Office of Community College Research and Leadership

Scaling Transformative Change

The Transformative Change Initiative (TCI) endorses the use of guiding principles that support the scaling of transformative change. These principles are not intended to dictate action, but rather enable informed decision making about the innovation and reform. They reflect theory about scaling, but they also reflect the input of community college educators and partners who are currently implementing reforms.

Based on initial research, the TCI team introduced a set of seven guiding principles for scaling innovation at the TCI Learning Lab in Orlando in 2014. During the summer of 2014, the team engaged practitioners in reviewing and revising these principles to ensure they reflect actual practice—what community college practitioners and their partners are seeing and doing day-to-day to scale change. The new set of eight guiding principles for scaling was presented at the TCI Learning Lab 2015 in Baltimore. The newly revised guiding principles follow:

Leadership: Scaling of transformative change will occur when leaders envision, encourage, and support innovation that supports all learners. [Download the full text]

Adoption and Adaptation: Scaling of transformative change will occur when adoption and adaptation honor and influence the cultures of the settings involved. [Download the full text]

Evidence: Scaling of transformative change will occur when evidence collected through ongoing and responsive evaluation is used strategically. [Download the full text]

Storytelling: Scaling of transformative change will occur if storytelling is used to facilitate learning about innovation and transformative change. [Download the full text]

Networks: Scaling of transformative change will occur when individuals engage in networks to gain access to expertise, professional development, and other vital resources. [Download the full text]

Dissemination: Scaling of transformative change will occur when dissemination is led by individuals with deep knowledge of their settings. [Download the full text]

Technology: Scaling of transformative change will occur when effective and appropriate technology is used to strengthen resources and expertise. [Download the full text]

Spread and Endurance: Scaling of transformative change will occur when innovations are chosen for scaling that show the potential to spread and endure. [Download the full text]

Learn more about TCI, the Guiding Principles, and transformative change in the community college setting on our website.