



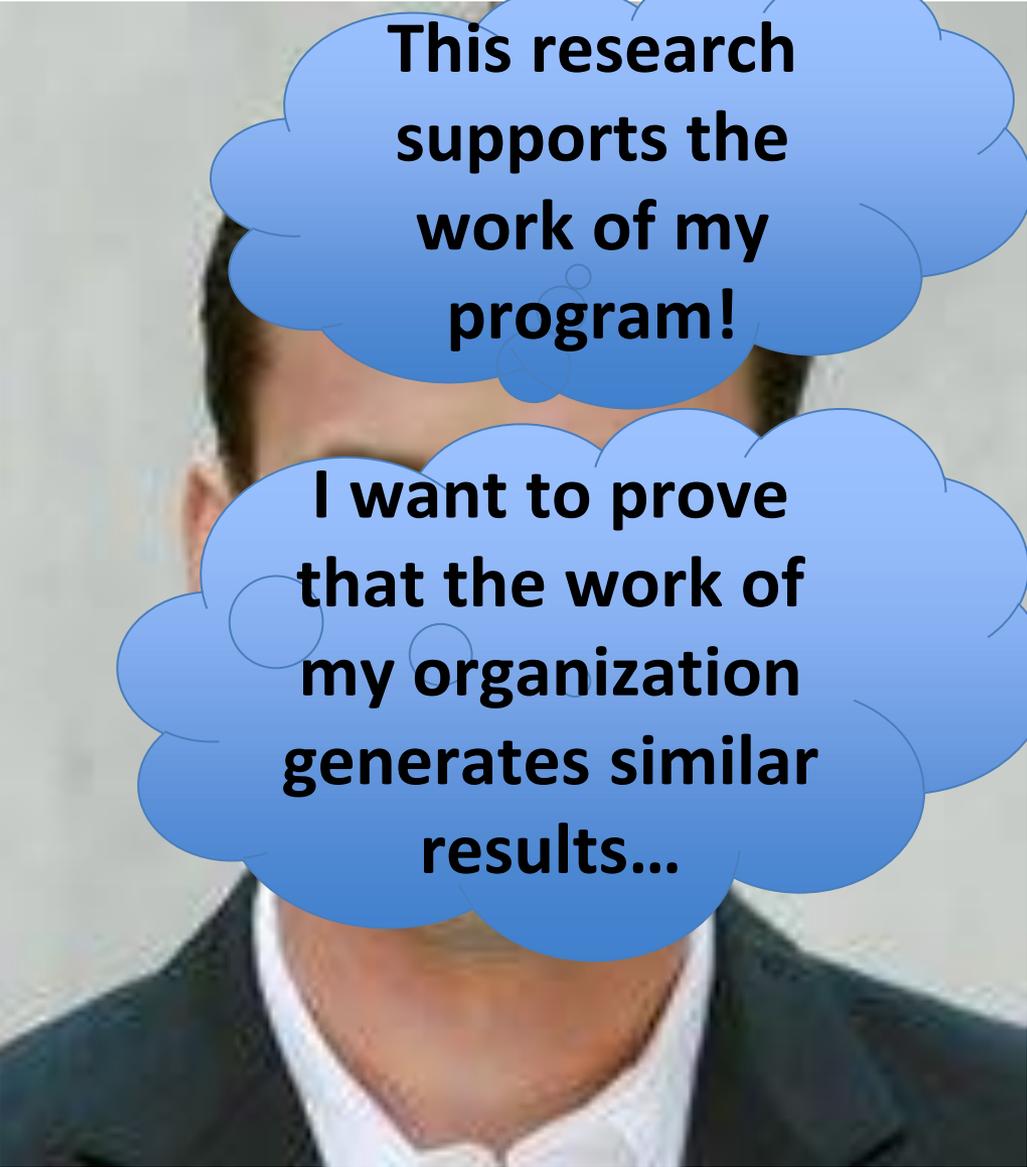
**LAUNCHING
AN
INITIATIVE**

From Great Ideas to Institutionalized Practices

**Think of an initiative you were a part of.
*(either current or past).***

**Use the handout to reflect on
your journey.**

**Share the highlights of your journey
with someone sitting next to you.**



**This research
supports the
work of my
program!**

**I want to prove
that the work of
my organization
generates similar
results...**

How
**CHILDREN
SUCCEED**



GRIT, CURIOSITY, and the
HIDDEN POWER of CHARACTER

PAUL TOUGH

AUTHOR OF *Whatever It Takes*

A Collaborative of 8 organizations and 3 Funders came together to...

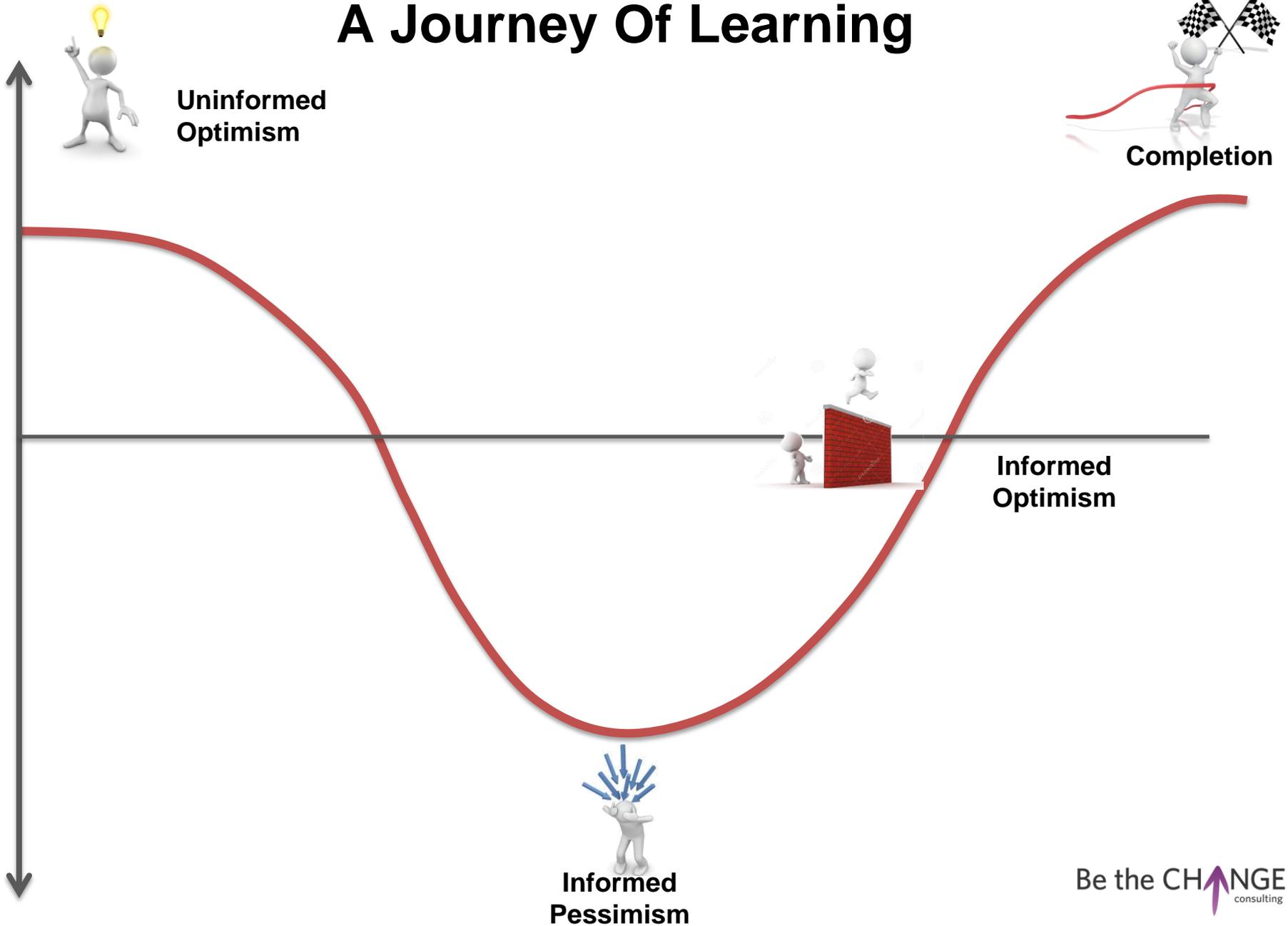
1. Pilot an initiative to better
connect our work to research.



1. Generate data with proof of
our impact.



A Journey Of Learning



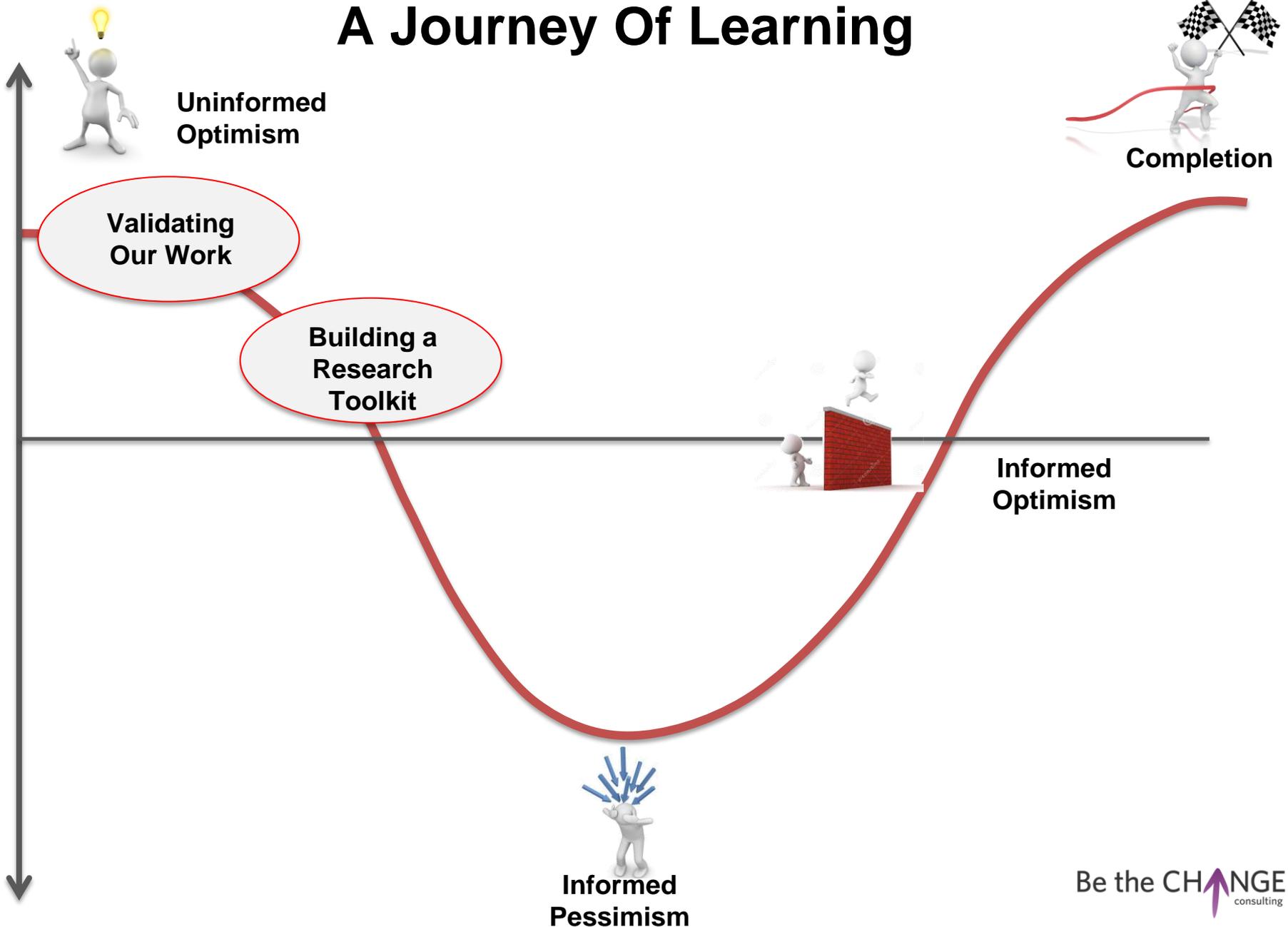
**Uninformed
Optimism**

Completion

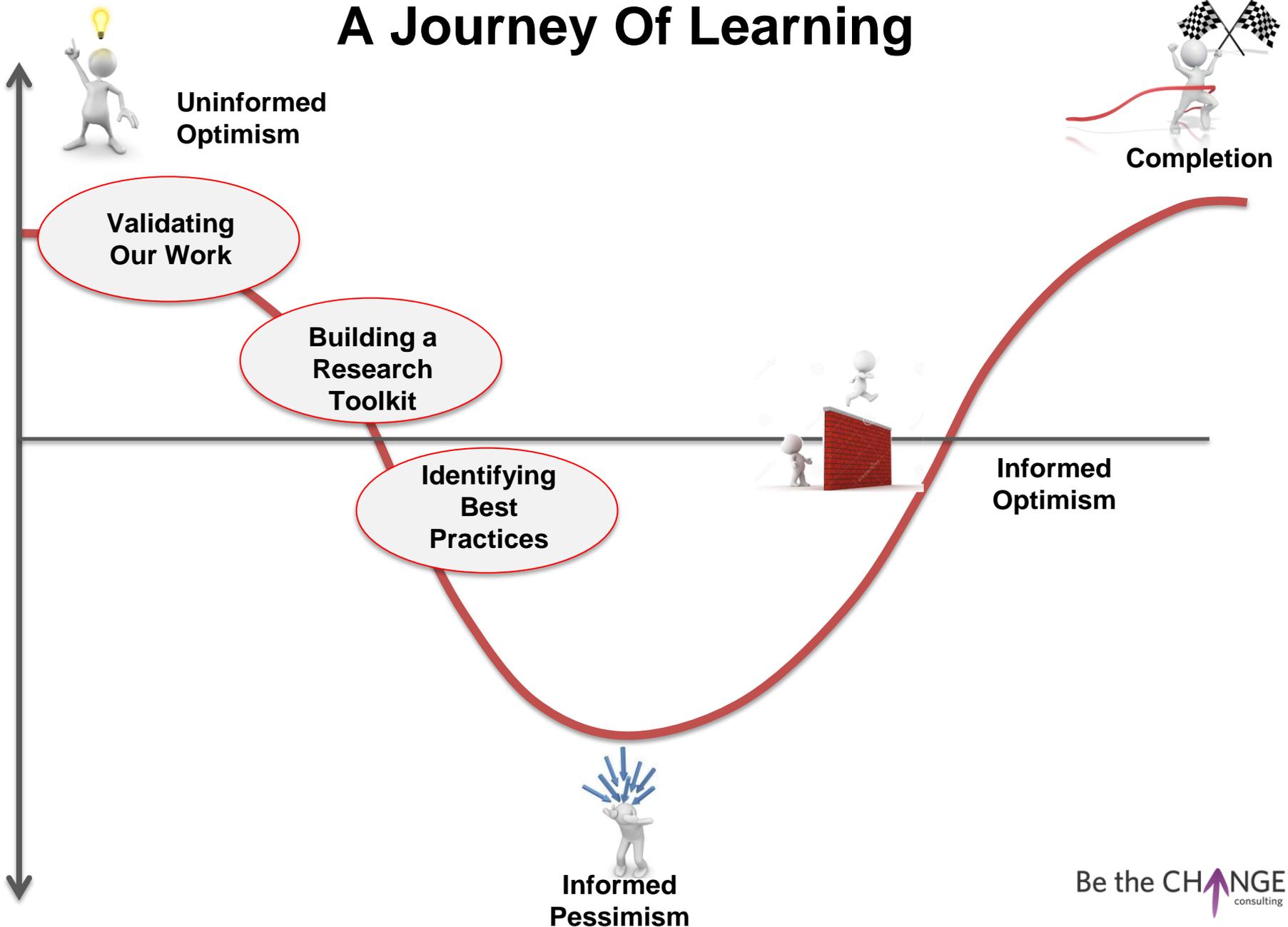
**Informed
Optimism**

**Informed
Pessimism**

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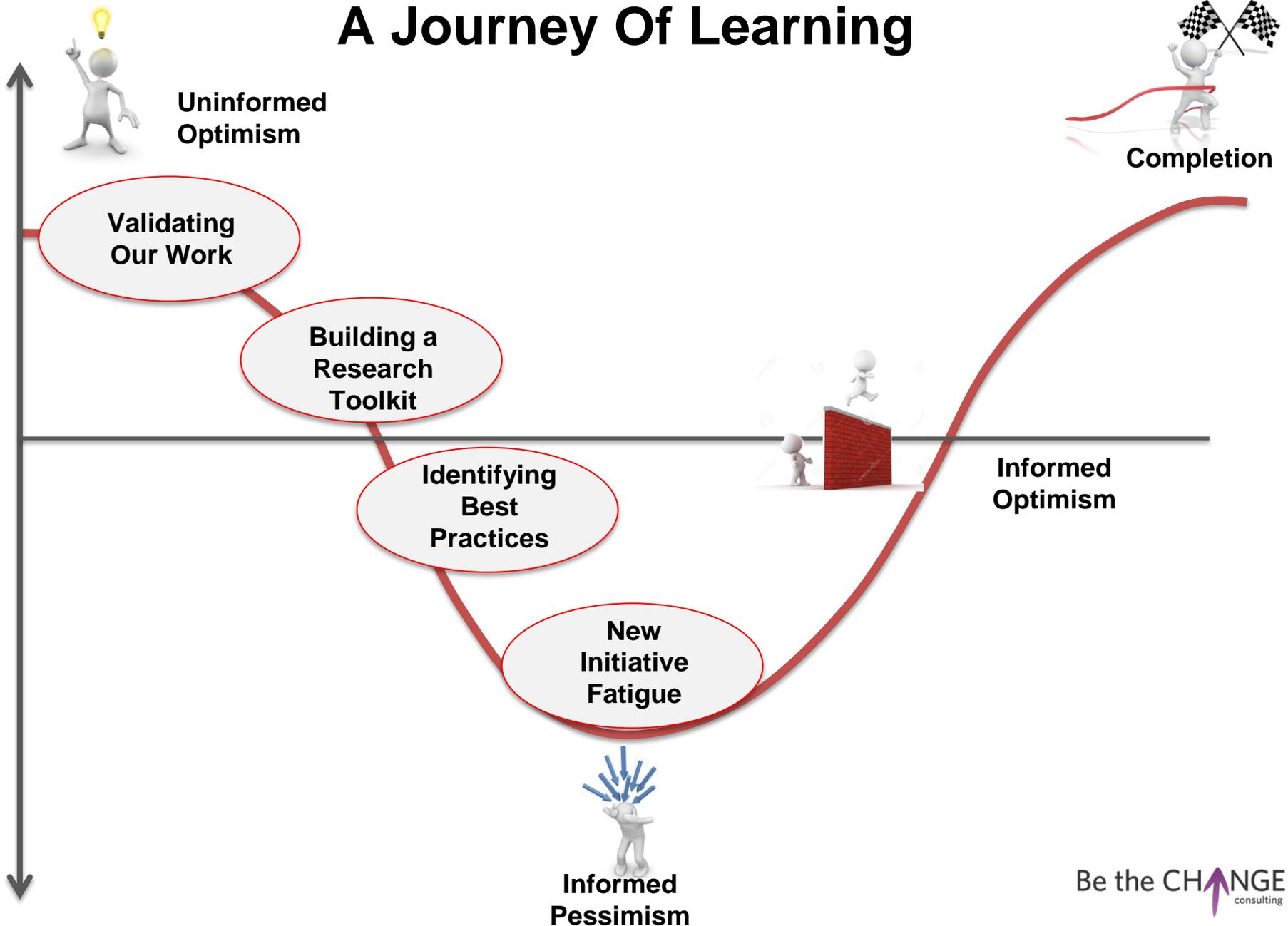
IDENTIFYING “BEST” PRACTICES

- Specific curricula was recommended according to a matrix
- Gave us clear strategies to try
- Turned out to be too prescriptive
- We felt on trial to prove our work

What's more important – our FELT sense of what works, or aligning to academic research?



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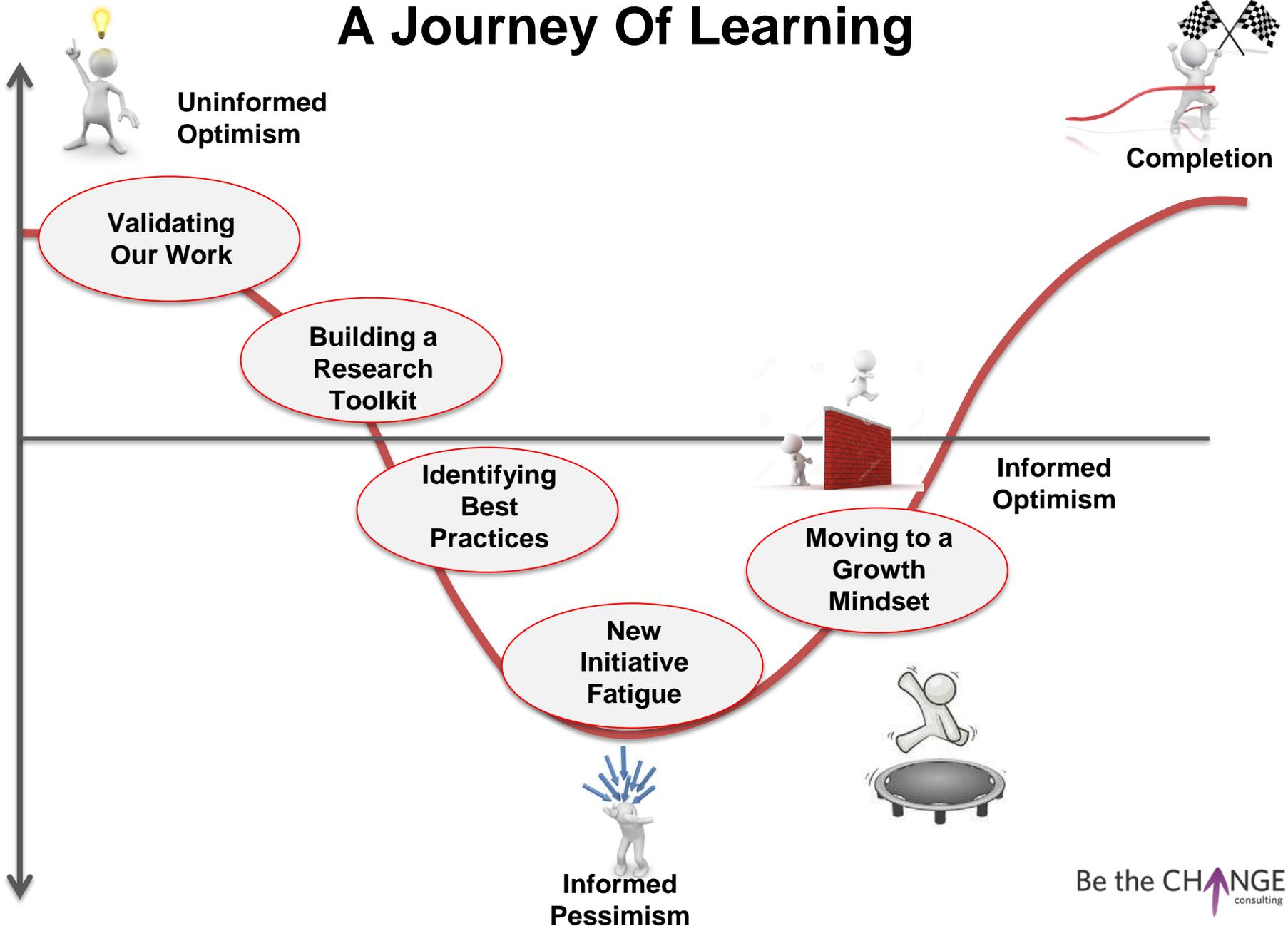
NEW INITIATIVE FATIGUE

- Began to lose motivation
- Staff didn't see the point, or leaders moved on to other ideas
- We weren't seeing results, and were out of our comfort zone as practitioners
- The evaluation focus on academic research caused unease.

**Is our work important if it doesn't
directly impact kids' GPAs?**



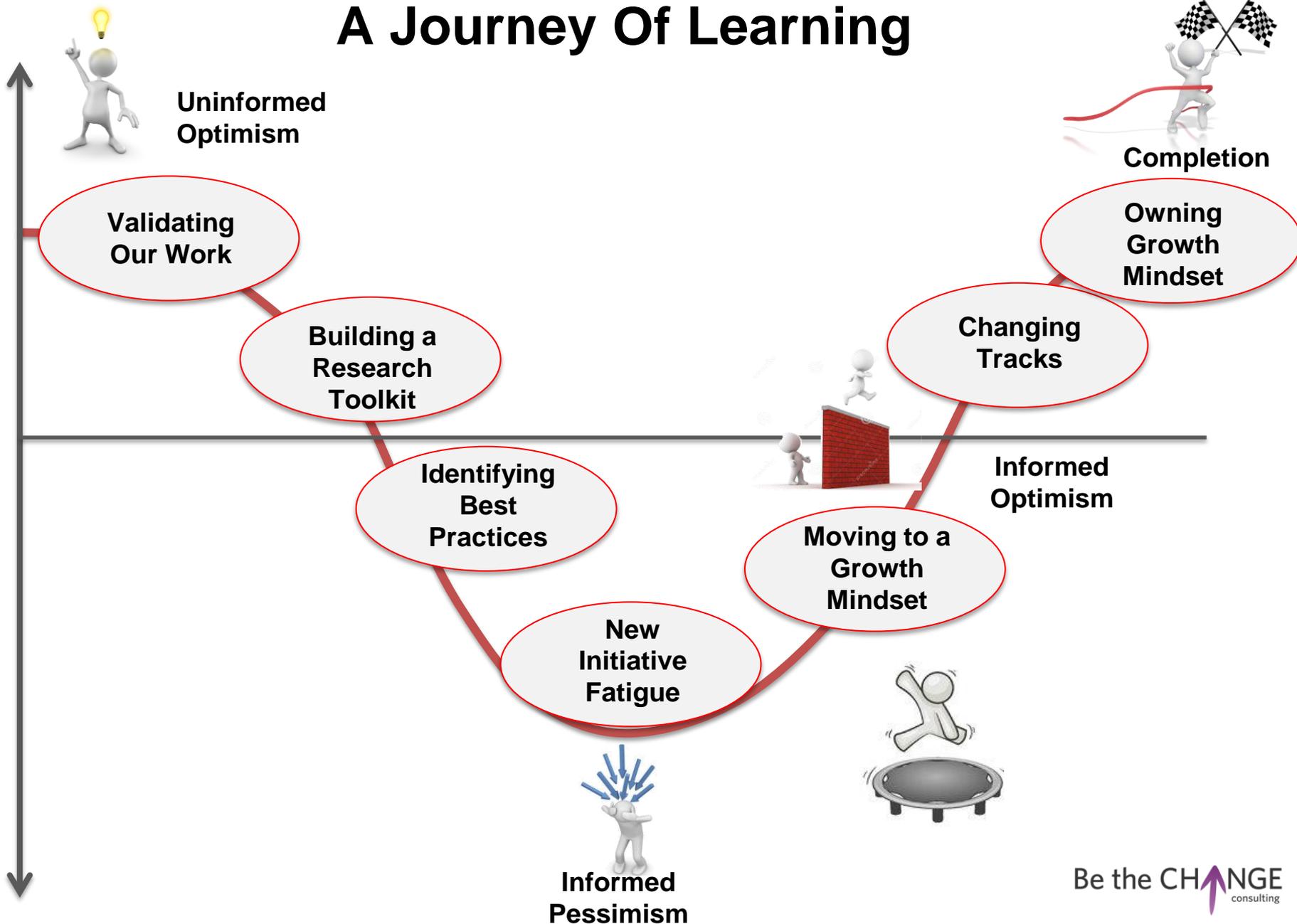
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CHANGING TRACKS

- Realized something was off, and got honest with each other!
- Shifted the Work
 - Moved to a “learning community model”
 - Focused on the assets of each of our programs, rather than implementing scripted curricula
 - Empowered each agency to build their own initiative
 - Held authentic conversations about what was working/not
- We named our own practices, and mapped them to research

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OWNING GROWTH MINDSET

- Culminated with a “Ted-Talk” style presentation with each agency sharing their learning
- We shifted from “dog and pony show” to an authentic reflection of where we started, where we got stuck, and how we leapt our hurdles



**What is one thing you will do different
in the next initiative you launch?**

What was the last initiative/project you were a part of?



What was exciting about this idea?

What challenges did you experience?



What was the final outcome?



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