

FROM FILED TO FOLLOWED:

INCREASING BIP IMPLEMENTATION FIDELITY

STEPS TO SUCCESSFUL BIP IMPLEMENTATION

Make a plan that can be followed and not just filed.

1 - **Decide what the school actually wants.**

- Don't personify the school. Who asked for a BIP? Why?

2 - **Validate.**

- Validate teachers for their efforts before you begin telling them what you need them to change.
- Resistance needs to be resolved here before you can continue.

3 - **Identify the problem behavior.**

- Choose one. Not three. Start with what annoys the teacher the most.

4 - **Get a thorough background.**

- Just knowing how long this has been a problem isn't good enough.

5 - **Get dirty.**

- Move beyond the theoretical if you want to be respected.
- Good BIPs are top heavy, put in a lot of time on the front end so you don't have to keep addressing the concern.

6 - **Write it down.**

- Make it pretty, make it clear. Avoid jargon, stock language, or check boxes.
- Write to your audience, not your ego.

7 - **Present your plan.**

- Meet in person, don't read it to anyone.

8 - **Make experts.**

- Plan for others to follow up. Set them up for success.

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