Usable Innovation Selection Process

This document will guide teams through analyzing new or current *innovations* (programs, practices, initiatives) that can be used to meet the identified needs of students and support improved student outcomes. Usable Innovation selection is a multi-step process that may require multiple meetings to facilitate.

Representative Team of Shareholders
Develop a team of representative shareholders. Example team members: administrators, instructional coaches, teachers

Data Analysis
Using multiple sources of data, identify area of need (e.g., mathematics, reading, science, behavior) Data analysis includes: • State Assessment Data (K-PREP) • Universal Screener Data (MAP, Discovery Education, etc.) • Non-Academic Data (behavior, attendance, etc.) • Parent Involvement Data • TELL Survey Data • ACCESS scores • Walkthrough Data

Innovation Inventory
Using the results of the data analysis, conduct an Innovation Inventory to determine what innovations address the identified need. Based on the innovations being reviewed, add new team members if more expertise is needed.

Instructions for use of the Innovation Inventory:

I. **Innovation**—List innovations that are available to address the area of need.

II. **Expected Outcome**—List the expected outcome for the innovation.

III. **Target Population**—Determine the intended target population of the innovation (e.g., who is the program or practice likely to benefit? Grades K-5? Students with disabilities? General education students? English Language Learners?).

IV. **Mandated/Regulatory Activity**—Determine whether the innovation is required.

V. **Financial Commitment**—Determine the financial commitment of the innovation.

VI. **Relation to Organization**—Rate how the innovation relates to priorities of the district.

VII. **Level of Success**—Rate the level of success of the innovation.

Evidence of Outcomes—Indicate the evidence that is available to show the level of success based of the innovation (e.g., trials, action research, pre/post data)

Innovation Inventory

This tool can be used to guide your team's review of past and current programs to get a clear picture of successful strategies, and challenges, along with existing mandates and resource commitments.

Previous Initiatives

Innovation	Expected Outcome	Target Population	Mandated/ Regulatory Activity? Yes/No	Financial Commitment (1=low, 5=high)	Relation to Organization Priorities & Strategic Plan (1=low, 5=high)	Level of Success (1=low, 5=high)	Evidence of Outcomes
Example Math Program	Support teachers to increase student engagement and provide multiple opportunities for student learning	K-6 All classroom settings	☐ Yes ☒ No	1 2 3 ④ 5	1 2 3 4 ⑤	1 2 ③ 4 5	Neighboring district reports increase in student engagement based on observation data
			☐ Yes ☐ No	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
			☐ Yes ☐ No	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
			☐ Yes ☐ No	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	

Criteria to Narrow Innovations

Identify criteria to narrow the Innovation Inventory.

Example questions to narrow the inventory:
- Does the innovation support our target population identified in the data analysis?
- Does the innovation reflect what research shows as best practice?
- Is the financial commitment sustainable long-term?
- Is there evidence to support the success of the innovation?

Note: Narrow the Innovation Inventory to a manageable number (2-4).

Hexagon Discussion and Analysis Tool

With the remaining innovations, conduct an in-depth analysis using the Hexagon Discussion and Analysis Tool.

The Hexagon Tool can help districts and schools appropriately select evidence-based instructional, behavioral, and social-emotional innovations and prevention approaches by reviewing six broad factors:

- **Need**—How well the program or practice might meet identified needs of students
- **Fit**—How the program or practice fits with current innovations, priorities, structures and supports, and parent/community
- **Resources**—Availability of resources for training, staffing, technology supports, curricula, data systems and administration
- **Evidence**—Outcomes that might be expected if the program or practices are implemented well
- **Readiness**—To replicate the program, including expert assistance available, number of replications accomplished, exemplars available for observation, and how well the program is operationalized
- **Capacity**—To sustain and improve implementation over time

Instructions for use of the Hexagon Discussion and Analysis Tool:
  I.   Answer the questions listed for each of the six categories.
 II.   Rate the strength of the innovations for each question (1-low, 5-high).
III.   Document important comments during the discussion process in the notes column.
 IV.   Insert additional questions in the blank rows if needed.

Select Innovation and Action Plan

After completing the Hexagon: Discussion and Analysis Tool for each remaining innovation select the best option based on the team discussion.

Develop an action plan to address missing elements identified within the Hexagon: Discussion and Analysis Tool.

Example Action Plan Template:

Missing Element	Action Steps	Person(s) Responsible	Resources Required	Timeline	Evidence of Completion

Select Innovation and Action Plan