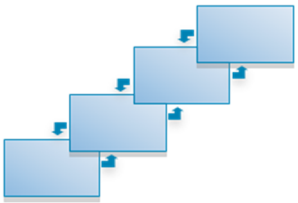
Handout 3
State Management Team (SMT)

The Active Implementation Hub

Membership (Who?)

Teams

The State Management Team is comprised of the Chief State School Officer and his or her directors of general education, special education, information technology, school improvement, finance and administration, and others accountable for student outcomes at the state level. Typically, this is a pre-existing group that directs and manages the State Department of Education.



Capacity Development (What?)

Initially, the State Management Team (SMT) will work closely with the State Implementation and Scaling up Evidence-based Practices (SISEP) center to develop knowledge, skills, and abilities related to increasing implementation capacity and scaling up evidence-based practices (EBP) and evidence-informed innovations (EII) statewide. Once basic implementation infrastructure components are in place, the SMT will work closely with the State Transformation Specialists (STS) and the State Design Team (SDT). Some of the members of the SMT may eventually participate on the State Transformation Team to promote alignment of systems as major decisions on the adoption and scale-up of evidence-based practices emerge.

Functions (Why?)

Developing an infrastructure for implementation is a new function that requires the support, guidance, and authority provided by the highest leadership levels in the state. In order to promote implementation capacity development for scaling up innovations across the State the SMT will engage in:

- ✓ Articulating the vision for education in the state
- ✓ Implementing a formal process for reviewing any state initiative (EBP or EII) focused on core educational and implementation outcomes
- ✓ Ensuring that the mission and message related to both implementation capacity development and the use of evidence-based programs and practices are communicated at all levels (SEA, Districts, Schools)
- ✓ Supporting the development and maintenance of both student outcome and implementation data systems that are reliable, valid, timely, and that provide data at actionable levels for schools and Districts
- ✓ Helping to initiate scaling up and infrastructure development activities
- ✓ Selecting and employing the first State Transformation Specialists (STSs)
- ✓ Creating the first Regional Implementation Teams (RITs)
- ✓ Monitoring and enabling work in the first Districts in which scaling efforts occur
- ✓ Aligning system roles, functions, and structures with implementation supports necessary for effective use of EBPs and EIIs

Tasks

Some of the “business as usual” activities that the SMT will engage in are as follow:

- ✓ Convene monthly meetings with SISEP, and eventually with the State Design Team (SDT)
- ✓ Regularly communicate, problem solve, and assess data with STSs and Stakeholder Groups
- ✓ Establish communication linkages so that barriers and facilitators at school, District, and Regional levels are regularly reported to the SMT for analysis and resolution
- ✓ Support the integration of implementation activities across a variety of initiatives
- ✓ Ensure meaningful family and stakeholder communication and partnership
- ✓ Ensure that action plans are created and updated annually with specifications of problem, solution, implementation and measurable outcomes

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