

Activity 5.1 *Getting “Ready” for Change*



“Readiness” is defined as a developmental point at which a person, organization, or system has the capacity and willingness to engage in a particular activity. Creating readiness for change is a critical component of both initiating and scaling up the use of evidence-based practices and other innovations in education. Readiness is not a pre-existing condition waiting to be found or an enduring characteristic of a person, organization or system. “Readiness for change” is something that needs to be developed, nurtured, and sustained.

Instructions

1. Name a new program, practice or initiative your organization is considering, or has considered in the past:
2. In the blocks below, or using 3 wall charts/flip charts, have each person on your team list three changes to the existing system that would need to take place to implement the new program.

Changes Necessary for New Program or Practice Implementation		
Change 1	Change 2	Change 3

The Active Implementation Hub, AI Modules and AI Lessons are developed by the State Implementation & Scaling-up of Evidence-based Practices Center (SISEP) and The National Implementation Research Network (NIRN) located at The University of North Carolina at Chapel Hill’s FPG Child Development Institute. Copyright 2013.

3. Discuss the changes with your team. Be thoughtful and sensitive to individual perspectives. What challenges would be faced in making these changes? If these changes are not made, what impact would that have on implementing the new program as intended? What impact might that have on program outcomes?

Additional Resources

“Scaling-up Brief 3: Readiness For Change”

The State Implementation and Scaling-up of Evidence-based Practices Center

The purpose of this Brief is to define the variables a state or district leadership team may wish to consider as they determine if they are “ready” to invest in the scaling-up of an innovation in education.

<http://sisep.fpg.unc.edu/tools-and-resources/home>