

Tool for analyses: Assessing Readiness for Systemic Change

(Focus is on School/Community Approaches to Addressing Barriers to Learning, Promoting Healthy Development, & Closing the Achievement Gap)

Location:	Date Started	Date Completed	Current Status
<p>I. Orienting Stakeholders</p> <p>A. Basic ideas and relevant research base are introduced to key stakeholders using “social marketing” strategies</p> <ul style="list-style-type: none"> >school administrators >school staff >families in the community >business stakeholders <hr style="width: 20%; margin-left: 40px;"/> <p>B. Opportunities for interchange are provided & additional in-depth presentations are made to build a critical mass of consensus for systemic changes</p> <p>C. Ongoing evaluation of interest is conducted until a critical mass of stakeholders indicate readiness to pursue a policy commitment</p> <p>D. Ratification and sponsorship are elicited from a critical mass of stakeholders</p> <p>II. Establishing Policy & Process Commitments</p> <p>E. Establishment of a high level policy and assurance of leadership commitment</p> <p>F. Policy is translated into an inspiring vision, design, and a strategic plan that phases in changes using a realistic time line</p> <p>G. Policy is translated into appropriate resource allocations (e.g., for leadership, staff, space, budget, time, capacity building)</p> <p>H. Establishment of incentives for change (e.g., intrinsically valued outcomes, expectations for success, recognitions, rewards, protections)</p> <p>I. Establishment of procedural options that reflect stakeholder strengths and from which those expected to implement change can select strategies they see as workable</p> <p>J. Establishment of an operational infrastructure and processes that facilitate change efforts (e.g., a Steering Group, administrative leader, leadership team)</p> <p>K. Establishment of change agent training</p> <p>L. Establishment of temporary infrastructure mechanisms for facilitating systemic changes (e.g., coaches, continuous technical assistance)</p> <p>M. Benchmarks are used to provide feedback on progress and to make necessary improvement in the process for creating readiness</p>			