

# Implementation Support Overview

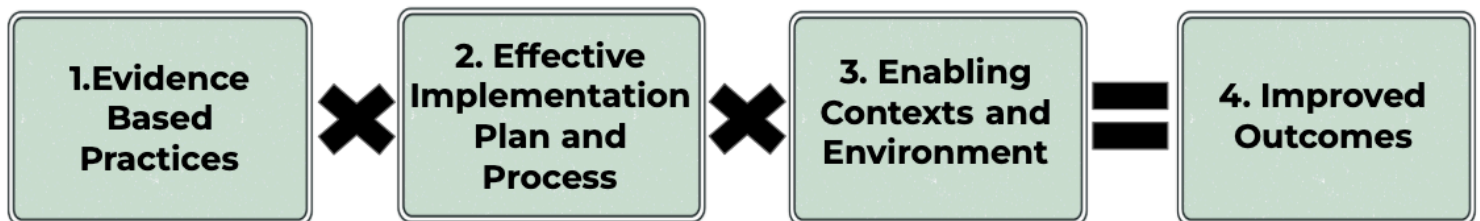


Whether your current initiative is falling flat and needs some additional coaching support, you recognize you need support developing an effective implementation plan, or whether you are starting from scratch on improving an area of need - the Cultivate Education team can help. Our staff have decades of [experience](#), from the classroom to the boardroom, in implementing successful school improvement efforts, and are ready to support your district.

## How We Work

Cultivate Education utilizes a school improvement model that is steeped in Implementation Science. Whether it is academic, behavioral, social-emotional or all the above, improved educational outcomes are the product of the:

1. Selection and Training on Evidence Based Practices
2. Creation of an Effective Implementation Plan and Process
3. Preparation and Cultivation of Enabling Learning Contexts/Environments
4. Clarification and Achievement of Desired Student Outcome Improvements



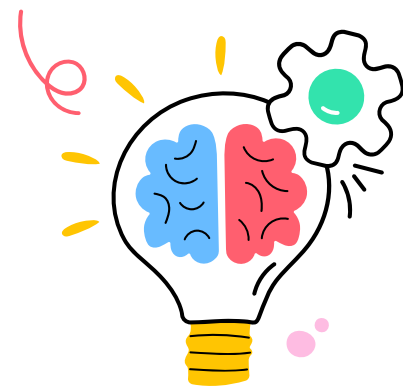
- Greenhalgh et al, 2004; Blase et al 2005; Chambers et al 2013; Powell Et al, 2015

Educational initiatives often fail to achieve lasting impacts not necessarily due to an incorrect approach or practice, but from implementation errors (Cambridge, 2022). To counteract this tendency, Cultivate Education guides districts to consider the totality of support needed to get an initiative successfully implemented, and provides targeted help in each of the areas of need. In other words, if you are looking for Coaching Support for your MTSS initiative (#2), we can help with that. If you are looking to select programs/practices (#1) to improve state assessment results (#4), we can help with that. If you are looking to improve the school climate and culture (#3), we can help with that. *You get the idea!*

## Case Study

Since 2021, USD #368 Paola School District has partnered with Cultivate Education to provide Implementation Support on various initiatives that the district has taken on in connection to their 5-year strategic plan. Over the years, this has consisted of full-staff professional development sessions, small group coaching sessions, as well as Zoom calls and many emails. Topics have included co-teaching, Fastbridge and Panorama data, MTSS, and addressing dyslexia; all provided by six different implementation coaches and experts within the Cultivate Education network.

Tammy Thommason, Assistant Superintendent in Paola had this to say about Cultivate Education: "With so many initiatives it is difficult to know where to start and what to do. Cultivate Education will work with you to develop a program that fits the individual concerns of each building or grade level. I have worked with Cultivate Education to develop an MTSS model for our secondary schools. They were instrumental in helping us develop a plan for moving forward and using our data to make decisions. Their staff is highly trained to work with any PreK-12 institution. **When you need someone you can trust and rely on, Cultivate Education is at the top of the list.**"



Each school district is unique in its strengths and needs, so no two partnerships are the same. By anchoring our support to solid implementation practices, we can avoid the cookie cutter approach that other support providers offer that don't hold up to sustainable implementation.

To schedule a no-cost initial consultation meeting, reach out to Chris Perry at

**[chris@cultivateeducation.org](mailto:chris@cultivateeducation.org)**

**Visit us at [www.cultivateeducation.org](http://www.cultivateeducation.org)**

1. University of Cambridge. (2022). Poor Fidelity May Mean Effective Education Strategies Never See Light of Day." *ScienceDaily*. Retrieved from <https://www.sciencedaily.com/releases/2022/01/220120165047.htm>.
2. Greenhalgh, T., Robert, G., Macfarlane, F., Bate, P., & Kyriakidou, O. (2004). Diffusion of innovations in service organizations: systematic review and recommendations. *The milbank quarterly*, 82(4), 581-629.
3. Blase, K. A., Fixsen, D. L., Naoom, S. F., & Wallace, F. (2005). Operationalizing implementation: Strategies and methods. Retrieved from National Implementation Research Network, University of South Florida:
4. Chambers, D. A., Glasgow, R. E., & Stange, K. C. (2013). The dynamic sustainability framework: addressing the paradox of sustainment amid ongoing change. *Implementation science*, 8(1), 1-11.
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