Handout 11

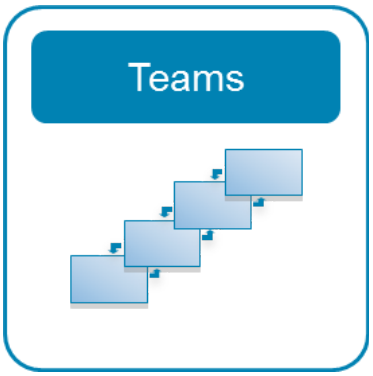
Implementation Teams

NIRN NATIONAL IMPLEMENTATION RESEARCH NETWORK
FRANK PORTER GRAHAM CHILD DEVELOPMENT INSTITUTE

Implementation Teams support the full, effective, and sustained use of effective instruction and behavior methods. Linked Implementation Teams define an infrastructure to help assure dramatically and consistently improved student outcomes.

Key Takeaways

1. Implementation Teams establish an aligned and linked teaming infrastructure that can help integrate, sustain, and scale-up innovations with fidelity over time.
2. Implementation Teams support and sustain the widespread use of EBPs/EIIs by leveraging implementation science principles and using systems change best practices. Implementation Teams "Make it Happen."
3. Implementation Teams typically include 3 to 5 individuals with time allocated to engage in implementation infrastructure development. This means face-to-face time as a team, as well as working between meetings.
4. The primary functions of Implementation Teams are to:
    - Ensure Implementation
    - Engage the Community
    - Create Hospitable Environments
5. Key teaming structures for an education system are
    - Building Implementation Team (BIT)
    - District Implementation Team (DIT)
    - Regional Implementation Team (RIT)
    - State Implementation Team (SIT)



Related Resources

- Module 3: Implementation Teams - Implementation Teams support the implementation, sustainability, and scale-up of usable innovations by integrating the use of implementation stages, drivers and improvement cycles. This module is designed to assist new and existing Implementation Teams in actively building capacity and scaling-up programs and innovations.
- Establishing Implementation Teams - Establishing Implementation Teams and identifying members of a team does not necessarily mean hiring new professionals or even adding a "new" team. Begin by assessing existing teams and personnel. Should an existing team be "repurposed" or redesigned for this work? Might people be added to a current team as part of the repurposing? What other factors are there to consider?
- Implementation Teams: Terms of Reference (ToR) - When Implementation Teams and other stakeholders are clear about their purpose, membership, processes, and ways of work from the outset, they are better able to avoid misunderstandings and engage in more focused work.
- Fixsen, D. L., Naoom, S. F., Blase, K. A., Friedman, R. M. & Wallace, F. (2005). Implementation Research: A Synthesis of the literature. The National Implementation Research Network.