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

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

Socially Significant Outcomes

Effective Innovations

Effective Implementation Methods

Enabling Contexts

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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

- Service Providers & Educators
- Program Administration & Stakeholders
- State Agencies and Regional TA providers, quality consultants and trainers
- Federal policy makers
Feedback Loops

Service Providers & Educators

Program Administration & Stakeholders

State Agencies and Regional TA providers, quality consultants and trainers

Federal policy makers

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 need 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
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
Goals for Today

For More Information

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