




# Dynamic Impact

Simple process. Powerful results.

  
**JOHNS HOPKINS**  
SCHOOL of EDUCATION  

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**Center for Technology  
in Education**



intro.

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dynamic **IMPACT**



JOHNS HOPKINS  
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# goals for today.

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- Provide overview of the Dynamic Impact approach and the TAP-IT Continuous Improvement Cycle.
- Examine key concepts of the UNITED protocol as a strategy for building high-performance teams that promote implementation of evidence-based practices (EBPs) with fidelity.

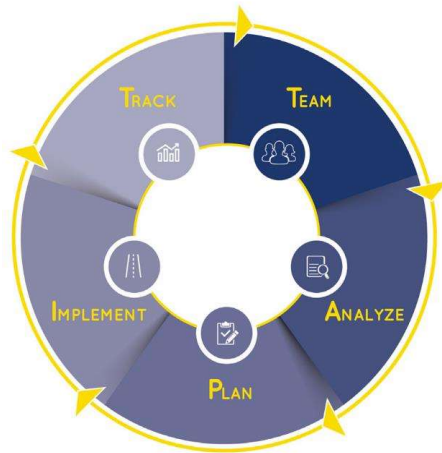
# Priorities of SPDG

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- To improve results for children with disabilities.
  - Implementation Teams
  - Stakeholder Engagement
  - Implementation Fidelity
  - Sustained use of SPDG-supported practices

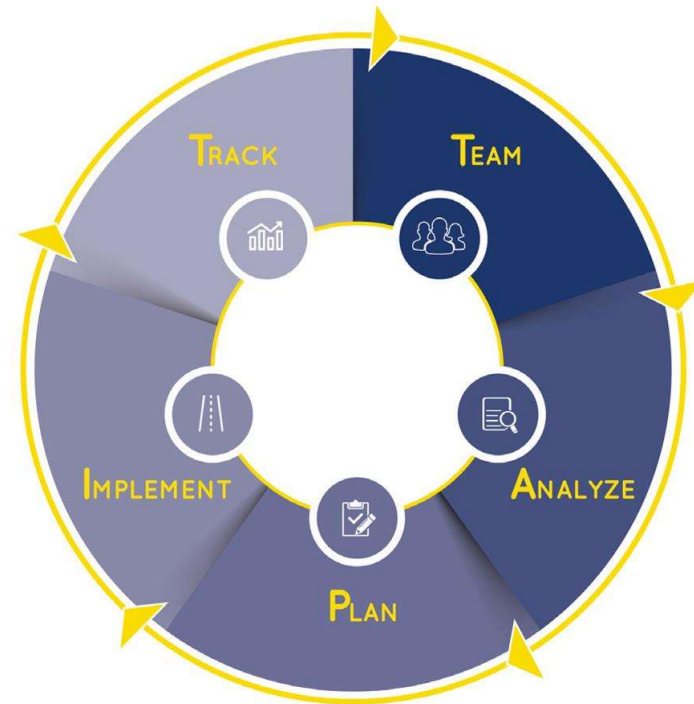
# dynamic impact.

simple process. powerful results.



- High-Performance Teams
- Simple Protocols
- A Focus on Fidelity

# team-directed continuous improvement.

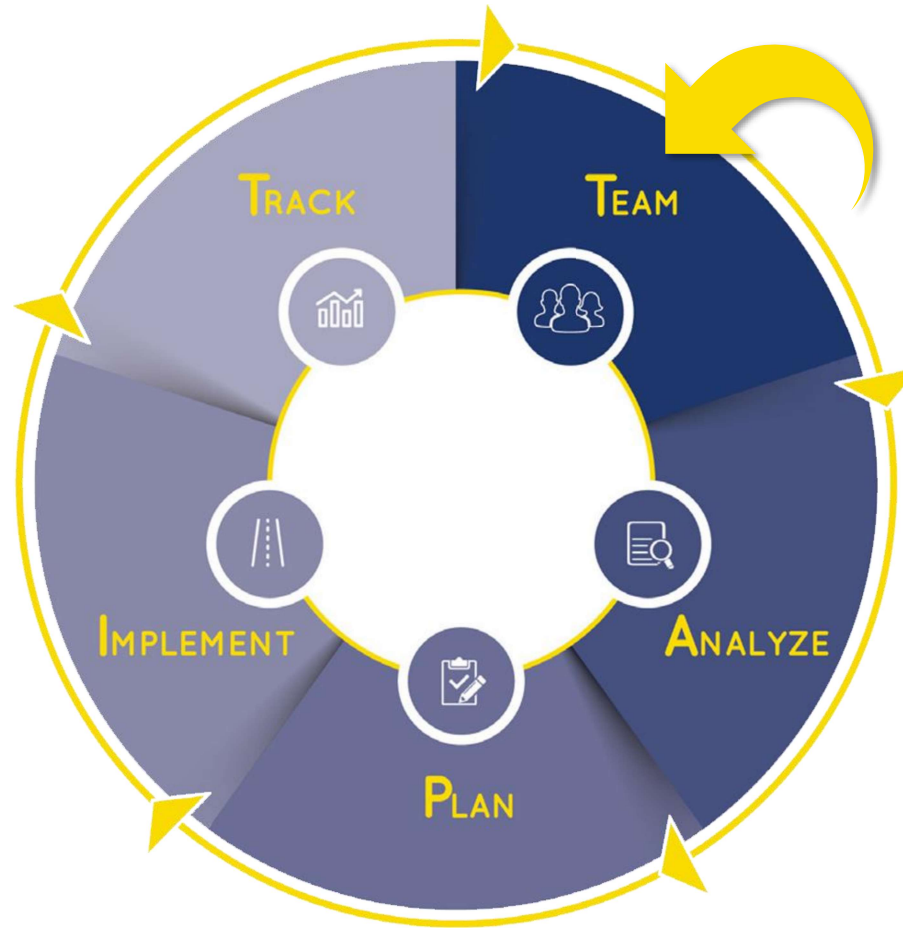


**Team:** UNITED Protocol<sup>©</sup>

**Analyze:** ROOT Protocol<sup>©</sup>

**Plan, Implement, Track:** CHANGE Protocol<sup>©</sup>

team.





### pseudo-group.

- assigned
- low energy
- not engaged
- not accountable



### traditional group.

- assigned
- somewhat engaged
- low productivity
- directed by group leader



### high-performance team.

- assigned and committed
- fully engaged and equitable participation and decision-making
- productive
- accountability for individual and whole team
- self-monitor progress

# group vs. team.





**sink or sail together.**

positive interdependence



**no free riders.**

individual accountability



**check it out.**

performance monitoring



**energize and execute.**

engagement and momentum



**all for one and one for all.**

collaborative competence



**power up and produce.**

technology optimization

# characteristics of a high-performance team.

team stage:

# UNITED protocol.

**U**  
**unveil**  
beliefs,  
vision, &  
mission.

**N**  
**name**  
team  
operating  
standards.

**I**  
**identify**  
six high  
performance  
teaming  
principles.

**T**  
**target**  
team  
goals &  
roles.

**E**  
**establish**  
team  
identity.

**D**  
**determine**  
logistics for working  
together.

team stage // UNITED protocol

# Unveil beliefs, vision, & mission.



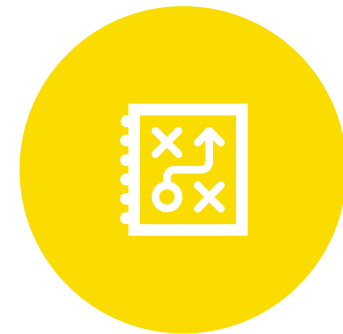
## beliefs

foundation of your  
team's vision and  
mission statement



## vision statement

illustrates your  
desired outcomes



## mission statement

articulates how  
you will achieve  
your vision

# N Name team operating standards.



listen actively to understand.



respect each other.



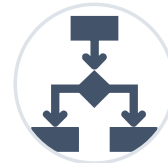
complete activities on time.



offer help willingly.



participate and contribute to team productivity.



be organized and prepared.

# Identify high performance teaming principles.



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positive interdependence



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individual accountability



**check it out.**

performance monitoring



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engagement and momentum



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collaborative competence



**power up and produce.**

technology optimization

# T Target team goals and roles.

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# Target team goals and roles.

**facilitator.** facilitates meeting/activity.

**coach.** reviews the team vision, mission, team standards, and high performance teaming principles at the beginning of each meeting and keeps the team on track toward high performance.

**timekeeper.** monitors meeting time and helps the team adhere to the meeting agenda.

**recorder.** documents notes or responses during the team meeting.

	facilitator	coach	timekeeper	recorder
oct				
nov				
dec				
jan				
feb				
mar				

**E** Establish  
team  
identity.

**S** **share** 3-5 ideas for a team name.

**I** **identify** commonalities and differences  
between ideas.

**G** **generate** a team name and logo that  
reflects your beliefs.

**N** **notify** stakeholders of your team identity.



# D

## Determine team logistics.

01

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who will attend your meetings?

02

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how will you address team absences on the day of a meeting?

03

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what data and information is necessary to gather prior to the team meeting?

04

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when will meetings take place?

05

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how much time will be allocated for the meeting?

06

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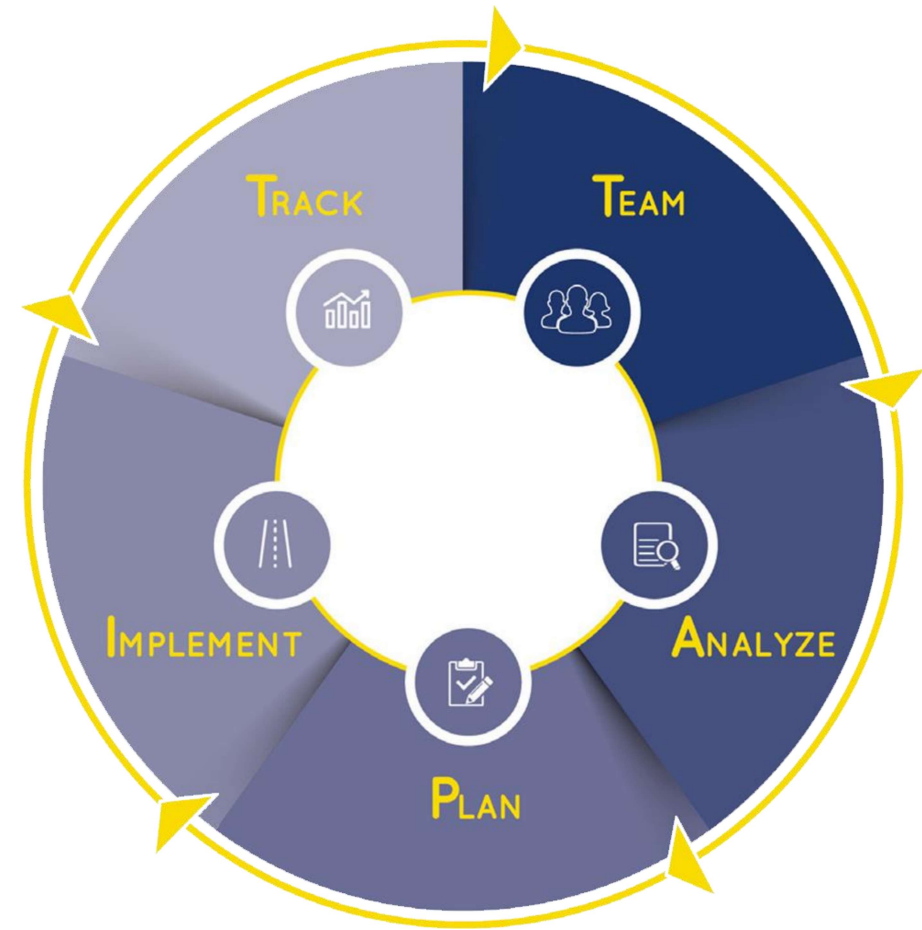
what consistent meeting space will be used for monthly meetings?

# DI Protocols for Impact

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Levers for Change	Protocol and Checklists
High-Performance Teams	UNITED
Root Cause Analysis	ROOT
Continuous Improvement for Impact	CHANGE

# TAP-IT Continuous Improvement Cycle<sup>®</sup>.



# Dynamic Impact

Simple process. Powerful results.

## DI Implementation Academy

Multi-year

Training (Virtual or In-Person)

Coaching for Implementation Teams

Leadership Team Support

Resources

Up to 7 JHU CEUs

## DI Leadership Academy

Year-long

Training (Virtual or In-Person)

CME<sup>2</sup> Action Plan

Leadership Support

Ongoing Interactive Webinars

DI Community of Practice

6 JHU CEUs

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