

Essentials for Community School Transformationⁱ

Implementation Stage Snapshot

Stages of Implementationⁱⁱ

Exploration	Installation	Initial Implementation	Full Implementation
Exploration involves an assessment of assets and needs of the focus population, fit of the program or practice with those needs and assets and feasibility of implementation.	Installation involves building the infrastructure necessary to implement the program or practice, which includes building practitioner and organizational capacity.	Initial implementation includes the initial efforts of staff to use the program or practice, with attention to using data for continuous improvement.	Full implementation occurs as staff use the program or practice successfully, and population-level outcomes are achieved.

Elements & Descriptions	Exploration	Installation	Initial Implementation	Full Implementation	Notes	Next Steps
Powerful student and family engagement. Families and students actively participate in the school community and are key partners in decision-making, shaping the school's environment, priorities, and partnerships. Families' lived experiences and wisdom inform approaches to student success. As a result, schools become hubs providing opportunities for adults as well as young people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Collaborative leadership and shared power and voice. Families, students, teachers, principals, and community partners co-create a culture of professional learning, collective trust, and shared responsibility as they make decisions together. These decisions are made in both formal structures, such as site-based leadership teams and regularly administered surveys, and through more informal engagement, such as coffee with the coordinator, hallway conversations, and community gatherings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

Expanded and enriched learning opportunities. Before- and after-school, weekend, and summer programs provide expanded time, expanded staffing, and expanded opportunities for learning and engagement. These include academic instruction, enrichment and extracurricular activities, and individualized support. Students have opportunities to explore their passions, dive deeper into the application of academic content, and strengthen their knowledge and skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Rigorous, community-connected classroom instruction. Teaching and learning in the school infuses high-level content and skills with real-world learning opportunities. The curriculum is deeply connected to the local community and students' identities, cultures, and experiences, providing opportunities for students to engage in meaningful inquiry-based learning and problem-solving.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Culture of belonging, safety, and care. The school climate is welcoming and fosters trust among students, families, partners, and staff. Each person in the school community is valued for their rich diversity of experiences and is encouraged to share their views, knowledge, and culture. The school becomes a place grounded in healthy relationships, in which members feel safe and comfortable navigating conflicts and taking risks. Students feel connected to and are active participants in the school community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Integrated systems of support. To promote healthy learning and development, a dedicated team composed primarily of school staff and community partners intentionally and systematically coordinates services, supports, and opportunities that foster individual and collective well-being, using an assets-based approach to nurture the strengths and address the needs of students and families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

ⁱ Community Schools Forward. (2023). *Framework: Essentials for community school transformation*. <https://learningpolicyinstitute.org/project/community-schools-forward>

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ⁱⁱ National Implementation Research Network (NIRN). (2020). *Implementation stages planning tool*. Chapel Hill, NC: National Implementation Research Network, FPG Child Development Institute, University of North Carolina at Chapel Hill.