6 Stages of a Successful District-Wide SEL Implementation Plan

The most effective, sustainable social and emotional learning (SEL) implementations strategically integrate SEL into normal district practice following a 6-stage process.

**STAGE 1: Exploration and Evaluation**
- Identify SEL funding sources
- Research common approaches to SEL — e.g., growth strategies, curriculum approaches
- Involve education stakeholders in the selection process
- Utilize SEL standards to establish goals and benchmarks
- Determine what is most important to measure and select an assessment

**STAGE 2: Initial Planning**
- Form school/district SEL leadership teams to promote the program, ensure implementation fidelity, and offer year-long staff support
- Identify pilot schools and plan for initial implementation
- Collect initial data using the assessment(s) selected in Stage 1

**STAGE 3: Initial Rollout**
- Train all staff at pilot schools on best-uses of the program
- Support initial implementation through professional development opportunities
- Review data and feedback from schools in order to solidify the plan to take to scale across the district

**STAGE 4: Integration into District Practices**
- Add SEL language to your district’s strategic plan
- Incorporate SEL into district policies and messaging
- Train all staff (including bus drivers, cafeteria staff, and office staff) on SEL best-practices
- Reorganize your central office to include SEL support

**STAGE 5: End-of-Year Assessment and Planning for Next Year**
- Collect data to determine program effectiveness
- Use the data collected throughout the year to guide planning for next year
- Meet with stakeholders to share success stories, identify challenges, and brainstorm solutions
- Start preparing for next year’s implementation and identify best practices for program stability

**STAGE 6: Full Implementation**
- Host school/district SEL training workshops leveraging the SEL leadership team
- Support staff by setting aside time for professional development, faculty meetings, and planning
- Use a comprehensive universal SEL screener and assessment approach to collect district-wide baseline data and identify school-wide trends
- Replicate the initial approach, modifying as necessary to best fit your needs
- Schedule opportunities throughout the year for SEL leadership teams to coach teachers, assist with progress monitoring, and promote program fidelity through continuous data review

APERTURE EDUCATION
BRINGING THE WHOLE CHILD INTO FOCUS