Implementation Stages Planning Tools For a Professional Development Initiative
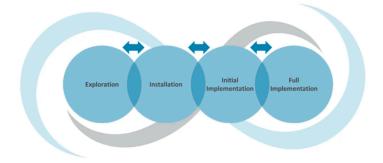

Source: [Implementation Science Stages](#)

Describe your desired PD initiative:	*As a result, what do you hope to accomplish?*

Implementation Stages Planning Tools For a Professional Development Initiative

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Exploration	Installation *Pre-Implementation*	Initial Implementation	Full Implementation
Where do we start? *What are our needs?* *Do we have a shared understanding/definition?* *What do we need to learn before we get started - how can we do that? What are some good exploratory first steps to take? What might be some prerequisite steps we take to start off on the same page?*	*What might be a good first step to help staff consider this PD initiative? How can we build awareness - what evidence could we have them collect so we are all talking the "same language" about this, before we start to implement any strategies? What could be our very first steps? (there might be a few first steps in this stage)*	*What could our first step for an activity look like as a staff? How can we have staff try one strategy out? What could that look like in a "small slice"? How can we have them bring it back to the group and talk about it? What can we select? What might be a few initial steps to take, one at a time? (likely stay in this stage for awhile, a year or more even)*	*In order to have full implementation we need 75-80% of staff using the PD initiative with fidelity (the same across the board) and consistently. What will we do to infuse this into the "fabric" of our school and keep coming back to it? How will we ensure this is being used often, and for the right reasons (context)? How will we continuously modify it?*