



Transformative Change Initiative

Scaling Transformative Change

The Transformative Change Initiative (TCI) is dedicated to assisting community colleges to scale up innovations that improve student outcomes and program, organization, and system performance. TCI defines transformative change as raising the individual, organizational, and system performance of community colleges to unprecedented levels without sacrificing their historic commitment to access and equity.

TCI has thoughtfully integrated research and practitioner input to create a set of guiding principles for scaling transformative change. These principles are not intended to dictate action, but rather enable informed decision making. The beauty of guiding principles is that they honor the wisdom of stakeholders who understand their diverse student populations and the complexity of the settings in which these learners are being served. When successfully employed, guiding principles utilize the underlying beliefs and foundational knowledge that is needed to bring about change. They create a blueprint for scaling innovation that results in more equitable outcomes for diverse learners, including enhanced education, economic and social impact. Below are TCI's eight guiding principles that frame the scaling of transformative change.

Scaling of transformative change will occur when...

- » **Leaders** envision, encourage, and support innovation that supports all learners.
- » **Adoption and adaptation** honor and influence the culture of the settings involved.
- » **Evidence** collected through ongoing and responsive evaluation is used strategically.
- » **Storytelling** is used to facilitate learning about innovation and transformative change.
- » Individuals engage in **networks** to gain access to expertise, professional development, and other vital resources.
- » **Dissemination** is led by individuals with deep knowledge of their settings.
- » Effective and appropriate **technology** is used to strengthen resources and expertise.
- » Innovations are chosen for scaling that show the potential to **spread and endure**.

TCI Opportunities and Resources

Scaling Toolkit: Available online, the tools found in the TCI Scaling Toolkit help practitioners to scale innovation through the guided exploration of transformative leadership, the identification of scaling partners, the strategic use of data for scaling, and so forth.

TCI Learning Labs: These participatory learning events give practitioners and their partners an opportunity to explore the ways innovation can be scaled to create transformative change. Attendees identify scaling opportunities and develop plans to support their scaling success.

Evaluation Collaborative: Third-party evaluators share and learn from one another about meaningful ways to gather, analyze, and report data, including measuring and disseminating performance and impact study results.



Patti Dobrowolski, visual thinker & change activist with *Up Your Creative Genius*, draws a graphic representation of a session at the 2013 Evaluation Collaborative meeting in Chicago, IL.

Virtual Learning: TCI continually engages practitioners individually and in learning communities through the TCI website and learning hub, blogs, webinars, and online newsletters.

TCI Network: Individuals and organizations committed to transformative change participate in virtual and face-to-face networking that encourages sharing about the evidence-based scaling of innovations.

Briefs: Key strategies, promising programs, and policy innovations occurring at community colleges are summarized and disseminated.

Research: Researchers use multiple research and evaluation methods to document and disseminate promising programs, processes, strategies, and policies associated with the scaling of transformative change.



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Learn more at

http://occrll.illinois.edu/projects/transformative_change/ and <http://tcilearninglab.org/>

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