Levels of Implementation & SIR Guidelines

LEVELS OF IMPLEMENTATION	Purpose-Building	Infrastructure	Initial implementation	Full implementation
Characteristics	Identifying the need for change, learning about the practice or program, developing stakeholders and champions, deciding to proceed.	Establishing the resources needed to use the practice or program and implement with fidelity and good outcomes for students.	The first use of a practice or program by newly trained staff. Sometimes referred to as the awkward stage.	The skillful use of a practice or program, well-integrated into the repertoire of staff and routinely supported by building administration.
What's going on	· Identifying needs · Exploring options · Building background knowledge · Achieving consensus to act	· Planning · Articulating · Purchasing · Scheduling · Redefining roles	· Putting plans into action · Monitoring for fidelity · Providing clarity · Providing resources, time and support to develop capacity	· Deepening staff expertise and fluency · Streamlining and refining processes · Documenting practices · Succession-planning
In a nut shell….	*Gaining support*	*Planning*	*Trying it out*	*Refining*
***Guidelines** for planning*	~3 – 6 months	~6 months – 1 year	~1 – 3 years	~1 year

Reference: Fixsen, D. L., Naoom, S. F., Blase, K. A., Friedman, R. M. & Wallace, F. (2005). Implementation Research: A Synthesis of the Literature. Tampa, FL: University of South Florida, Louis de la Parte Florida Mental Health Institute, The National Implementation Research Network (FMHI Publication #231).

SIR GUIDELINES	#1	*Consider what's happening at the school level.*	#2	*Each level of implementation builds on the levels before it.*	#3	*Focus on the words in **bold**.*	#4	High schools: *Consider both English and content area literacy when completing the SIR for reading.*

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If…	Then your school is…
Your school has not started systemic and systematic work on this…	Not in Place
You are actively working to create the vision and gain wide-spread staff support to act on this…	Purpose-Building
You are actively planning to put this in place across your system	Infrastructure
The majority of involved staff is putting the plan into place, but it's still new or shaky and needs lots of support.	Initial Implementation
This action has become part of the way your school does business. Involved staff are refining and improving practice.	Full Implementation