



HANDOUT 8.2.1 – Turn & Talk

Strategic Implementation of Formative Assessment

Directions: The table below provides a road map for understanding typical phases of implementation. Refer to the table to discuss the quotes and questions that follow.

Phases of Strategic Implementation

Phase	Implementation Action
Exploration	<ul style="list-style-type: none">Identifying the need for an interventionAcquiring information via interactions with others
Installation	<ul style="list-style-type: none">Actively preparing for doing things differently
Initial Implementation	<ul style="list-style-type: none">Recognizing that change does not occur evenly and that changes in skill level take time to matureRemembering that attempts to implement new practices often end at this point
Full Implementation	<ul style="list-style-type: none">New learning becomes integrated into practicePractitioner, organizational implementation becomes fully operational
Innovation	<ul style="list-style-type: none">Refining and expanding practice
Sustainability	<ul style="list-style-type: none">Maintaining effectiveness of the implementation

Adapted from Fixsen et al., 2007

Discussion Quotes

How do these quotes reflect the phases of strategic implementation?

- “I used to do a lot of explaining, but now I do a lot of questioning. I used to do a lot of talking, but now I do a lot of listening. I use to think about teaching the curriculum, but now I think about teaching the student.” (Shawn Morgan, Teacher; Shawn’s emphases)
- “Formative assessment has not only changed me as a teacher but I believe it has changed the students as learners.” (Sharon Pernisi, Teacher)

Discussion Questions

Discuss successful implementation of teacher professional development initiatives in your state and how teachers’ implementation actions compare to the phases outlined above.

- What worked well in these initiatives?
- What elements were necessary to sustain the implementation at the classroom level?