



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**

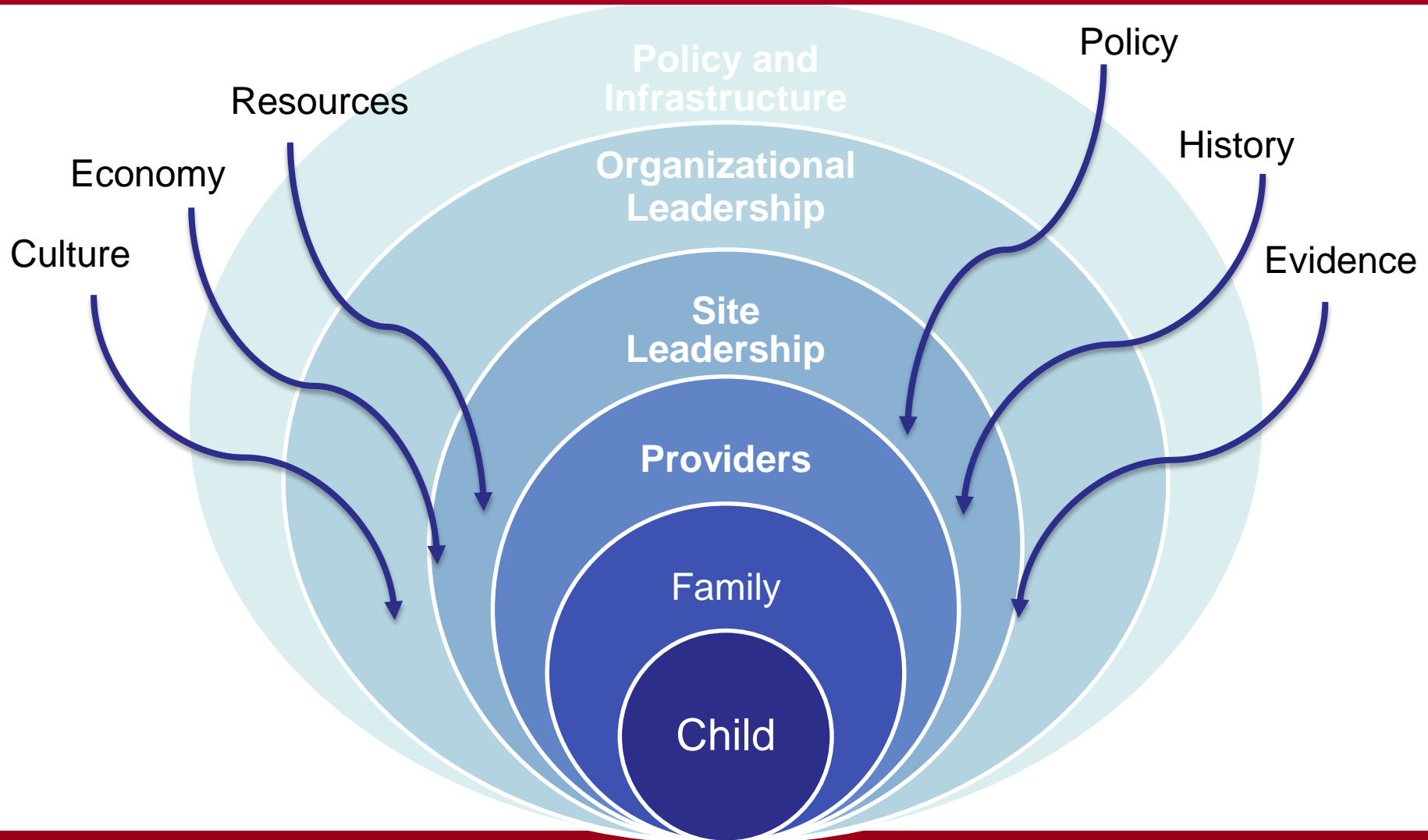


**Enabling
Contexts**



**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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