



Leading by Convening

Rubrics to Assess and Shape Practice

Coalescing Around Evidence-Based Practices (EBP)

Operational Decisions	Informing Level	Networking Level	Collaborating Level	Transforming Level
Key actions and behaviors that require your attention	Sharing/Disseminating: One-way communication	Exchanging: Two-way communication	Engaging: Working together on the issue over time	Committing to approach issues through engagement and consensus building
Communicate the issue and why it is important	Convener/state lead agency describes the issue, why current practices are not producing desired outcomes, what data supports adopting a different practice, why this is relevant to multiple stakeholders.	Core group of stakeholders from diverse roles share ideas about potential root cause(s), current practices to address issue, barriers that may impact ability to address the problem and personal relevance to the issue.	Key and extended group of stakeholders begin a process of working together to address the issue by co-creating a problem statement that articulates potential root cause(s).	Broad stakeholder engagement is the foundation for deeper understanding of the issue, identifying the potential root cause(s) and building consensus for change(s) in practice.
Identify and select an evidence-based practice that will make a difference	Convener/state lead agency provides information on evidence-based, evidence-informed, and promising practices and how they will address identified issue(s).	Core group of stakeholders from diverse roles share their knowledge of effective practices, including levels of evidence, the context for implementation and potential barriers.	Stakeholders from diverse roles collectively analyze practices based on the problem statement, available data, contextual variables and structural challenges. They identify a new practice to address need.	Stakeholders from diverse roles regularly work together to review and analyze practices and come to consensus on adoption and implementation of identified evidence-based practice.
Build capacity to implement the practice with fidelity	Leadership develops and disseminates an implementation plan and the methods for monitoring whether the practice is implemented with fidelity.	Stakeholders, including policymakers, discuss potential barriers to implementation as well as supports, processes, policies, procedures and resources needed to implement and sustain practices that need to be addressed in the implementation plan and fidelity monitoring process.	Extended group of stakeholders co-creates an implementation plan (and manual) that includes mapping of resources, policies, practices; addresses concerns, barriers, communications strategies, and evaluating the success of implementation.	Broad stakeholder networks understand and commit to implementation, continuous improvement and sustainability.
Identify and address the issues that challenge fidelity	Convener/state lead agency's communications describe the importance of full implementation with fidelity and the potential challenges that context brings to implementation.	Core group of stakeholders has opportunities to exchange ideas, ask questions, clarify expectations, and express concerns about implementation of the practice and areas that might affect the fidelity of implementation.	Extended group of stakeholders works together to problem-solve implementation challenges (e.g., leadership changes, funding challenges), monitors fidelity of implementation and plans for the sustainability and scale-up of the evidence-based practices (EBP).	Broad stakeholder networks are knowledgeable or have opportunities for professional development to learn about responsibilities, alignment of policies and strategies for continuous improvement. They continuously review policies, processes and protocols to address staff/leadership and funding changes. They have a role in assessing fidelity and progress of implementation.