

Activity 2.1b

Reflection on Selection

Selection of staff, from an Active Implementation perspective is different from “selection as usual” in two important ways. Review the two distinctions, and then try to apply the two concepts in your setting or to your initiative.

Instructions

1. Review the two key distinctions of Active Implementation “Selection”

- Selection is viewed as a “mutual” process. For example, a school or district is deciding whether or not to select an individual to join them and the process allows the applicant to understand the expectations related to the position in order to determine if their skills abilities and attitudes are a good “fit”.
- Selection includes “role play” or “behavior rehearsal” processes. These processes allow interviewers to observe how applicants respond to feedback and how able and willing they are to learn new practices. This process provides insight into how an applicant might respond to feedback and data. A desire and ability to learn and grow are critical for ongoing improvement.

2. Apply It Now

Think about your recruitment, interviewing, and selection process. After reviewing the two key distinctions above, what are two things you could do to improve the Selection process (including recruitment, interviewing, and selection) in your setting so that it better supports effective implementation?

Goal/Purpose	Action	Lead
Action 1		
Action 2		