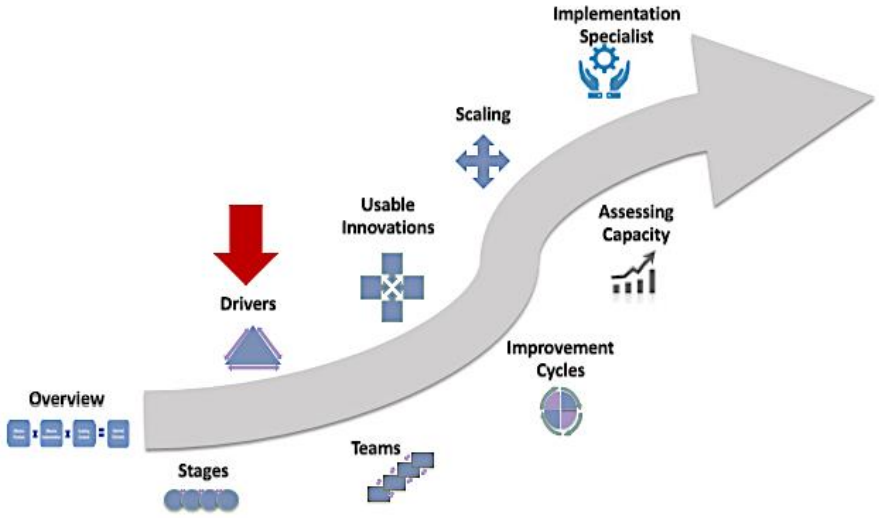
Snapshot of this Learning Section	Learning resources, reading, and tools in this section will present a broad view of implementation science, provide a rationale for this work, and introduce the Active Implementation Frameworks (AIFs) that serve as the backbone of all subsequent learning and application efforts. The goal of this content area is to build a general understanding of implementation science that serves as the foundation for future content.
AI Hub Modules	Module 1: Overview of Active Implementation Frameworks
AI Hub Lessons	Implementation Quick Start
Activities	Activity 1.6 (Frameworks): Module 1 Capstone - Implementation Is a Piece of Cake
Resources	• Scaling Up Evidence-Based Practices in Education • Intensive Technical Assistance

Implementation Stages



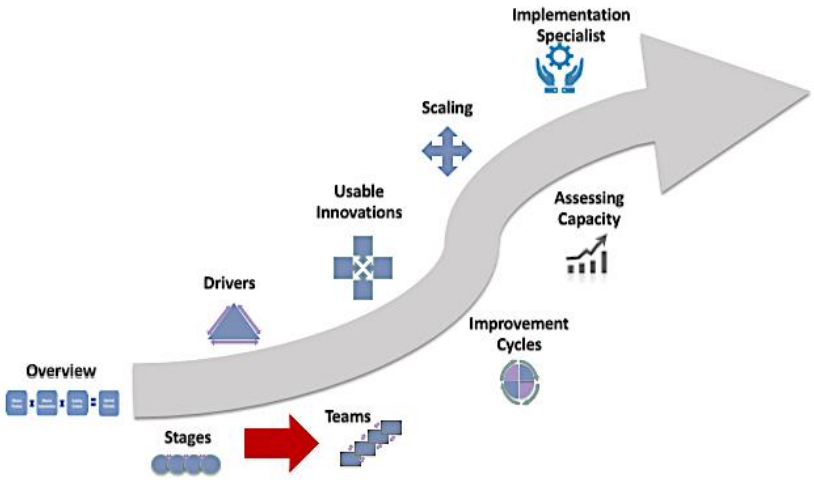
Snapshot of this Learning Section	Highlights from this section include a discussion about the "when" in implementation. That is, when does a system decide to move forward with implementing an innovation, build needed resources, put innovations and practices in place, or measure outcomes? This section will point out key components and processes that take place during each of the four **implementation stages.** Your goal is to understand the sequence, importance, and key activities that typically are completed during each implementation stage.
AI Hub Modules	Module 4: Implementation Stages
AI Hub Lessons	Lesson 1: The Hexagon Tool
Activities	• Activity 4.1 (Stages): Reflecting on Rationales • Activity 5.1 (Improvement Cycles): Getting "Ready" for Change & Video Vignette 12: What Research Says About Readiness • Activity 4.2 Exploring with the District Initiative Inventory
Tools	• Stages of Implementation Analysis: Where Are We? • Hexagon Tool • Initiative Inventory
Resources	• Scaling up Brief #3: Readiness for Change • Scaling up Brief #4: Exploration Stage

Implementation Drivers



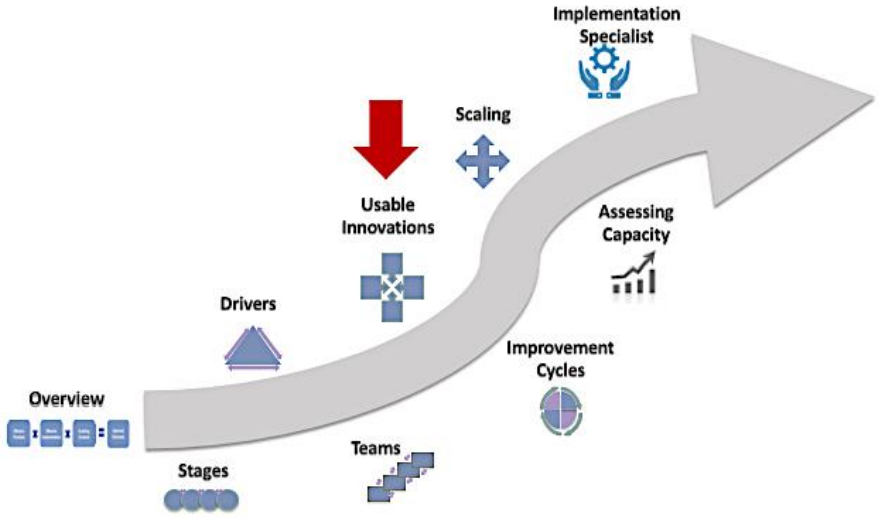
Snapshot of this Learning Section	**Implementation drivers** provide the supports needed to establish and maintain successful implementation of a desired innovation with fidelity. Your task while working through this section is to identify the functions of these drivers and how they build implementation capacity across the implementation stages you reviewed previously.
AI Hub Modules	Module 2: Implementation Drivers
AI Hub Lessons	• Lesson 4: Creating a Training Plan • Lesson 5: Coaching System Development Worksheet • Lesson 8: Coaching Service Delivery Plan • Drivers Ed Series: Fidelity • Drivers Ed Series: Selection
Activities	• Activity 2.4a: Communication Pathways • Activity 2.4b: Locus of Responsibility
Tools	• Coaching Service Delivery Plan Template • Coaching System Development Worksheet • Training Plan Template • Strategic Analysis of the Implementation Drivers Worksheet • Implementation Drivers: Team Review and Planning • Implementation Drivers: Assessing Best Practice • Implementation Drivers: Action Plan
Resources	• Handout 12: Implementation Drivers • Video Vignette 8: Case Example

Implementation Teams



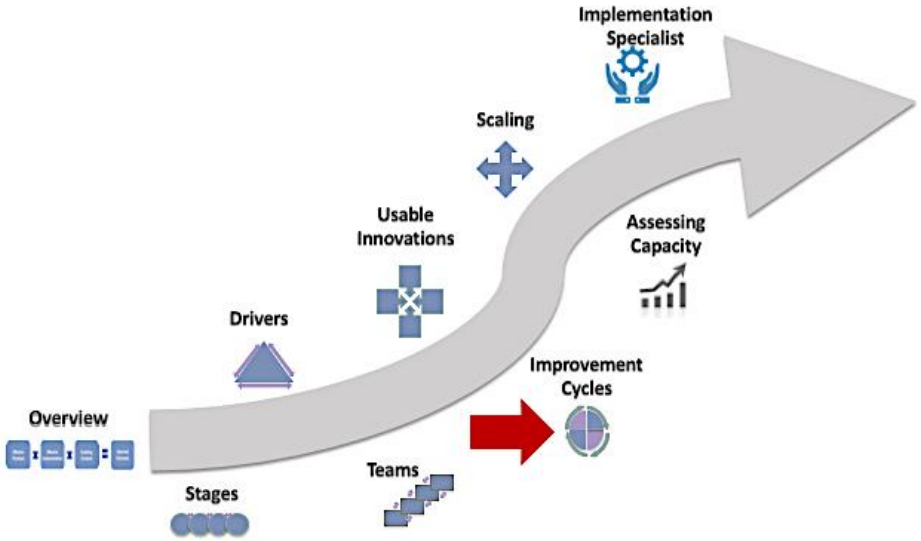
Snapshot of Learning from this Section	**Implementation teams are the "who" in the work of building implementation capacity**. This section will help you identify who should be "selected" (notice that driver reference?) for implementation teams, the tasks assigned to these teams, how they communicate and relate to one another, and the rationale for why we need implementation teams. If you can provide rationales for those items, you are on your way to understanding implementation teams. Warning – be ready for more acronyms (e.g., RITs, DITs, BITs, SMT) ☺
AI Hub Modules	Module 3: Implementation Teams
AI Hub Lessons	Lesson 9: Communications Protocol - Linking Teams
Activities	• Activity 3.5: Creating an Implementation Team • Activity 3.4: Terms of Reference Examples
Tools	• Communication Protocols Worksheet • Implementation Team Checklist
Resources	• Scaling-Up Brief #6: Creating Meaningful Change in Education: A Cascading Logic Model • Scaling- Up Brief #5: Leveraging Change in State Education Systems • Handout 03: State Management Team • Handout 04: State Design Team • Handout 05: Regional Implementation Team • Handout 06: District Implementation Team • Handout 07: Building Implementation Team

Usable Innovations



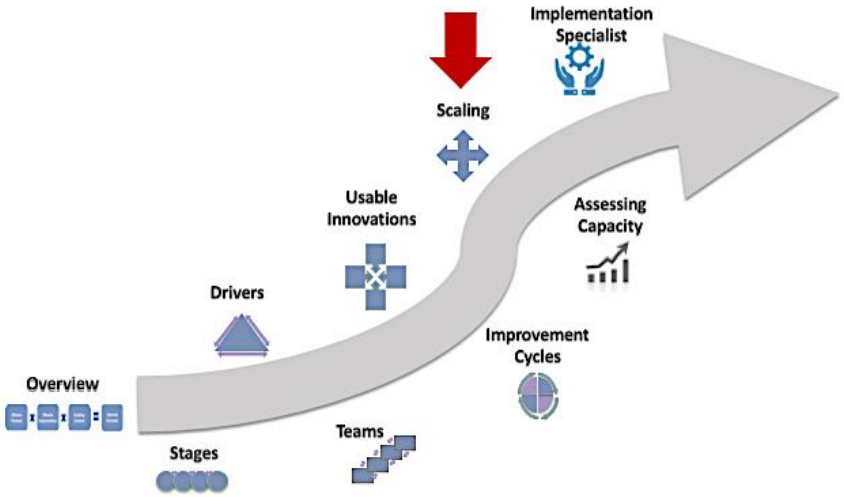
Snapshot of Learning from this Section	**Usable innovations** are the "what" in the question of "what are we implementing?" Usable innovations clarify not only how to identify and select practices that are best aligned with a given need and context, but also how to define the practices within these innovations so that they are learnable, doable, _(***fill in the blank during your learning***)_, and assessable in practice.
AI Hub Modules	• Module 6: Usable Interventions
AI Hub Lessons	• Lesson 2: Usable Interventions • Lesson 3: Practice Profiles, Parts 1 & 2
Activities	• Activity 1.1 (Frameworks): Getting started with Usable Interventions • Activity 6.2: Case Example: Usable Interventions and PDSA
Tools	• Hexagon Tool • Practice Profile Planning Tool

Improvement Cycles



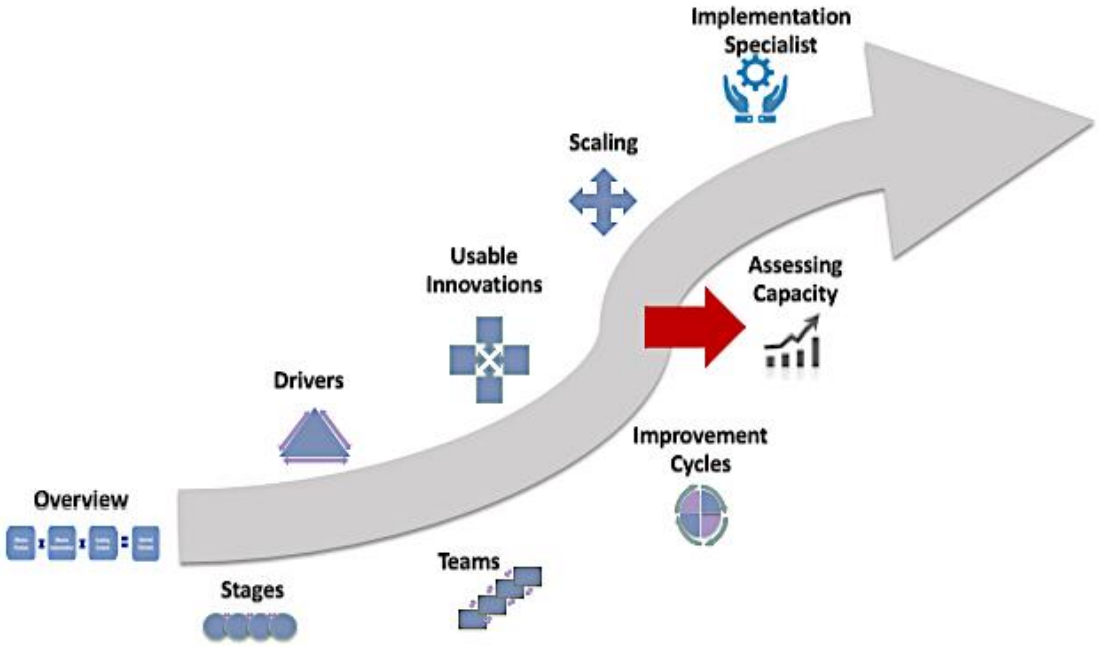
Snapshot of Learning from this Section	Do we always know what forks in the road are ahead of us? Can we foresee challenges and barriers that might hinder our work? Can we get better after we get started? As you think about those items, you have begun answering questions that make our work in systems interesting and full of opportunities to get better. **Improvement cycles** will provide the structure to ask, answer, and put more effective practices in place as we navigate systems change. Your goal during this section of learning is to see how these questions can be structured and answered in a structured approach to gathering and using data to inform future work.
AI Hub Modules	• Module 5: Improvement Cycles
AI Hub Lessons	• Lesson 6: The PDSA Cycle
Activities	• Activity 5.2 (Improvement Cycles): PDSA - Who Am I? • Activity 5.4 (Improvement Cycles): Transformation Zone Elevator Speech • Activity L6.1: Apply the Plan-Do-Study-Act (PDSA) Cycle in your work

Scaling



Snapshot of Learning from this Section	This segment of your learning will focus on **scaling up (and out).** For example, how do we use what we have learned and apply it to other Transformation Zones? Use the readings from this component to learn how innovations such as PBIS have successfully scaled up their practices while maintaining integrity to their innovation. What can be learned from their trials? Are there contextual nuances that lead to more effective and efficient scaling up? Is it a craft or a science?
Resources	Scaling Up Evidence-Based Practices in Education

Assessing Capacity to Implement



Snapshot of Learning from this Section	Implementation capacity of an agency (state, reginal, local, etc.) is defined as systems, activities, and resources needed to support use of evidence-based practices and strategies with fidelity to reach desired outcomes. Assessing these factors is critical as it guides planning and allocation of resources and supports.
AI Hub Modules	• Capacity Assessment Administration Short Course
AI Hub Lessons	• Drivers Ed: Decision Support Data Systems
Tools	• State Capacity Assessment (SCA) • Regional Capacity Assessment (RCA) • District Capacity Assessment (DCA) • Drivers Best Practices (DBPA)
Resources	• Action Plan Templates