Guidance: Developing useful and meaningful Implementation Benchmarks

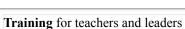| Area for Improvement	Strategies (Policies, Practices, Programs)	Implementation Benchmarks How will you know that what you are doing is working?		Through **Technical Implementation** and **Evidence of Change**, our strategies will lead to...
		Technical Implementation	**Early Evidence of Change**	
(e.g., Improving instruction for LEP and FLEP students; Improving the use of common planning time and meetings)	**Professional development** for staff and leaders **Structural** changes (schedules, meeting structures, redesign teams) **Policy** changes **Staffing** or **role** changes (e.g., coaches, tutors) **New programs** (e.g., a new wellness program) Completion and application of **core components** (e.g., common assessments, aligned curriculum)	*Evidence that the technical aspects of the strategy/activity/ training have been implemented.* · *# of teachers participate in training* · *New schedule or teaming structure in place* · *Staff hired* · *Policy change adopted* · *New assessment system developed* · *Curriculum aligned*	*As a result of the technical implementation, we expect to see changes…* - *in the **actions** of professional staff;* - *in the **discourse** of staff, leaders, and/or students;* - *in teachers' **instruction**; and/or* - *in the **beliefs and expectations** or staff and leaders.* *How will you know that the strategy is having its intended impact?*	$\Downarrow$ **Short Term Impact** What's different for kids? What's different for adults? $\Downarrow$ **Long Term Goals** Improved Student Outcomes MAGs

Graphic Organizer: Developing useful and meaningful Implementation Benchmarks for a high-priority area for improvement

Area for Improvement	Strategies (Policies, Practices, Programs)	Implementation Benchmarks How will you know that what you are doing is working?		Leading to....
		Technical Implementation	**Early Evidence of Change**	
				Short Term Impact What's different for kids? What's different for adults? ⇩ **Long Term Goals** Improved Student Outcomes MAGs

↑ (under Strategies) ↑ (under Technical Implementation) ↑ (under Early Evidence of Change)

Training for teachers and leaders

Structural (schedules, meeting structures, redesign teams)

Policy changes

Staffing or **role** changes (e.g., coaches, tutors)

New programs (e.g., a new wellness program)

Completion and application of **core components** (e.g., an assessment system, aligned curriculum)

Evidence that the *technical aspects* of the strategy/activity/training has been implemented.

Develop a focused number of Technical Benchmarks that are:
- Precise and easily measurable
- Time Bound, in that they occur during the first year of implementation

Evidence that the strategy (policy, practice, and program) is having its intended impact.

- Changes in actions
- Changes in discourse
- Changes in instruction
- Changes in belief

EXAMPLE: A set of Implementation Benchmarks for a high-priority area for improvement.

Area for Improvement	Strategies (Policies, Practices, Programs)	Implementation Benchmarks How will you know that what you are doing is working?		Leading to....
		Technical Implementation	**Early Evidence of Change**	
Improving instruction for LEP and FLEP students	**Implementation of a co-teaching approach to instruction built on effective sheltered instruction.** - **Category** training for teachers - **Hiring** of 2 additional ESL instructors - **Modification of school schedule** to allow grade-level teams to have shared prep and 3 common planning periods a week. - **Shift the role of Coaches** to support classroom instruction and focused use of common planning time. - **Training** on data use and professional learning community - Weekly meetings between **SPED, ESL, and content** teachers.	80 percent of grade 6, 7 and 8 staff participate in Category 1 and 2 training by January 2011. ESL Instructors hired by September 1, 2010. Schedule is modified by September 1, 2010. All school staff receive training on team meeting protocols and routines by December 2010, as evidenced by training agenda.	**Instruction**: 80 percent of staff are using sheltered instruction strategies on a daily basis by April 2011, *measured through learning walks and coach observations of classroom practice.* **Actions and Discourse**: Professional learning strategies are implemented in 80 percent of grade-level teams by April 2011, *as evidenced by (1) use of protocols in written agendas and (2) data collected through the Common Planning Time self-assessment toolkit.* An increase in the frequency of interactions among Special Education teachers, ESL teachers, and content area teachers to Daily Interaction, *as measured by annual survey.*	**Short Term Impact** What's different for kids? What's different for adults? ⇓ **Long Term Goals** Improved Student Outcomes MAGs

Case Example: Developing a set of Implementation Benchmarks for an approach to meeting students' Social, Emotional and Health needs

Area for Improvement	Strategies (Policies, Practices, Programs)	Implementation Benchmarks How will you know that what you are doing is working?		Leading to....
		Technical Implementation	Early Evidence of Change	
Developing a strategic approach to meeting the social, emotional, and health needs of our students.	1.**Implementation of a school wide behavioral plan based on PBIS** 2.**Creating a school wellness committee** to: · coordinate school approach to wellness · coordinate a case management approach 3.**The development of an intensive mentoring program** targeting those students (10 percent) identified by staff as most at-risk, including: · high to middle school mentoring program · teacher to student mentoring program 4.**Funding for two part-time family coordinators**, fluent in Spanish and English; creation of Parent Academy.			**Short Term Impact** What's different for kids? What's different for adults? ⇓ **Long Term Goals** Improved Student Outcomes MAGs

Graphic Organizer: Setting Implementation Benchmarks for a high-priority area for improvement.

Area for Improvement	Strategies (Policies, Practices, Programs)	Implementation Benchmarks How will you know that what you are doing is working?		Leading to....
		Technical Implementation	**Early Evidence of Change**	
				Short Term Impact What's different for kids? What's different for adults? ⇓ **Long Term Goals** Improved Student Outcomes MAGs