“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 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 three 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** |
|  |  |  |

### 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?