

# Stages of Implementation

The National Implementation Research Network (NIRN) identified four key stages of implementation, based on a review of evaluative research about implementation. The stages form an iterative process, which allows states, districts, and schools to revise and improve implementation using what they learn along the way.

## 4. Full Implementation

After some initial growing pains, implementation support becomes standard. The Implementation Team provides ongoing assistance to practitioners as they develop competencies and refine processes as new challenges arise.

## 3. Initial Implementation

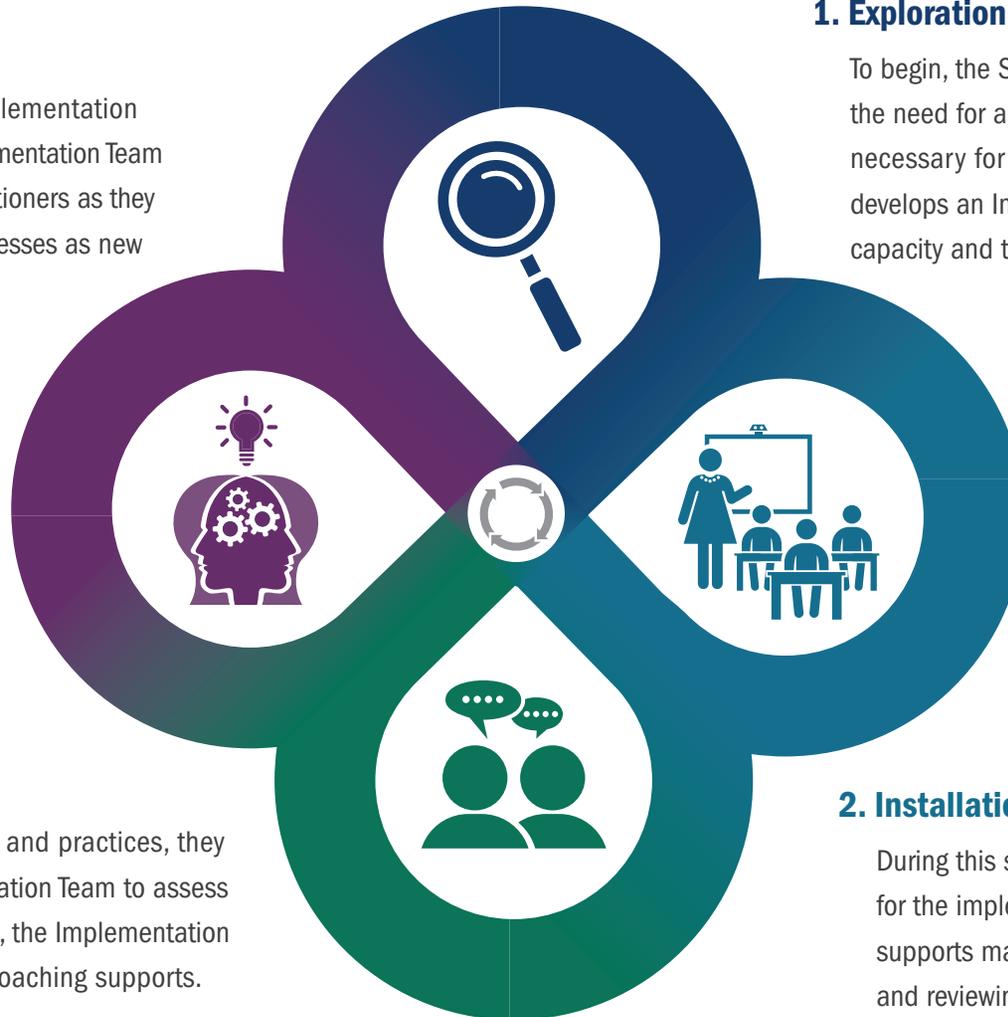
As practitioners use new skills and practices, they collaborate with the Implementation Team to assess implementation. From this work, the Implementation Team can adapt training and coaching supports.

## 1. Exploration

To begin, the State Education Agency (SEA) determines the need for a new program or practice and the actions necessary for effective implementation. Then, the SEA develops an Implementation Team to determine internal capacity and to design communication processes.

## 2. Installation

During this stage, the SEA establishes systemic supports for the implementation of programs and practices. Such supports may include training, coaching, collecting data, and reviewing data, among others. These supports help district and school practitioners.



# What Drives Implementation?

**NIRN** also identified key drivers of program implementation based on best practices. Implementation drivers fall into three interconnected categories of support.

