

Capacity Building and Sustainability Efforts Review for Intensive TA States

Jeanna Mullins & Martin Blair

May 7, 2019

Welcome and Introductions



Hello
my name is

- ▶ Name
- ▶ State
- ▶ Role
- ▶ 1 success or 1 challenge in meeting SEA transition goal(s) (1 sentence max.)

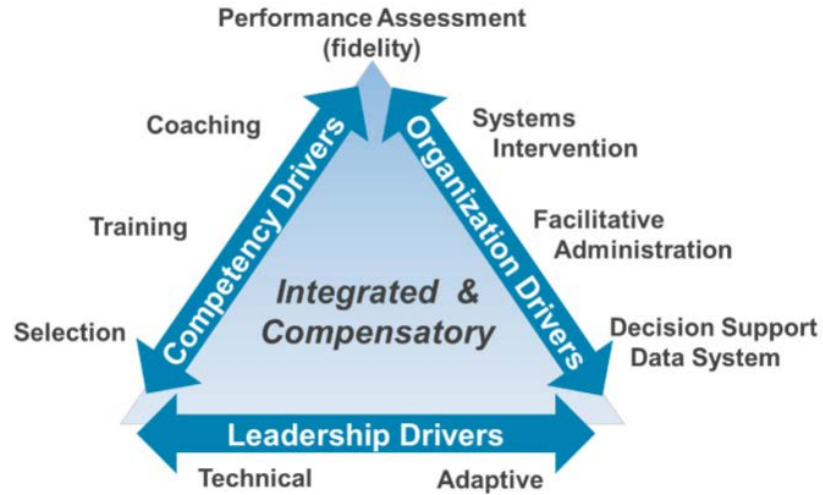
Much of today's content comes from the National Implementation Research Network, NIRN. Thanks!

Outcome Review

- ▶ Choose a Short-term or Intermediate Outcome that has been or is close to being achieved.
- ▶ Choose a Short-term or Intermediate Outcome that is no closer than when you started.



Implementation Drivers



Competency Drivers are mechanisms to develop, improve and sustain one's ability to implement an intervention as intended in order to benefit children, families and communities.

Organization Drivers are mechanisms to create and sustain hospitable organizational and system environments for effective services.

Leadership Drivers focus on providing the right leadership strategies for the types of leadership challenges. These leadership challenges often emerge as part of the change management process needed to make decisions, provide guidance, and support organization functioning.

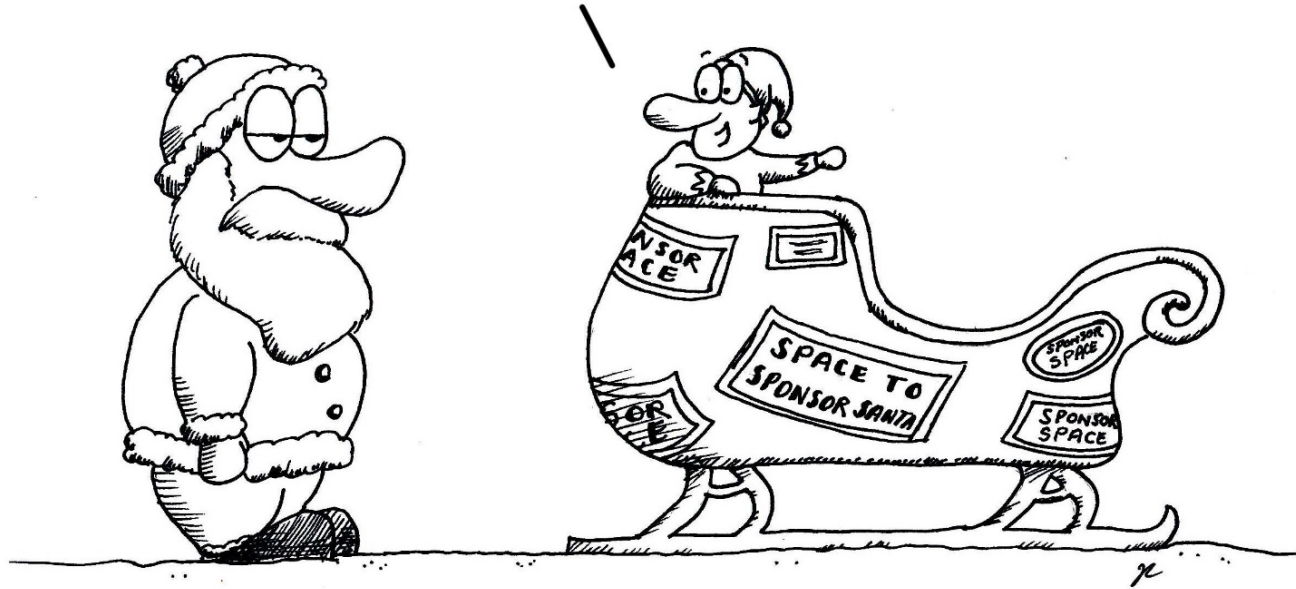
What's working?

- ▶ What worked?
- ▶ What didn't?
- ▶ Why or how are some drivers in place and some not?



What is important? What is not?

"I was thinking it works for Nascar,
so why not us?"



Author unknown

Evaluating for Sustained Change: Collecting and Using Data on Short- and Mid-Term Outcomes to Achieve Long-Term Goals

Jeanna Mullins & Martin Blair

May 7, 2019

Welcome and Introductions



Hello
my name is

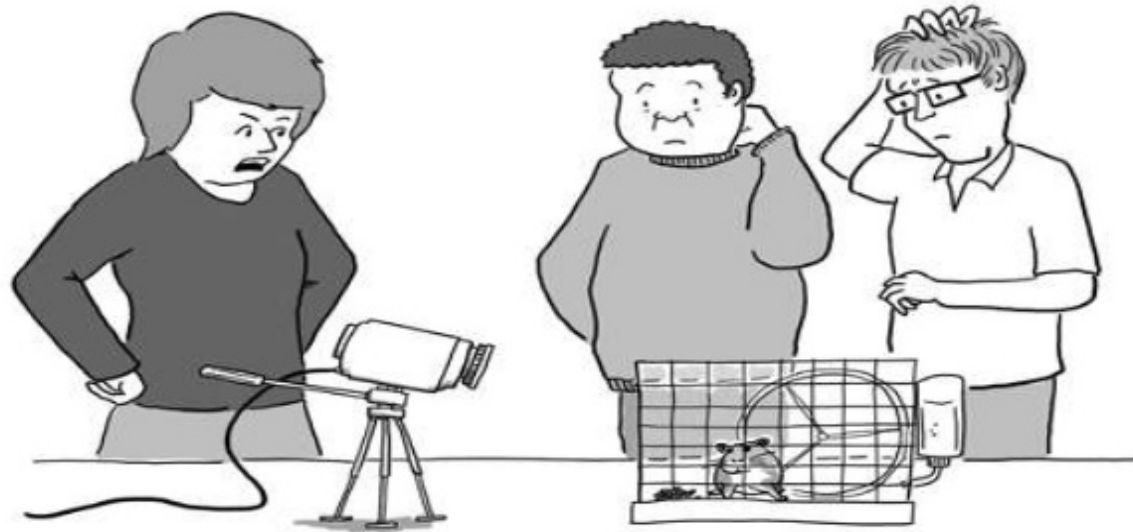
- ▶ Name
- ▶ State
- ▶ Role
- ▶ 1 success or 1 challenge in meeting SEA transition goal(s) (1 sentence max.)

Much of today's content comes from the National Implementation Research Network, NIRN. Thanks!

Theory of Action

- ▶ If we do...
- ▶ Then... will happen
- ▶ And we will see the result in...

What's your theory of change?

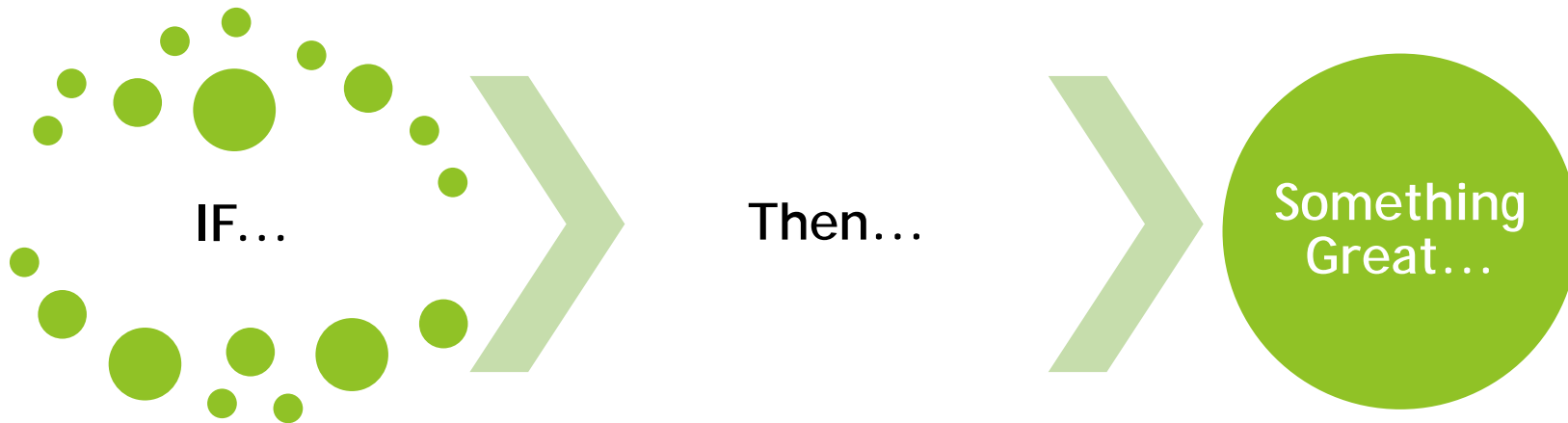


Seriously? **Nobody** remembers the theory of change behind our launching a 24-7 live hamster webcam?!

Source of cartoon: Networkednonprofit.org

Ok...so how do you know?

- ▶ How do you know you've achieved your outcomes?
- ▶ What are your evidences of change?

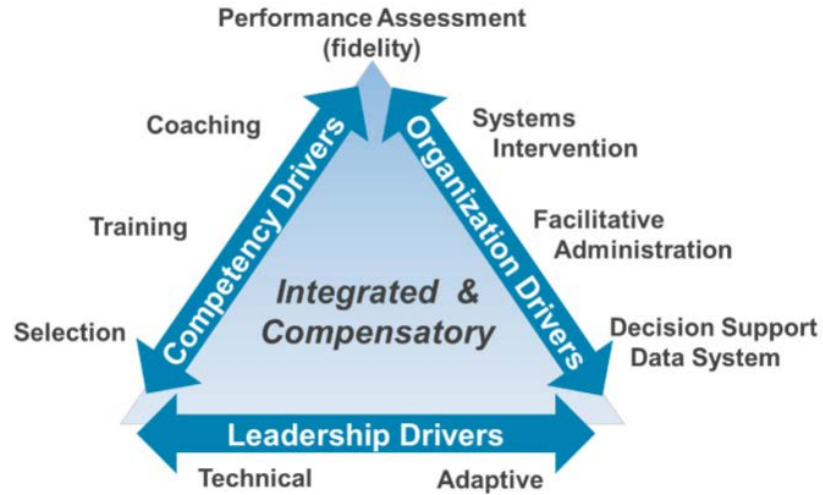


Active Implementation Networks

Five How Questions...

1. How will students benefit?
2. How will teachers be supported?
3. How will District and school implementation teams be developed & supported?
4. How will Regional supports be developed to support District and school implementation teams?
5. How will state transformation and state capacity be developed?

Implementation Drivers



Competency Drivers are mechanisms to develop, improve and sustain one's ability to implement an intervention as intended in order to benefit children, families and communities.

Organization Drivers are mechanisms to create and sustain hospitable organizational and system environments for effective services.

Leadership Drivers focus on providing the right leadership strategies for the types of leadership challenges. These leadership challenges often emerge as part of the change management process needed to make decisions, provide guidance, and support organization functioning.

Next Step(s) Action Plan

- ▶ Clarify outcome(s)
- ▶ Clearly identify desired and measurable outputs
- ▶ Clearly identify evidences of change
- ▶ Clearly address implementation drivers



Thanks!

Jeanna Mullins, jeannamullinsconsulting@gmail.com

Jeanna S Mullins Consulting, Inc.

Martin (Marty) Blair, martin.blair@umontana.edu

Rural Institute for Inclusive Communities, University of Montana