

## Implementation Inventory

**Directions:** This implementation inventory is intended to help leadership teams monitor and nurture the first year of a new initiative's lifespan. Combining the SMARTIE goal concept (CASEL, 2020; Doran, 1981) with the Chiefs for Change (2022) checklist, add details from your own implementation plan in the right column.

SMARTIE Components	Implementation Checklist	Implementation Plan Features
<b>STRATEGIC AND SPECIFIC</b> What will change during Year 1, where, and for whom?	<input type="checkbox"/> Lead team members <input type="checkbox"/> Staff involved <input type="checkbox"/> Student groups affected <input type="checkbox"/> Materials needed <input type="checkbox"/> Locations <input type="checkbox"/> How and when the rollout will take place	
<b>MEASURABLE</b> What outcome measures or data sources should we use to measure success? What is a reasonable magnitude of the change that we should strive for?	<input type="checkbox"/> Equity-centered standards to be met <input type="checkbox"/> Metrics to track impact across student groups <input type="checkbox"/> Baseline data collection <input type="checkbox"/> Midyear targets <input type="checkbox"/> End-of-year targets	
<b>ATTAINABLE</b> Given our current status and rate of progress toward what we want to accomplish during phase 1, what can we expect to achieve that is both ambitious and feasible?	<input type="checkbox"/> Links to existing accountability systems <input type="checkbox"/> Access to current and necessary information <input type="checkbox"/> Research-based evidence to support growth targets	
<b>RESULTS ORIENTED</b> Is this change clearly moving us closer to our shared vision for SEL and our school's overall strategic goals? How will we ensure this alignment is clear for our stakeholders?	<input type="checkbox"/> Problem of practice rationale <input type="checkbox"/> Connections to existing implementations or other district programs <input type="checkbox"/> Alignment with other equity-centered initiatives	
<b>TIME BOUND</b> What is the time frame for this accomplishment, and when will there be check-points along the way?	Dates or milestones for: <input type="checkbox"/> Training and professional learning sessions <input type="checkbox"/> Communications, outreach, and engagement <input type="checkbox"/> Data collection, analysis, and reporting <input type="checkbox"/> Board or community presentations	

## REPRODUCIBLE

SMARTIE Components	Implementation Checklist	Implementation Plan Features
<b>INCLUSIVE</b> As we later plan a series of action steps to accomplish this goal, how will we bring in traditionally excluded or marginalized groups to make decisions and contribute in a way that shares power?	<input type="checkbox"/> Leadership roles <input type="checkbox"/> Feedback loop <input type="checkbox"/> Input mechanisms <input type="checkbox"/> Complaint resolution or remedy process	
<b>EQUITABLE</b> Is this change clearly moving us toward greater equity in our school? In what ways will this address issues of injustice or oppression?	Systemic injustice to address: <input type="checkbox"/> Reduction of first, second, and third-order barriers <input type="checkbox"/> Expected learning, behavioral, and social outcomes <input type="checkbox"/> Associated indicators impacted (for example, discipline, attendance, graduation, dropout rates)	

Source: *Chiefs for Change*. (2022, August). The implementation engine: A guidebook to support leaders from initiative planning to execution. Washington, DC: Authors. Accessed at [chiefsforchange.org/download-media/the-implementation-engine-a-guidebook-to-support-leaders-from-initiative-planning-to-execution](https://chiefsforchange.org/download-media/the-implementation-engine-a-guidebook-to-support-leaders-from-initiative-planning-to-execution) on November 2, 2022.; Collaborative for Academic, Social, and Emotional Learning. (2020). *Develop goals for Schoolwide SEL*. Accessed at <https://schoolguide.casel.org/resource/developing-goals-for-schoolwide-sel> on November 2, 2022.; Doran, G. T. (1981). There's a S.M.A.R.T. way to write management's goals and objectives. *Management Review*, 70(11), 35–36.