Cultivate Fidelity Framework

PURPOSE	PAPER	PROCESS	PERCEPTION	PRODUCT	PERSEVERANCE	RESULT
✗	✔	✔	✔	✔	✔	**Cynicism and Disengagement**
✔	✗	✔	✔	✔	✔	**Variance and Uncertainty**
✔	✔	✗	✔	✔	✔	**Inconsistency and Anxiety**
✔	✔	✔	✗	✔	✔	**Apathy and Disallusionment**
✔	✔	✔	✔	✗	✔	**Frustration and Listlessness**
✔	✔	✔	✔	✔	✗	**Stagnation and Decay**
✔	✔	✔	✔	✔	✔	**Self-Sustaining Improvement**

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Adapted from Knoster, T. (2000) – *Managing Complex Environments*

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Category	Definition	Primary Questions
PURPOSE	The reason for your school system engaging in this work. This addresses your "**Why**" behind the initiative.	Why is your system engaging in this initiative, to address what concern? How does this initiative connect with other existing initiatives?
PAPER	The documents, protocols, resources, etc. that your system has agreed to use as guidance and structure for implementation of this initiative. This addresses your "**What**" and the "**How To**" behind the initiative.	What are the agreed upon standards, practices, and strategies for this initiative? How/Where are these documented and kept?
PROCESS	The degree to which your system is consistently implementing the specifics within your documents, protocols, resources, etc. This addresses your "**How Much**" and "**How Well**" behind the initiative.	How are you measuring the implementation of your "Paper" initiative?
PERCEPTION	Gathering feedback from stakeholder groups regarding their impression of the implementation of this initiative. This addresses your "**Who**" and the "**So What**" behind the initiative.	How do various stakeholder groups view the Purpose, Paper, and Process implementation?
PRODUCT	Identify the types of outcomes we intend to obtain by engaging in this initiative. This addresses your "**Which**" and "**Where**" behind the initiative.	What are the results/outcomes you intend to influence with this initiative?
PERSEVERANCE	If fidelity is established and products (outcomes) are equitable, this initiative will be weaved into the operations through intentional planning for long-term sustainability and innovation. This addresses your "**When**" behind the initiative.	How do you intend to utilize data for decision making, build capacity, and sustain this initiative in the coming years?

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