

## Tools to Support Implementation and Utilizing the “Guide to Support Implementation: Essential Conditions”



Implementation is hard work and takes time. Implementation fidelity (doing what you planned to do) ensures that the results are worth the resources and effort. It allows for reflection on current pedagogy (the principles, practice, or profession of teaching) to help support and refine efforts so you will achieve the intended positive effects on student learning and engagement. Dialogue that occurs as a result of using these reflection tools will provide structured reflection on current implementation practices and learning for future opportunities, and will nurture a culture of learning that supports shared responsibility for implementation.

The following tools have been developed to enhance the utilization of the [Guide to Support Implementation: Essential Conditions](#), to support district and school leaders with their implementation of Moving Forward with High School Redesign (MFWHSR), but can be adapted for other initiatives.

### Readiness Reflection Tools

Are you ready for the changes you are imagining? The *Readiness Reflection Guide* and *Hexagon Tool* can be used before implementing a change initiative to facilitate team dialogue regarding your readiness for change. This reflection can help set the stage for commitment and the development of your implementation plan.

[Readiness Facilitator Guide](#)

[Hexagon Tool](#) (This tool has been adapted, with permission, from the [National Implementation Research Network](#).)

[Scaling-up Brief: Readiness for Change](#) (retrieved from [State Implementation & Scaling-up Evidenced-based Practices Center](#))

### Self-reflection Tools

Is your implementation team addressing all of the factors related to successful implementation? The *Self-reflection: Shared Responsibility and Culture* and *Self-reflection: Essential Conditions* can be used to support reflection by a small group or individuals on your implementation journey and how to build on successes and address gaps.

[Self-reflection: Shared Responsibility and Culture](#)

[Self-reflection: Essential Conditions](#)

### Facilitated Reflection Tools

Would your implementation benefit from an objective perspective? The facilitated reflection process involves a more in-depth reflection on the implementation journey with the help of an

external/internal facilitator. Accessing an external facilitator brings an objective perspective to the conversation, and helps your district or school prepare for future steps and improve your implementation practices.

[Facilitated Reflection Guide](#)

[Facilitated Reflection: Teacher](#)

[Facilitated Reflection: Student](#)

[Facilitated Reflection: Team Leaders](#)

[Synthesizing Your Findings](#)

### External Websites and Supports

- [A Guide to support Implementation: Essential Conditions](#)
- [National Implementation Research Network](#)

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