

# Table of implementation strategies

## Appendix 1: Table of implementation strategies

The table below outlines a range of implementation strategies that schools can use, including additional strategies to those discussed in the guidance report. Schools should use these strategies flexibly in response to their specific needs. The table indicates the phases in which each strategy is most relevant.

Implementation strategy	Description	Explore	Prepare	Deliver	Sustain
Conduct local needs assessment	Collect and analyse data to understand pupil needs, staff needs, and appropriate approaches to implement.	✓	✓	✓	✓
Assess implementation readiness and identify barriers and enablers	Assess the school setting to determine its readiness for implementation. Identify potential obstacles that could hinder implementation as well as supportive factors that could enhance the implementation effort.	✓	✓	✓	✓
Conduct local consensus discussions	Involve the school community in discussions about the identified pupil need and the appropriateness of a new approach to address it.	✓	✓		✓
Capture and share local knowledge	Collect insights from other schools on the implementation of the new practice then share this knowledge with colleagues.	✓	✓		
Involve students, family members, and wider members of the school community	Engage students, families, and wider members of the school community throughout implementation.	✓	✓	✓	✓
Create and use implementation teams	Create a group of people with a diverse range of skills to oversee and support implementation—e.g. plan implementation and collect and interpret data.	✓	✓	✓	✓
Test-drive and pilot approaches	Encourage school staff to experiment with diverse practices in small trials, empowering them to choose the most suitable and acceptable one. Having selected an approach, pilot it at small scale before rolling it out more widely.	✓	✓	✓	
Change the physical infrastructure	Evaluate the current implementation infrastructure and, as needed, change aspects of it—e.g. alter the layout of a classroom or change timetables—to accommodate the new approach.	✓	✓	✓	

Implementation strategy	Description	Explore	Prepare	Deliver	Sustain
Develop a detailed implementation plan or blueprint	Create a comprehensive implementation plan outlining the problem that is being addressed, what the intervention entails, the implementation strategies that will be used, how implementation will be monitored, and overall aims. Keep revisiting and updating the plan to guide the ongoing implementation effort.		✓	✓	✓
Access new funding	Access new or existing money to facilitate implementation.		✓		✓
Prune competing initiatives	Cut back competing tasks and initiatives so that school staff can focus on delivering a new approach without feeling overwhelmed.		✓	✓	✓
Identify, prepare, and use champions	Identify and prepare staff who are committed to supporting, promoting, and driving implementation, helping overcome indifference or resistance from members of the school community.		✓	✓	✓
Inform local opinion leaders	Tell influential individuals about the new practices so they can encourage their colleagues to adopt them.		✓		
Recruit, train, and empower implementation leadership	Recruit, train, and empower implementation leaders to support others in adopting and implementing the new practice.		✓		
Use high-quality professional development	See the EEF's Professional Development guidance report.		✓	✓	✓
Draw on an external expert	Draw on an external expert (someone who developed the intervention, received certified training, or has extensive experience) to educate staff about new practices.		✓	✓	
Shadow expert practitioners	Give key individuals the opportunity to watch experienced people use the new practices.		✓	✓	✓
Model and simulate change	Model or simulate the change before implementing it.		✓	✓	✓
Use train-the-trainer strategies	Train designated school personnel to train others in new practices.		✓	✓	✓
Develop and distribute educational materials	Make and share user-friendly resources and tools to help people learn about and deliver new practices with fidelity.		✓	✓	✓

Implementation strategy	Description	Explore	Prepare	Deliver	Sustain
Improve implementers' buy-in	Involve school staff in activities or discussions to increase their enthusiasm and commitment to adopting and using the new practice.		✓	✓	
Develop a system to monitor implementation	Establish systems to monitor implementation outcomes and final outcomes for the purpose of quality assurance and improvement.		✓	✓	✓
Monitor and evaluate core components of the approach	Create and use tools and measures to check how well staff are implementing the core components of the approach, e.g. with fidelity.		✓	✓	✓
Tailor strategies	Tailor implementation strategies to address barriers and facilitators revealed through data collection.		✓	✓	✓
Consider adaptations	Consider adapting the approach to better fit the school setting while specifying which elements of the approach should not be adapted (the core components).		✓	✓	✓
Remind school personnel	Set up reminders or prompts to help staff to remember and implement the approach effectively.		✓	✓	✓
Create opportunities for staff to meet and share learning	Support people implementing new practices by giving them time to reflect, share lessons, and support each other's learning.		✓	✓	✓
Support staff wellbeing	Support staff wellbeing to reduce stress and burnout during implementation.		✓	✓	✓
Provide individual and system-level incentives	Provide rewards (like recognition or gift cards) and system-level incentives (such as grant money, free training, and consultative support) to encourage people to adopt a new practice.		✓	✓	✓
Obtain and use student and family feedback	Develop strategies to gather student and family feedback on the implementation effort.			✓	✓
Facilitate collaborative problem solving	Engage in a collaborative approach to solving implementation problems and addressing barriers as they emerge.			✓	✓
Relay monitoring data to staff to drive improvements in implementation	Share timely data on how well the intervention is being implemented and emerging student outcomes. Use this data to improve implementation of the new approach.			✓	✓
Scale up implementation	Expand the reach of an approach so it is implemented at greater scale.				✓