



Writing a Scale-up and Sustainability Plan for Statewide Pyramid Model Implementation

*An online, skill development workshop for Pyramid Model
State Leadership Team members*

Barbara J. Smith and Myrna Veguilla Figueroa

Hosted in partnership with the Pyramid
Model Consortium (PMC)

December 13, 2023

National Center for
**Pyramid Model
INNOVATIONS**

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Agenda

- Welcome & Introductions & Materials
- Overview: Sustainability and Scale-Up, definitions, resources
- **Large Group: Resource introduction**
- **Small group break out (30 minutes):** discuss resource, questions
- Break (10 minutes)
- **Large Group: Resource introduction**
- **Small group break out (30 minutes):** discuss resource, **questions**
- **Large Group: Resource introduction: Sustainability and Scale-up plan worksheet**
- **Small group break out by state (30 minutes):** discuss and begin draft
- Large Group: Final thoughts/next steps; Workshop evaluation

Workshop Objectives

- **Support the development of a written sustainability and scale-up plan for statewide implementation of the Pyramid Model** addressing all **four essential structures**:
 - State Leadership Team
 - Professional Development Network of Program Implementation Coaches
 - Implementation and Demonstration Sites
 - Data and Evaluation
- **SLT representatives transfer the workshop information (concepts, PPTs, handouts, links) and tools to the SLT resulting in a written sustainability and scale-up plan**

What are our expectations for today???

Are we going to cook today?



Are we going to prepare and eat a meal today?



Nope, but we're going to get our utensils/tools and recipes!

(including these slides and all resources)





NCPMI

To take to the SLT to do
the “cooking”
(Sustainability and Scale-up
Plan)
together!

Tools: Foundations, Basics, Essentials!

- Implementation Science
- 4 essential structures
- Equity
- Fidelity
- Effective meetings/Teaming: ***you can't mandate what matters***
(Fullan, 1993)

NCPMI

Resources using Implementation Science

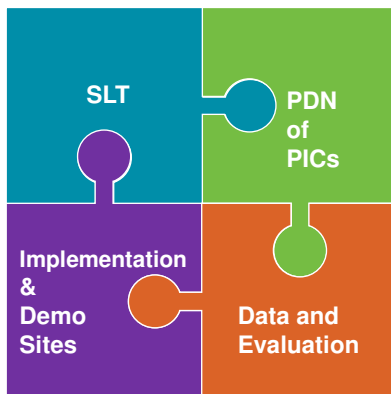
Roadmap to Effective Intervention Practices: Statewide Implementation of the Pyramid Model



Statewide Implementation Guide



Four Essential Structures for Implementation and Scale-up



- State Leadership Team (SLT)
- Professional Development Network (PDN) of Program Implementation Coaches
- Implementation and Demonstration Sites
- Data and Evaluation Systems



Equity

- How do we ensure equity in **access** to opportunities and **outcomes**?
- Example: “readiness” vs. capacity building:
 - SLTs need a process for installing new communities and programs. We caution SLTs not to adopt a “readiness” approach as all communities and sites are ready for something. The key is having a process for identifying what those supports are.
 - Some states use a process that uses the “Hexagon” tool to help potential new sites identify what supports they need to begin either exploration or installation of the Pyramid Model practices.
 - That process is then followed up with supports that will build the sites’ capacity to move to the initial implementation stage.



State Leadership Team Equity Inventory

State Leadership Team Equity Inventory: Considerations for the Essential Structures of Statewide Implementation of the Pyramid Model

Alicia Rausch, Angli Van Polen & Barbara J. Smith
10/09/2021



The Inventory is designed primarily for the State Leadership Team (SLT) to foster awareness, discussion, and ongoing action to maximize equity during Pyramid Model statewide implementation using the four essential structures of: 1) state leadership team, 2) professional development network of program implementation coaches, 3) demonstration and implementation sites, and 4) data and evaluation systems.

The Inventory is not designed as an evaluative tool to score, judge, or validate equity. But rather, its purpose is to assist in ensuring the Pyramid Model structures and practices are serving all populations equitably—such as equity in how programs are selected and funded, diverse SLT membership, strategies for supporting more diversity in all essential structures, eliminating barriers and disproportionate discipline practices, (e.g. suspension and expulsions) as well as supporting inclusionary and high-quality learning for children identified with disabilities, and/or dual language learners (DLLs). State Leadership Teams are encouraged to use this inventory at any stage in the implementation process: exploration, installation, implementation, scale-up and sustainability.

We highly recommend the use of the summary tables at the end of each section to develop action steps based on intentional investigation and review of evidence. These summary tables will bring a focus on areas to create or redesign policies and procedures to promote equity.

It is recommended the SLT review the Inventory, at a minimum, annually as a comparison to the State Benchmarks of Quality. Some teams on the Inventory will have readily available answers. Others may require the SLT to collect data in order to have the necessary data for decision-making. SLTs may find that the Inventory sections specific to each essential structure are best addressed initially by separate subcommittees or work groups that bring their review back to the entire SLT for study and decision-making. Where data support on equity concerns, it is suggested the SLT establish an ad hoc subcommittee or work group to draft and execute an action plan with quarterly progress reports to the full SLT. Some equity action plans and objectives can be completed quickly; other equity actions may need represent multi-year initiatives such as: recruitment of SLT members, Program Implementation Coaches and implementation sites, fiscal matters, and policy. It is also important to consider equity experts in your own state to provide ongoing consultation and support to the SLT as necessary.

- foster awareness, discussion, and ongoing action to maximize equity
- assist in ensuring the Pyramid Model structures and services are serving all populations equitably—such as equity in how programs are selected and funded; diverse SLT membership; strategies for supporting more diversity in all essential structures
- collect and use data to achieve these objectives



Fidelity

- **Fidelity:** The degree to which specified procedures, innovations or practices are implemented as intended by developers and achieve expected results or benefits. Fidelity implies strict and continuing faithfulness to the original innovation or practice.
- We don't talk about sustainability and scale-up without talking about fidelity
- Therefore we don't scale-up and sustain without examining fidelity data!



Fidelity: NCPMI

- NCPMI Data Roadmap: a distinction is made between *implementation fidelity* and *intervention fidelity*.
 - **Implementation fidelity:** the degree to which coaching, in-service training, instruction, or any other kind of evidence-based professional development practice is used as intended...
 - **intervention fidelity:** the degree to which evidence-based intervention practices are used as intended...
 - For a program to implement an innovation, both implementation and intervention fidelity are critical to achieving meaningful outcomes.
- Measures:
 - **Implementation fidelity** is measured by the Early Childhood Program-Wide PBS Benchmarks of Quality (EC-BoQ) (or similar measure); The Pyramid Model Early Intervention (Part C) Benchmarks of Quality (EI BoQ)
 - **Intervention fidelity** is measured by the Teaching Pyramid Observation Tool for Preschool Classrooms (TPOT) or Teaching Pyramid Infant-Toddler Observation Scale (TPITOS); The Early Intervention Pyramid Practice Fidelity Instrument (EIPFFI)



Tools: Sustaining and Scaling/expanding High Fidelity Pyramid Model Implementation



Sustaining and Scaling/Expanding Pyramid Model High-Fidelity Practices: A Resource Brief

This brief provides information about and links to resources for state, community, and program leaders to support your efforts to sustain, scale, and expand high-fidelity Pyramid Model practices. Also included are additional considerations related to fidelity, leadership, and equity.

Existing Resources

[Sustaining and Scaling/Expanding Pyramid Model High-Fidelity Practices: Sequence of Events](#)

This resource provides a snapshot of the sequence of events in scaling up the Pyramid Model practices in new communities and programs while maintaining high-fidelity implementation in existing communities and programs.

[Considerations for a Written Sustainability and Scale-Up Plan](#)

This resource provides a sample of the items and activities that should be present in a sustainability and scale-up plan. The resource is written with a focus on state work but can easily be adapted for community or program planning. Topics include: cross-sector implementation and integration, succession and turn-over planning, budgeting for scale-up, policy development, and maintaining fidelity.

[State Leadership Team \(SLT\) Checklist of Sustainability Features](#)

This free downloadable resource is comprised of features or characteristics of the SLT that contribute to sustainability.

[Roadmap to Statewide Implementation of the Pyramid Model](#)

This free downloadable resource outlines key activities, structures and strategies for implementation, sustainability, and scale-up of the Pyramid Model.

[The Statewide Implementation Guide \(SIG\)](#)

The SIG is a free, interactive process and guide for implementing evidence-based practices statewide including considerations for scale-up and sustainability of the practices.

[Benchmarks of Quality \(BoQ\), State Leadership Team \(Excel\)](#)

The State Benchmarks of Quality is used by a collaborative State Leadership Team (SLT) to assess progress and plan future actions so that Pyramid Model practices are available for providers and families statewide.

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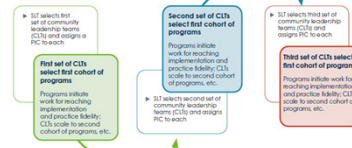


Sustaining and Scaling/Expanding Pyramid Model High-Fidelity Practices: Sequence of Events

The goal of scale-up or expansion is to increase the number of communities and programs and classrooms using the practices with fidelity (see [Sustaining and Scaling/Expanding Pyramid Model High-Fidelity Practices: A Resource Brief](#) for definitions and resources).

During scale-up, the State Leadership Team (SLT) plans and provides an expanded infrastructure such including more Program Implementation Coaches (PICs) as well as policy, funding, and data systems that support more programs implementing the Pyramid Model. The SLT and PICs continue to focus on **sustaining fidelity of implementation at all programs while scaling to new communities and programs**. With each new Community Leadership Team (CLT) and Program Leadership Team (PLT), the stages of exploration, installation, and implementation begin anew. The cadre of PICs support these stages with each new community and program. Implementation in the new sites may be quicker than with the initial implementers, as sites that are implementing with fidelity can serve as mentors. This can be seen as three phases (see table and figure below). Information and feedback is systematically shared among teams across the state to sustain high-fidelity practices. The state, community, and program leadership teams should have written scale-up or expansion plans as well as sustainability plans. See [Considerations for a Written Sustainability and Scale-Up Plan](#) and [Sustainability and Scaling-Up Planning Worksheet](#).

While this brief refers to community and program implementation, a State Leadership Team that is working directly with programs vs. community would scale the same way with the same phases omitting CLTs but having the PICs working directly with PLTs.



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Sustainability

- **The goal: to reach a depth of change that the Pyramid Model “is what we do!”**
- In other words, the implementation of the Pyramid Model is so engrained in the mission, values, work, and infrastructure that everyone knows and accepts what is needed and expected to maintain high fidelity of implementation.
- **Maintaining high fidelity** implementation at the state, community, and program level requires:
 - constant monitoring of current fidelity data.
 - policies and budgets that will sustain Pyramid Model implementation over many years
 - succession planning for leaders, administrators, staff
 - integrating the Pyramid Model with similar state initiatives will support durable and sustainable Pyramid Model work



Sustainability

- **Financial sustainability:** established, adequate, and sustainable funding streams for implementing the practices
- **Programmatic sustainability:** established, reliable, effective, and durable implementation infrastructure including plans and activities for:
 - continuing to provide timely and effective training, coaching, and fidelity measurement
 - processes for making data-driven decisions for continuous improvement and problem-solving
 - ensuring that policies and procedures continue to support and facilitate full implementation.
 - Continued buy-in for leaders, administrators, staff and families.....



Succession Planning!!!!

- According to the State Leadership Team Benchmarks of Quality:
 - **SLTs: plan for ongoing support and resources** for the Program Implementation Coaches, demonstration sites, implementation sites and communities to ensure high-fidelity implementation and sustainability.
 - Such support includes **planning for turn-over and succession** of key individuals.
 - SLTs: **plan to ensure it's team members will be succeeded by individuals who are prepared for and enthusiastic about Pyramid Model implementation.**
- Leadership succession is key to sustaining Pyramid Model implementation. This includes planning for continued support from new State Leadership Team members, as well as community and program administrators and leaders (e.g., directors, board members, funders).



Innovation

- Sustaining and scaling high fidelity implementation does NOT mean cookie cutter or static processes at any level
- Throughout data collection and analysis at all levels there will be opportunities to adapt and innovate
- **KEY: continue to take fidelity and outcome data** to ensure the adaptations and innovations continue to produce high fidelity implementation AND the desired outcomes!



Scale-up/Expansion

Does your Pyramid Model vision/mission statement(s) refer or allude to "all " children and families, or families or communities? If so.....

- **Scale-up:** state and community level work to implement the Pyramid Model with more children and families.
- At the state level, scale-up activities focus on taking the initiative statewide. The SLT will plan for and provide the infrastructure needed to support new communities and implementation programs, **while maintaining and supporting existing communities and programs.**
- At the community level, scale-up refers to existing Community Leadership Teams increasing the number of implementation **programs while sustaining support to existing programs to sustain fidelity and prevent drift.**



Expansion

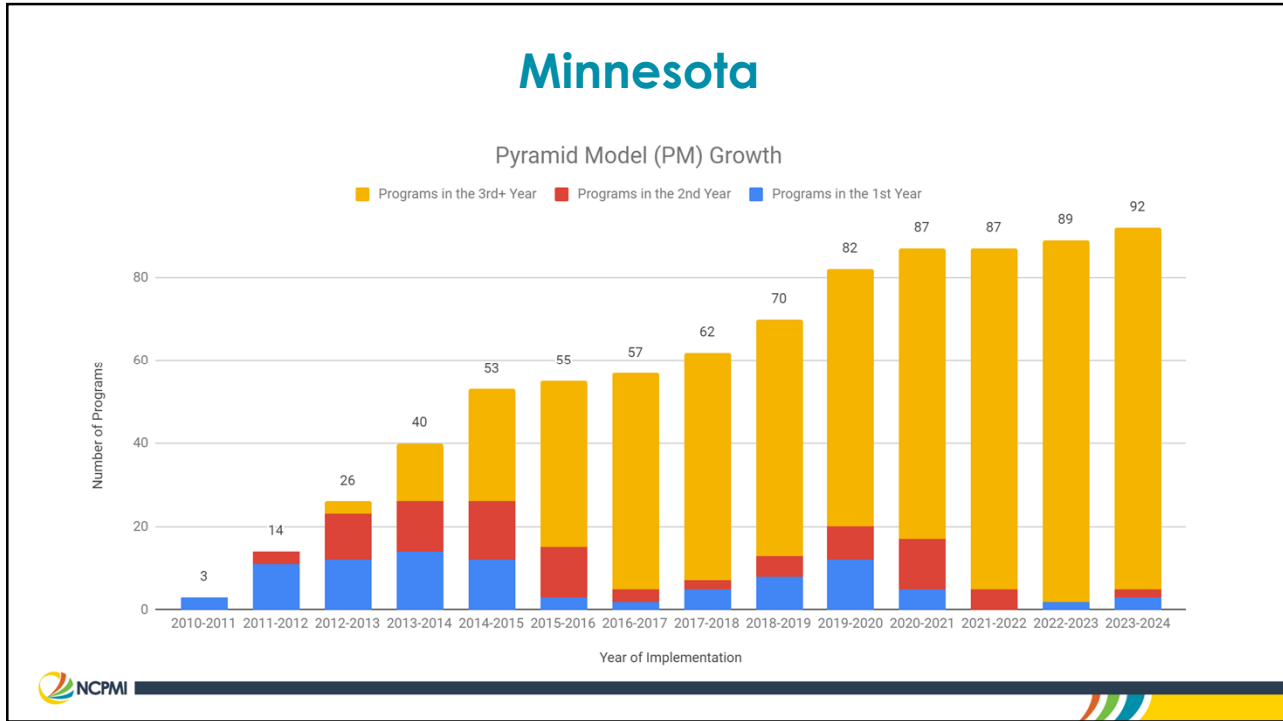
- often used to refer to scale-up efforts at the **program level** by the Program Leadership Team in existing implementation programs to increase the number of practitioners, classrooms and/or early intervention programs using the practices with fidelity
- includes planning for and providing an expanded practitioner coaching, data systems, etc. to support additional practitioners, classrooms and/or home visiting sites to achieve full implementation **while maintaining support to existing practitioners to sustain fidelity and prevent drift.**



Scale-up= increase number of communities and programs using the practices with **fidelity.**

- State Leadership Team (SLT) provides an expanded infrastructure such as an expanded cadre of Program Implementation Coaches (PICs), policy and funding, and expanding data systems.
- The SLT and PICs continue to focus **on sustaining fidelity of implementation at all programs while scaling to new communities and programs.**
- With each new Community Leadership Team (CLT) and Program Leadership Team (PLT), the stages of exploration, installation, and implementation begin anew. The cadre of PICs support these stages at each new community and **program while maintaining and sustaining high fidelity implementation in previous sites.**
- This can be seen as 3 phases.
- The State, community and program leadership teams should have **written scale-up and sustainability plans.**





Scale-up Sequence

Sustaining and Scaling/Expanding Pyramid Model High-Fidelity Practices: Sequence of Events

These resources refer to Community Leadership Teams.

Lets talk about why!

The goal of scale-up or expansion is to increase the number of communities and programs and classrooms using the practices with fidelity (see [Sustaining and Scaling/Expanding Pyramid Model High-Fidelity Practices: A Resource Brief](#) for definitions and resources).

During scale-up, the State Leadership Team (SLT) plans and provides an expanded infrastructure such including more Program Implementation Coaches (PICs), as well as policy, funding, and data systems that support more programs implementing the Pyramid Model. The SLT and PICs continue to focus on sustaining fidelity of implementations at all programs while scaling to new communities and programs. With each new Community Leadership Team (CLT) and Program Leadership Team (PLT), the stages of exploration, installation, and implementation begin anew. The cadre of PICs support these stages with each new community and program. Implementation in the new sites may be quicker than with the initial implementers, as sites that are implementing with fidelity can serve as mentors. This can be seen as three phases (see table and figure below). Information and feedback is systematically shared among teams across the state to sustain high-fidelity practices. The state, community, and program leadership teams should have written scale-up or expansion plans as well as sustainability plans. See [Considerations for a Written Sustainability and Scale-up Plan and Sustainability and Scale-up Planning Workbook](#).

While this brief refers to community and program implementation, a State Leadership Team that is working directly with programs vs. communities would scale the same way with the same phases omitting CLTs but having the PICs working directly with PLTs.

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Phases of scale-up

Sustaining and Scaling/Expanding Pyramid Model High Fidelity Practices: Sequence of Events

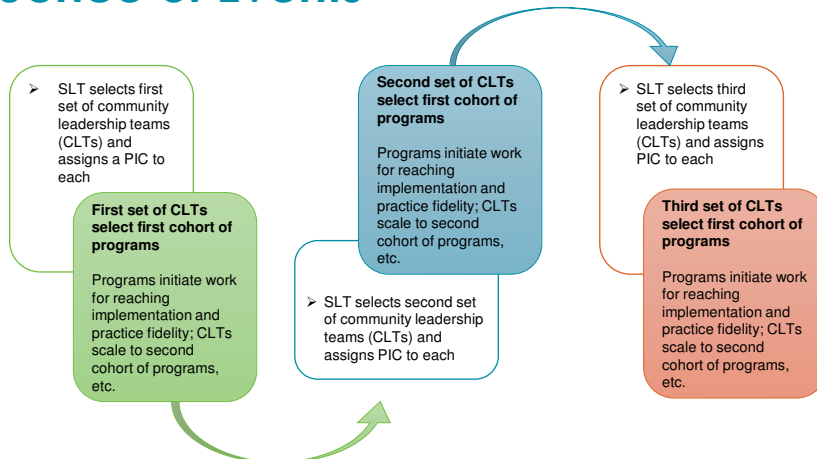
Phase I	Phase II	Phase III
<p>The SLT selects first set of Community Leadership Teams (CLTs) and assigns a PIC to each.</p> <p><i>(Note: While this brief refers to community and program implementation, A State Leadership Team that is working directly with programs vs. communities would scale the same way with the same phases, omitting CLTs but having the PIC working directly with PLTs).</i></p> <p>CLTs are selected and begin to meet with PIC.</p> <p>CLT selects first cohort of programs and assigns PIC to guide program-wide implementation.</p> <ol style="list-style-type: none"> The first cohort of programs establish a leadership team and select classrooms to receive practice-based coaching (PBC) to implement Pyramid Model practices. The first set for all classrooms receive (PBC) for practice implementation. Classrooms make progress towards reaching Pyramid Model practice fidelity. The Program expands implementation to more classrooms. The first cohort of programs reach program-wide implementation fidelity. 	<p>The first set of CLTs scale to more programs.</p> <p>The SLT selects a second set of CLTs and assigns a PIC to each while maintaining PIC support as needed to previous CLTs.</p> <p>The first set of CLTs selects second cohort of programs.</p> <ol style="list-style-type: none"> The second cohort of programs establish a leadership team and select first classrooms to implement practices. Classrooms receive PBC to implement Pyramid Model practices. Classrooms make progress towards reaching Pyramid Model practice fidelity. Programs expand implementation to more classrooms. The second cohort of programs reach program-wide implementation fidelity. 	<p>The SLT scales to all communities; all communities scale to all programs and classrooms.</p> <p>The SLT establishes sufficient PICs, systems, and partnerships to provide sufficient capacity building resources for the support of all communities, programs, and classrooms statewide.</p> <p>The SLT scales up to a third set of CLTs that implement with one cohort of programs and classrooms and then scales to all programs and classrooms in the community, etc., while also maintaining support for all previous programs to ensure fidelity is sustained</p> <p>Continue until all programs and communities are implementing with fidelity, while also maintaining support for all previous programs to ensure fidelity is sustained.</p>



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Sequence of Events



Key considerations in scale-up

- Fidelity, Fidelity, Fidelity
- Sustaining Fidelity= Program Implementation Coach support to *all* programs and communities
- Data, Data, Data
- Feedback and communication
- It's complex with a lot of moving parts!



Budget Implications

- Ongoing budget:
 - SLT staffing
 - Data systems
 - Public awareness
 - website
 - Annual report, printing etc
 - Other ongoing expenses
 - Etc
- Increased Budget
 - Increase Program Implementation Coaches (PICs) with each new cohort of communities and/or programs
 - PIC support for current sites +
 - PIC support for new sites
 - Increased budget and resources for expanded data collection and analysis







Small Work Group#1

In your small group, discuss the concepts, processes and graphics of scale-up while sustaining fidelity

30 minutes



Tools: the Health of Your State Leadership Team (SLT) Matters!



Lessons Learned: Meeting/Teaming Strategies Matter

- Collaboration is a *process* not an *event*
- Collaboration and teaming = meetings
- Collaboration needs trust and respect: true shared decision-making (**yours may not be the decision that is chosen!**)
- Collaboration needs buy-in and **ownership** of all stakeholders: attention to team needs and stage

you can't mandate what matters (Fullan, 1993)

You must have intentional and effective meeting/teaming strategies, logistics and ground rules

Measure the progress as well as the process of the team!



Measure Progress: BoQ



**State Leadership Team
Benchmarks of Quality:**
Implementing
the Pyramid Model
Statewide

ChallengingBehavior.org



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Wisconsin



Wisconsin State
Pyramid Model Implementation Data System
Teach. Coach. Change.

State Leadership Team BOQ Trend Report

State Leadership Team Benchmarks of Quality by Time Period



Measure Process: Meeting/Teaming Strategies



Effective Teaming Strategies

Working with others is critical to our implementation, scale up and sustainability approach. Therefore, we have studied and provided technical assistance to our state and local leadership teams on strategies that are effective as well as efficient.

Have you ever participated in a meeting or team effort that didn't seem worth your time and/or was not productive? Most of us have. Below is a list of strategies and resources that will lead to team work, collaboration and meetings that are productive, efficient and that keep your team moving toward the goal of high fidelity implementation of evidence-based practices. The **State Benchmarks of Quality** will help to keep your team on track and document progress.

It's critical for the facilitator of the team to foster adherence to the agenda's, BoQ items and process, suggested timelines and milestone activities while also being respectful, ensuring shared decision making and maintaining a sense of humor. These dispositions are critical for both the productivity of the team and each meeting as well as contributing to the positive relationships, collaboration and well-being of the team.

1. Form a team.

Whether at the state leadership team level or the local/program leadership team level, implementation requires a team of people. Why? Because two (or 10) heads are better than one! You will make better decisions, there may be opportunities to share resources and making decisions with all the stakeholders represented will lead to better understanding and buy-in of the initiative and practices.

The team should be no more than 15 people otherwise it is too big to build relationships and to make efficient decisions. Select key stakeholder and/or their representative.

The team should plan to meet for at least 2-3 years and to meet monthly for at least 3 hours in the first year. In the subsequent years, the team may not need to meet as often.

2. Use collaborative decision making.

No one person is making the decisions. The team is. This will lead to better decisions and buy-in or support of the new way of doing things. Share facilitation of each meeting. Use decision making activities that help to get everyone's voice and good ideas such as round robin, small group discussion, sticky wall brainstorming. Use consensus not voting to reach decisions.

3. Write a vision statement.

In the first or second meeting, the team should develop a written vision statement. This will set the direction and goal of the work. It should be short (two or three sentences) and clear so that all team members as well as others know exactly what the goal of the work is.



State Leadership Team (SLT) Checklist of Sustainability Features



State Leadership Team (SLT) Checklist of Sustainability Features

This document can help assess the SLT's ability to work well as a team, make progress, and to ensure members are engaged and committed to the statewide implementation and scale-up work over time. The quality of teaming and decision-making is predictive of the productivity, commitment, and sustainability of the SLT itself as well as making progress on the State Leadership Team Benchmarks of Quality (SBQ). While some of the items are similar to items on the SBQ, this compilation is comprised of features or characteristics of the SLT that contribute to sustainability.

For more information, visit: <https://ectacenter.org/sig>

Resources and templates for adopting checklist strategies:

- ▶ State Leadership Team Benchmarks of Quality (SBQ)
- ▶ State Leadership Team Benchmarks of Quality, Implementing the Pyramid Model Statewide
- ▶ Statewide Implementation Guide (SIG)
- ▶ Road Map to Statewide Implementation of the Pyramid Model
- ▶ Effective Teaming Strategies

Instructions

- ▶ All SLT members complete the checklist individually. It is preferred that each member identify themselves so that the coordinator and member can discuss areas of need.
- ▶ The results are compiled (e.g., totals, averages, and all individual comments) and shared with SLT members.
- ▶ The results are discussed as a group and a plan is developed to address any areas of need.
- ▶ The checklist is completed annually.



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Small Work Group #2

In your small group, discuss the concepts and processes for a healthy and productive SLT

30 minutes



Tools: Planning for Sustaining and Scaling High Fidelity Pyramid Model Practices



Sustainability and Scale-up Plan

- Written!!!
- Collaboratively developed!!
- Think out of the box!!!!
- Can't is a 4 letter word!!!!!!!!!!!!



Considerations for a Written Sustainability and Scale-Up Plan

Sustaining and scaling-up the evidence-based practices (EBP) initiative are key components of the Benchmarks of Quality (BoQ) for both the State Leadership Team and local programs. As implementation of the EBP at fidelity leads to improved child outcomes and overall better program functioning, the vision is to help more programs and children benefit from the EBP initiative over time. To do so, **explicit and intentional work** is needed to: 1) sustain the high-fidelity implementation of the EBP in the early implementing programs (sustainability), while also, 2) scaling-up to additional new programs. This should be done through the development and implementation of a written sustainability and scale-up plan based on specific critical BoQ elements. State Benchmarks of Quality item numbers are in parenthesis where appropriate below. Considerations for a sustainability and scale-up plan include:

- **Scope:** The plan must include actions to sustain and scale-up **all components** of the initiative: State Leadership Team, Program Coaches, Implementation and Demonstration sites, evaluation and data collection. The plan should be for at least **4-5 years**. (#11, #13)
- **Cross-Sector:** The plan includes actions to embed, integrate and align the initiative within cross-sector and on-going systems, policies, initiatives where appropriate. The plan is cross-sector (shared resources, staffing, etc.) where appropriate. (#14, #20)
- **Policy:** The plan includes actions to incorporate the initiative into written state policy. (#14)
- **Plan for sustaining high fidelity implementation:** Fidelity "drift" is common. It is crucial that the plan contain the requirement that fidelity data be collected at least annually on all practitioners in all implementation and demonstration programs. Where drift occurs, training and coaching is provided until fidelity is reached again. Program coaches continue monthly contact with existing programs, while new programs have program coach support at least twice monthly. This support can be face to face or by distance as appropriate. (#42, #43)
- **Plan for turn-over:** The plan includes specific actions to address turn-over in staff, program coaches, leadership team members, data coordinators, and leadership in demonstration sites to ensure sustainability. Actions include ongoing training/technical assistance for new staff, program coaches and leadership, data-based reports to ensure new leadership and staff recognizes the value in the initiative. On-going awareness presentations should be available to new staff and leadership team members at both the state and program levels. (#9, #10)
- **Availability of information and materials:** The plan provides that materials (data reports, training and coaching materials, data measures) are maintained in an accessible location such as a website. A public web presence is also used to promote awareness of the initiative and achievements such as the annual report, data on child outcomes and stories from programs, practitioners and families. (#23)

Sustaining and Scaling: Considerations Across All 4 Essential Structures

- **State Leadership Team**
 - Transforming: new purpose? new members? new meeting schedule
 - Budgeting and **FUNDING** for scale up
 - Planning for scaled up data capacity
 - Grow public support and **FUNDING & POLICIES**=data and stories
- **Professional Development Network of Program Implementation Coaches**
 - Supporting and transforming their skills- helping programs sustain high fidelity (**prevent fidelity drift**) and scale-up
 - Growing the network as more programs come on (sustain current programs, add new ones): **FUNDING**
- **Demonstration and Implementation Sites**
 - Early adopters=highly motivated, later adopters more reluctance
 - Use demonstration sites and data to motivate
 - **Recruit and support diverse sites**
- **Data Evaluation Systems**
 - Make sure only essential data are rolled up to state
 - Measure **practice fidelity** and **program/implementation fidelity**
 - Ensure **fidelity is maintained**

Sustainability and Scale-up Plan Worksheet



Sustainability and Scale-Up Plan Worksheet: Maintaining High Performance While Expanding and Scaling-Up Statewide Pyramid Model Implementation

Field review draft: 12/01/23

What is Sustainability and Scale-Up and Why Plan for It ?

Sustainability means maintaining high-fidelity implementation at the state, community, and program level.

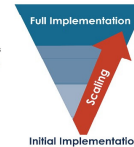
Scale-up or expansion means to reach more children and families with the Pyramid Model through increasing the number of communities and programs using the practices with fidelity (see [Sustaining and Scaling/Expanding Pyramid Model High Fidelity Practices: A Resource Brief](#) for definitions and resources). During scale-up, the State Leadership Team plans and provides an expanded infrastructure—such as including more Program Implementation Coaches (PICs)—as well as policy, funding, and data systems that support more programs implementing the Pyramid Model while continuing to focus on sustaining fidelity in current programs.

The purpose of a written sustainability and scale-up plan and its implementation is to plan for and ensure high performance and outcomes while expanding and scaling the Pyramid Model statewide.

UNESCO (2014) describes 10 principles of successful sustaining and scaling-up:

1. Choose an intervention or approach that can be scaled up within existing systems.
2. Clarify the aims of scaling up, identify the roles of different players, and ensure a local/national ownership or lead role.
3. Understand the perceived need and fit within existing governmental systems and policies.
4. Obtain and disseminate data on the effectiveness of pilot programs before scaling-up.
5. Document and evaluate the impact of changes made to interventions on program effectiveness.
6. Recognise the role of leadership.
7. Plan for sustainability and ensure the availability of resources for scaling up, or plan for fundraising.
8. Plan for the long term (not donor funding cycles) and anticipate changes and setbacks.
9. Anticipate the need for changes in the resource team leading the scale up process over time.
10. Adapt the scale-up strategy with changes in the political environment; take advantage of 'policy windows' when they occur.

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Small Work Group #3 see last page of Workbook

State SLT Groups:

- 30 minutes
- Assign a timekeeper and a scribe
- Take a couple minutes to look through the format of the Worksheet
- Half the states will start with a facilitator; half will start on your own and a facilitator will drop in in about 10 minutes to check on your progress

Outcome:

1. Date of next meeting
2. A few draft ideas on worksheet
3. Ideas for how you will transfer the information, concepts, PPTs and tools from the workshop to the SLT?
4. Date and plan for SLT to meet and discuss sustainability and scale-up and this worksheet and write a Sustainability and Scale-up Plan



Wrapping Up

- Next Steps
- NTI
- Evaluation



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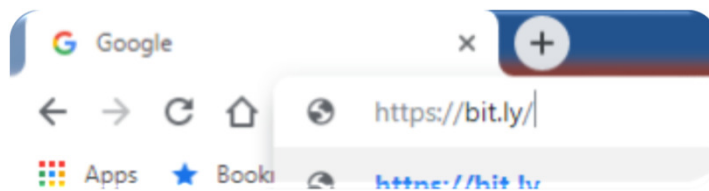
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