

# COVID-19 SCHOOL REOPENING PLANS

## WHAT & HOW



**Does your in-person reopening plan include "strategic implementation" as a means to manage all the needed changes?**

### STRATEGIC

#### the "WHAT"

a plan that includes the interventions needed to effectively and safely reopen. It involves the professional practice of strategic planning to document the changes needed to achieve reopening outcomes

### IMPLEMENTATION

#### the "HOW"

an implementation plan outlines how the strategic changes will be made. It addresses the who, where, when, and how the work will get done. It involves the professional practice of implementation to document and implement the steps needed to manage and monitor change well.

The development and implementation of your plan should go through the following **IMPACT Implementation Stages**



## IMPACT Implementation Stages

Launch  
Implementation Process →

04

### SPREAD & SUSTAIN

Implementation Team(s):

- Provide support to maintain minimum implementation criterion
- Celebrate and reward implementation success
- Develop scaling plan

01

### DECIDE

- Identify implementation team(s)
- Identify and decide on priority and outcome
- Explore and Identify evidence based practices
- Determine organizational readiness and fit

Innovation Decision →



IMPACT  
Learning and Leading Group

02

### PLAN & PREPARE

Implementation Team(s):

- Develop an implementation plan to include IMPACT Framework
- Evaluate organizational readiness to deliver the plan
- Prepare organization for implementation
- Infrastructure
- Initial training

03

### IMPLEMENT

Implementation Team(s):

- Provide coaching and support for all implementers
- Solve problems
- Use improvement cycles and data to monitor and adjust implementation plan

↑ Full Implementation

← Implementation Begins

**"It doesn't matter how great an educational idea or intervention is in principle; what really matters is how it manifests itself in the day to day work of people and schools."**

- Education Endowment Foundation, 2020