



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 [Building a Culture of Continuous Improvement: Guidebook and Toolkit](#).¹ 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 strengths 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.

Rating Scale: 1 = Exploring 2 = Developing 3 = Progressing 4 = Advancing

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		
<p>What gaps or problems of practice have you identified, if any? What are some possible next steps for strengthening this element of scale?</p>		



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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		
<p>What gaps or problems of practice have you identified, if any? What are some possible next steps for strengthening this element of scale?</p>		



Rating Scale: 1 = Exploring 2 = Developing 3 = Progressing 4 = Advancing

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		
<p>What gaps or problems of practice have you identified, if any? What are some possible next steps for strengthening this element of scale?</p>		



Rating Scale: 1 = Exploring 2 = Developing 3 = Progressing 4 = Advancing

Element of Scale: Sustainability		
Indicator	Rating	What evidence did you use to rate this indicator?
Human Resources		
Resource Allocation		
System Alignment and Cohesion		
Continuous Improvement Culture		
Networked Communities of Practice		
Tools and Resources		
<p>What gaps or problems of practice have you identified, if any? What are some possible next steps for strengthening this element of scale?</p>		



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?	