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|  | **Transformative Change Initiative**  **Transformative Scaling Plan**  **for**  **Round One Trade Adjustment Assistance Community College Career Training (TAACCCT) Consortium Grantees**  **INTRODUCTION**  This document provides a suggested template for a ***Transformative Scaling Plan*** for Round One TAACCCCT consortium that are participating in the Transformative Change Initiative (TCI), a groundbreaking project led by the Office of Community College Research and Leadership (OCCRL) at the University of Illinois at Urbana-Champaign in partnership with The Collaboratory, LLC. Achieving the Dream is a support partner for TCI, which is generously supported by the Bill & Melinda Gates Foundation, Lumina Foundation for Education, and the Joyce Foundation.  TCI is focusing on the window of opportunity created by the TAACCCT program to bring the very best talent and latest research together to support and scale real and lasting change in community college education. The TAACCCT program allows for the possibility of transformative change at many different levels, including at the institution, state, national, and industry levels, with strategic partnerships to ensure that many more unemployed, dislocated, and low-skilled workers gain access to postsecondary education and obtain industry-recognized credentials that provide family-sustaining wages.  The Learning Lab Convening is one example of a learning event that TCI has offered to encourage transformative learning, leadership and change. Over the next six months, TCI will offer webinars, podcasts, and other virtual learning events and engage Subject Matter Experts (SMEs) to assist in scaling your consortium’s big idea(s) and innovation(s). Affinity groups will be formed to provide the opportunity for on-going conversations and to share tools, manuals, guides, and other resources. Further, TCI will embark on a participatory research activity to better understand the transformative knowledge, practices, and policies that community colleges are undertaking to meet the evolving needs of a more highly educated, credentialed, and skilled workforce. |  |

A remainder of this document provides ideas for the Round One ***Transformative Scaling Plan*** that is focused on scaling the big idea(s)/innovation(s) that you and your partners are implementing in your TAACCCT grant. This format is intended to give your team ideas but certainly not constrain your ideas. To honor the unique history, goals, and strategies of each TAACCCT consortium, it is expected that the ***Transformative Scaling Plan*** will have unique features. The ***Transformative Scaling Plan*** provides an opportunity to communicate about your consortium’s aspirations with multiple stakeholders and build excitement among the members of those groups in the transformative change that your consortium seeks to bring about. We encourage you to be creative! Think about creating using formats, including technology and media, that will encourage buy-in and adoption of the plan.

***Available online at http://occrl.illinois.edu/projects/transformative\_change/***

***TRANSFORMATIVE SCALING PLAN***

The ***Transformative Scaling Plan*** should provide your consortium’s anticipated roadmap to scaling one or more big idea(s)/innovation(s) in your TAACCCT grant. The creation of your consortium’s scaling plan is intended to be participatory and iterative to take into account evolving conditions that will impact the scaling of your consortium’s most important idea(s)/innovation(s). Establishing a feedback loop that provides real-time evidence on how the initiative is going to assist with performance measurement, future planning, continuous learning, and transformative change.

The broad categories the ***Transformative Scaling Plan*** should address:

* Background: Who are we?
* Big idea(s)/innovation(s): What big idea(s)/innovation(s) are we planning to scale?
* Scaling Process: How will we undertake the scaling process?
* Human Talent and Expertise: How will we develop the human talent and expertise that will be needed to scale?
* Partners and Stakeholders: How will we engage our partners and stakeholders in scaling, from beginning to full-scale adoption?
* Resources and Supports: What resources and supports does our consortium need to scale, and how will you address these needs?
* Data and Evidence: How will we use data and evidence to support the scaling process and measure the impact of transformative change?

We recommend providing a task and timeline that shows how your consortium’s scaling plan aligns with the implementation and sustainability of your TAACCCT grant.

***TRANSFORMATIVE SCALING PLAN* TEMPLATE**

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| SECTIONS OF THE PLAN | ELEMENTS & KEY QUESTIONS |
| Executive Summary | 1-page summary of the major points in your scaling plan |
| Consortium Background and Important Details | * Consortium name * Lead college, consortium director, and contact info * Co-grantee colleges (contact info) * Strategic partners (name, contact info) * The transformative scaling leadership team (contact info) * TAACCCT project details: Problems and goals to be addressed; labor market need; pathways, programs of study, and strategies to be addressed; partner engagement, etc. |
| Big Idea(s)/Innovation(s) | * What do are the one or two major ideas/ innovations proposed in your grant that are the best targets for scaling? * What is the value/benefit of these ideas/ innovations for students, your institution, state, and/or industry sectors? |
| The Scaling Process | * What is the scaling target(s)? * Are you adopting and adopting ideas/innovations? * How are you spreading or replicating beyond your consortium? * What enabling environments, policies, and practices are you creating? * How will you disseminate (diffuse) your ideas/innovations? * What national, socioeconomic, policy, industry sector, institutional, and other conditions will maximize the impact of your scaled innovation? |
| Talent and Expertise | * Who has expertise in scaling in your consortium? Among your partners? * What knowledge and skills do individuals and groups throughout your consortium need to engage in scaling? * How will your consortium secure technical assistance to scale productively and successfully? |
| Partners and Stakeholders | * What existing networks and affiliations, as well as new partners, will you need to cultivate and engage in scaling? * What strategies will you employ to engage key stakeholders in the scaling of your innovation? |
| Resources and Supports | * What resources and supports are required to conduct the scaling process? * Where will these resources and supports come from (consortium, partners, TCI or other TA providers)?) |
| Data and Evidence | * What data do you have available to inform the scaling process? What data do we need? * How will you use data to continuously guide, support, and communicate your scaling efforts? * What impact do you believe scaling your innovation will have (and on whom)? * How will results of your scaled innovation be measured and shared? |