Self-Assessment for Scaling Effective Innovations

This reflection tool is intended to support district teams to collaboratively assess progress implementing their innovation. Teams should refer to the Rubric for Scaling Effective Innovations and Practices on pages 99-103 in <u>Building a Culture of Continuous Improvement: Guidebook and Toolkit.</u> This rubric was developed by EDC and expands on Cynthia Coburn's framework for scale (2003), which identifies four elements of scale: depth, shift, spread, and sustainability.

For each of the four elements of scale, teams should use data and evidence to discuss each indicator and determine how they would rate that indicator on the rating scale. Teams are asked to identify gaps and problems of practices that emerged through their conversation and brainstorm potential next steps for addressing them after discussing each element of scale. After discussing and rating each element of scale, a reflection and planning worksheet guides the team to reflect on their strengthens and challenges across the four elements and prioritize strategies to focus on to support improvements.

¹ Fabillar, E., & Wang, A. (2019). Building a culture of continuous improvement: Guidebook and toolkit. EDC.

Element of Scale: Depth				
Indicator	Rating	What evidence did you use to rate this indicator?		
Beliefs and Assumptions				
Environment for Organizational Learning				
Underlying Principles of Innovation				
Embedded Policies and Routines				
What gaps or prob		practice have you identified, if any? What are some possible next steps nent of scale?		

Element of Scale: Shift				
Indicator	Rating	What evidence did you use to rate this indicator?		
System Supports				
Collective Learning				
Systems Thinking				
Responsibility for Continuous Improvement				
Student and Community Engagement				
What gaps or pr for strengthenin		of practice have you identified, if any? What are some possible next steps ement of scale?		

	Element of Scale: Spread			
Indicator	Rating	What evidence did you use to rate this indicator?		
Increased Reach				
Spread of Norms and Expectations				
Frequency				
Common Purpose and Vision				
		of practice have you identified, if any? What are some possible next steps lement of scale?		

What evidence did you use to rate this indicator?
s of practice have you identified, if any? What are some possible next steps element of scale?

Reflection and Planning

Understanding Strengths and Challenges					
Which elements of scale are the greatest strengths for your innovation?					
Which elements of scale do you most want to improve?					
What are the greatest implementation barriers and challenges are you facing?					
How might you address these barriers and challenges? What are potential solutions?					
	Prioritizing Areas of Focus				
Which of the strategies/solutions brainstormed have the potential to be most impactful?					
What resources are required to implement these ideas?					
Considering capacity constraints, which ideas do you want to implement now? Which will you save for the future?					

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