**FOUNDATIONS FOR GOOD IMPLEMENTATION**

**EXPLORE**

3 Define the problem you want to solve and identify appropriate programmes or practices to implement.

- Specify a tight area of focus for improvement that is amenable to change.
- Determine a programme of activity based on existing evidence of what has – and hasn’t – worked before.
- Examine the fit and feasibility of possible interventions to the school context.
- Make an adoption decision.

**PREPARE**

4 Create a clear implementation plan, judge the readiness of the school to deliver that plan, then prepare staff and resources.

- Develop a clear, logical, and well-specified implementation plan:
  a. Specify the active ingredients of the intervention clearly: know where to be ‘tight’ and where to be ‘loose’.
  b. Develop a targeted, yet multi-stranded package of implementation strategies.
  c. Define clear implementation outcomes and monitor them using robust and pragmatic measures.
- Thoroughly assess the degree to which the school is ready to implement the innovation.
- Once ready to implement an intervention, practically prepare for its use:
  a. Create a shared understanding of the implementation process and provide appropriate support and incentives.
  b. Introduce new skills, knowledge, and strategies with explicit up-front training.
  c. Prepare the implementation infrastructure.

**DELIVER**

5 Support staff, monitor progress, solve problems, and adapt strategies as the approach is used for the first time.

- Adopt a flexible and motivating leadership approach during the initial attempts at implementation.
- Reinforce initial training with follow-on coaching within the school.
- Use highly skilled coaches.
- Complement expert coaching and mentoring with structured peer-to-peer collaboration.
- Use implementation data to actively tailor and improve the approach.
- Make thoughtful adaptations only when the active ingredients are securely understood and implemented.

**SUSTAIN**

6 Plan for sustaining and scaling an intervention from the outset and continually acknowledge and nurture its use.

- Plan for sustaining and scaling an innovation from the outset.
- Treat scale-up as a new implementation process.
- Ensure the implementation data remains fit for purpose.
- Continually acknowledge, support, and reward good implementation practices.