

A Work in Progress

STOP AND JOT

Using the blank template included here, jot down your thoughts on a plan you are considering. The purpose of this exercise is to give you a feel for how the template may help organize your thinking around de-implementation. Consult the worked example for ideas to answer each question. Upon completion of the stop and jot exercise, respond to the following questions:

1. How might this plan template help focus on your change project?
2. How might your leadership team and staff respond to a de-implementation process?
3. What information or data might you need to make a case for using a de-implementation process with all change initiatives?

TEMPLATE FOR DE-IMPLEMENTATION PLANNING

Problem	De-Implementation Description	De-Implementation Activities	De-Implementation Outcomes	Outcome
<p>Why was the initiative implemented? What is the current situation?</p>	<p>What are the active ingredients of your plan?</p>	<p>What blend of activities is needed to support staff, including learning and unlearning?</p>	<p>How will you know the selected type of de-implementation is occurring?</p> <p>Do staff feel the de-implementation is feasible and useful?</p> <p>Short Term</p>	<p>How will students, staff, and the school benefit?</p>
<p>What considerations are needed when making a de-implementation decision?</p>	<p>What activities and behaviors will you see when successful de-implementation occurs?</p>	<p>How will we sustain efforts toward the de-implementation?</p>	<p>Longer Term</p>	

Source: Northern Territory Government (2020).

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