

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)
[http://smhp.psych.ucla.edu/summit2002/Assessing Readiness.pdf](http://smhp.psych.ucla.edu/summit2002/Assessing%20Readiness.pdf)

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: 0;"/> <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 Commitment & Framework</p> <p>E. Establishment of a high level policy and assurance of leadership commitment</p> <p>F. Policy is translated into an inspiring vision, a framework, and a strategic plan that phases in changes using a realistic time line</p> <p>G. Policy is translated into appropriate resource allocations (leadership, staff, space, budget, time)</p> <p>H. Establishment of incentives for change (e.g., intrinsically valued outcomes, expectations for success, recognitions, rewards)</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 infrastructure and processes that facilitate change efforts</p> <p>K. Establishment of a change agent position</p> <p>L. Establishment of temporary infrastructure mechanisms for making systemic changes</p> <p>M. Initial capacity-building – developing essential skills among stakeholders to begin implementation</p> <p>N. Benchmarks are used to provide feedback on progress and to make necessary improvement in the process for creating readiness</p>			