

6 Conditions for Success

High Quality Instructional Material (HQIM) Implementation



We know that to create equitable student outcomes, we must provide educators across a district ecosystem with the skills, knowledge, and tools to implement high-quality curricula. That's why Pivot Learning is committed to helping districts and schools build their capacity to create the systems they need for *sustainable implementation of high-quality ELA and math instructional materials that produce equitable student outcomes*. To that end, we have identified a set of conditions for successful HQIM implementation:

1. Resource, sponsor, and manage HQIM implementation *at the leadership level*

What does it look like?

- Make HQIM implementation a district priority
- Champion and resource multi-year, job-embedded implementation
- Sponsor the work at the highest levels of leadership
- Plan for change and build buy-in

Tips for best practice

- Share and build buy in for the district vision with key stakeholders, including leadership staff, teachers, coaches, and the community.
- Build a diverse implementation team that includes personnel from curriculum, professional learning, data and research, communications, and other subject matter experts. School site staff can join the implementation team or an advisory group.
- Plan for robust implementation management that is ongoing, with weekly and monthly work sessions, over multiple years.

2. Resource and execute an intentional launch

What does it look like?

- Form a cross-functional implementation team
- Set instructional vision, goals, and strategies
- Conduct needs assessment
- Develop and launch plans for effective implementation

Tips for best practice

- Engage a diverse group of stakeholders to develop an equitable instructional vision that is grounded in research, equitable practices, and clear outcomes for students.
- Clearly articulate and anchor a multi-year vision in instructional practices, outcomes for adult learning, and outcomes for students.
- Develop and launch plans across key pillars for effective implementation—professional learning, communications/engagement, and measurement and evaluation.

3. Prioritize a strong Professional Learning strategy and Plan

What does it look like?

- Plan for a multi-year process
- Plan for trainings and ongoing job-embedded support, tailored for each stakeholder group
- Engage all key stakeholders—site leaders, coaches, and teachers
- Plan for opportunities for collaboration

Tips for best practice

- Train staff on the why and how of the adopted HQIM, including lesson internalization protocols.
- Have a plan for consistent walkthroughs to ensure implementation integrity.
- Provide coaching around HQIM internalization and implementation quality.

Conditions for Success in High Quality Instructional Material (HQIM) Implementation

4. Communicate effectively and engage across key stakeholders

What does it look like?

- Ground all communications in the “why” of the work
- Regularly demonstrate district investment and ownership
- Communicate early and frequently
- Provide opportunities for feedback for educators, communicating iterative changes

Tips for best practice

- Communicate and invest stakeholders at all levels of the system in the vision and the “why” of the work to build buy-in across your district.
- Provide stakeholders with opportunities to ask questions and advocate for HQIM implementation.
- Celebrate wins and share areas of development and continuous improvement by communicating progress on implementation metrics.

5. Measure immediate and long-term impact across all levels of the system

What does it look like?

- Create an assessment strategy focusing on coherence and systems-building
- Prioritize HQIM-embedded assessments
- Organize strategy into cycles of continuous improvement
- Assess and quantify impact across varied indicators

Tips for best practice

- Create a multi-year assessment strategy that assesses and quantifies impact on educator learning and mindset, instructional practice, and student learning and engagement.
- Develop a cohesive plan to understanding, selecting, and rolling out of high-quality measurement tools including valid and reliable assessments.
- Conduct data inquiry cycles around aligning walkthrough data, benchmark assessments, HQIM embedded assessments, and student work analysis.

6. Plan for sustainability

What does it look like?

- Prioritize sustainability from the beginning
- Build and maintain tools and processes
- Focus on building and expanding internal capacity
- Plan for managing ongoing continuous improvement

Tips for best practice

- Build a district-wide coherent system that promotes implementation with integrity and quality by aligning professional learning, assessment, and evaluation strategies.
- Build systems for increasing capacity like training of trainers to ensure that the district can continue to provide trainings and site support with internal staff.

Visionary leaders in education know that high-quality instructional materials* are one of the key levers for increasing outcomes for all students. With our support, districts and other local educational agencies can engage in comprehensive, transformative implementation of newly adopted instructional materials. [Contact us](#) to learn more.

**High-quality instructional materials are rigorous, grade-level assignments for students. We can also support implementation of planning and assessment systems that are part of traditional curricula.*