



# Enhancing NC's Early Childhood System to Support Better Outcomes for Young Children and Their Families

Race to the Top Early Learning Challenge  
All Grantees Meeting

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National Implementation Research Network

FPG Child Development Institute

University of North Carolina at Chapel Hill



UNC

FPG CHILD DEVELOPMENT INSTITUTE



# The Challenge:

**How can we use Active Implementation  
to foster system change?**

# Active Implementation

**Effective  
Innovations**



**Effective  
Implementation  
Methods**

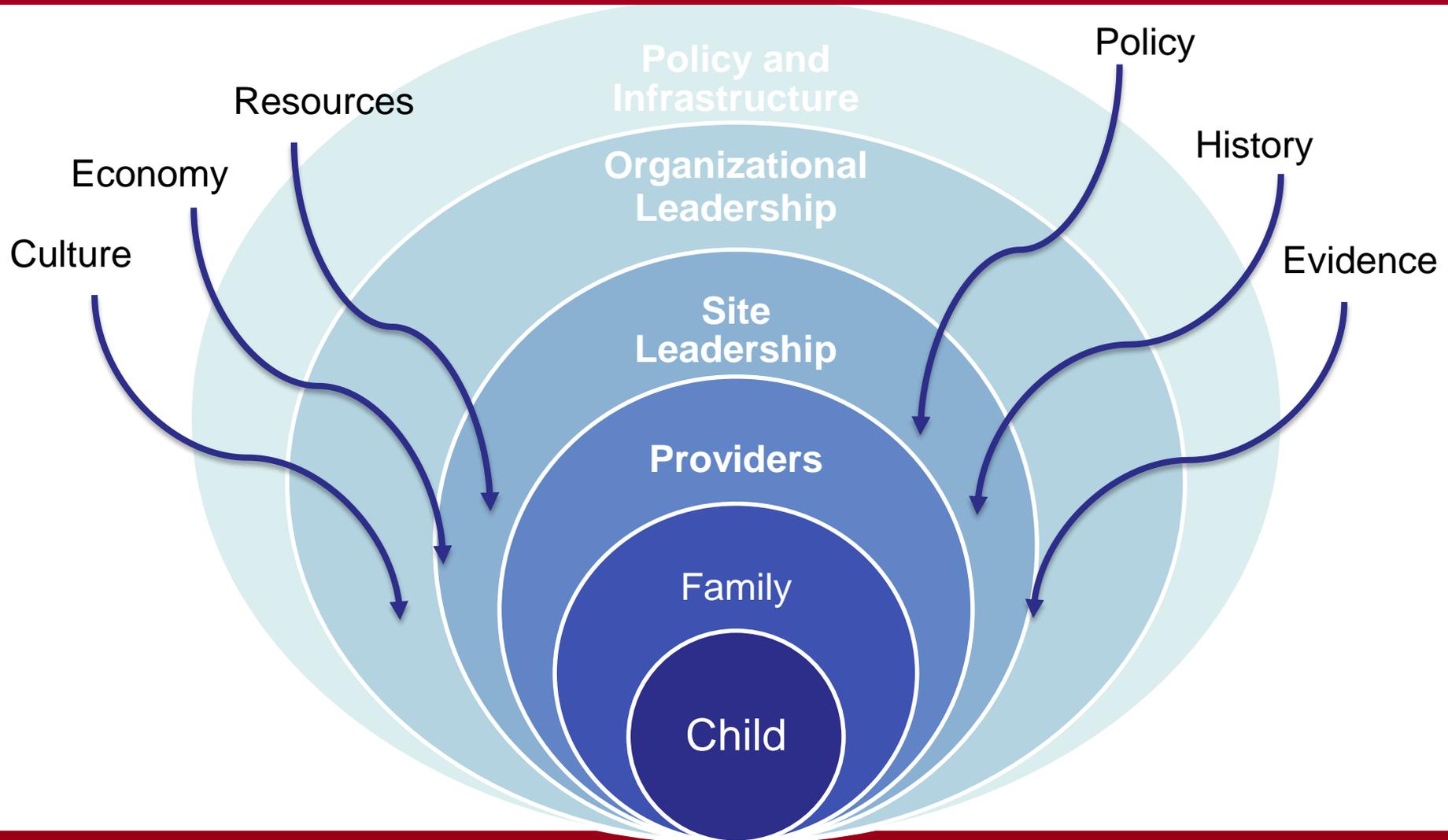


**Enabling  
Contexts**



**Socially  
Significant  
Outcomes**

# Systems Complexity



# Lesson 1: People drive systems change

Systems don't change; People do.

For the system to change, who needs to do what differently?



# Understanding Change



- Does this change require...
  - New knowledge? New attitudes? New skills?
  - Professional courage? Development of new partnerships?
  - Adjusting or creating new practices?
  - Political support or will?
- What's my role?

# Systems Alignment

## People are at the center of Active Implementation

- Defining practice across levels (usable innovations)
- Enhancing staff Selection, Training and Coaching
- Applying Improvement Cycles
- Building Adaptive Leadership skills



# Lesson 2: Build the Infrastructure

- We must create the **infrastructure** that supports people to adopt and use new practices.



# Linked Implementation Teams

## Implementation Teams



# Feedback Loops

Implementation Teams



# Lesson 3: Share and Use Data

- Creating community responsive **information systems** is the next big step!



# Data for Decision making

## *New practices do not fare well in existing organizational structures and systems*

People, organizations, and systems. . .

- Cannot change everything at once
- Cannot stop and re-tool
- Cannot know what to do at every step
- Many outcomes are not predictable



# New Pathways & Practices

- New ways of sharing data are needed to inform change.
  - Community Voice
  - Cross sector sharing
  - Data use skills building
  - Collective analysis and interpretation





My challenge to you:

**Be a leader for Active Implementation to  
sustain and continue systems  
improvements beyond the RTT ELC**

# System Wisdom

All organizations are designed, intentionally or unwittingly, to achieve precisely the results they get.

R. Spencer Darling, Leadership Institute, Inc.

The reality is that any social system is the way it is because the people in that system want it that way.

Heifetz, Grashow, & Linsky (2009, p.17)

**Systems trump programs.**

Patrick McCarthy, Annie E. Casey Foundation

# For More Information

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