Transformative Change
Considering Spread and Support

The purpose of this tool is to help teams consider the intended spread of the innovation and the factors that will support scaling the innovation[1]. This tool is associated with the following guiding principle:

Scaling of transformative change will occur if leaders envision, encourage, and support innovation that supports all learners.

In a meeting of key stakeholders, discuss the following questions. Use the information from the discussion to complete the worksheet on the following page.

1. What is the intended spread of the innovation? Is it focused on within the organization or is it intended to impact multiple organizations (e.g., other community colleges, K-12 education, universities, workforce agencies, employers, and others)?
2. What are the national, socioeconomic, policy, sector, institutional and other conditions that need to be considered to maximize the impact of your scaled innovation?
3. What are some of your existing networks and affiliations that would need to be engaged to successfully transfer/scale your innovation? What new organizations might be engaged?
4. What assistance and resources would be needed to prepare the scaling plan?
5. What assistance and resources would you need to scale the innovation(s)?
6. What are some ways the scaled innovation might be measured?

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[1] Jeanne Century, a leading researcher on scaling Innovation in Science, Technology, Engineering, and Mathematics (STEM) education, claims one of the critical dimensions of scaling is spread. Spread refers to determining whether scaling will be done within an organization or with other organizations—how far the innovation will reach. For more on spread see *10 considerations for measuring the spread and endurance of educational innovations*: http://vimeo.com/82297560

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Directions for completion:
- **Innovation:** Describe the innovation.
- **Spread**: Describe the entity to which you intend to spread the innovation (a program or unit within your institution, a consortium partner, another community college or external partner, other).
- **Supporting Factors**: Why is this entity a good place to scale the innovation? What supporting factors will enable the spread of the innovation?
- **Next Steps**: What is the next step in advancing the scaling opportunity?

Innovation	Spread	Support	Next Steps

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