

Literacy Impact™ Implementation Pathway™

(MODIFIED)

The Literacy Impact™ Implementation Pathway™ is seven stages, runs in cycles of improvement in priority areas. It is aligned with the Literacy Impact™ Architecture for School Excellence™: the Architecture defines what a high-performing school system includes, and the Pathway is how you build it. Stages should not be skipped as each one builds the conditions for the next.

STAGE	STAGE ESSENTIALS	CORE QUESTIONS
1 Issue	Establish the moral purpose, case for change and urgency. Form the leadership spine and champion team. Output: a precise, evidence-based problem statement.	What is the exact problem: where are students below benchmark, which cohort, and what recurring pattern?
2 Audit	Establish a baseline across student data, staff data, student voice and school systems. Audit the four preconditions for change. Establish the issues beneath the issue: like the Literacy Improvement Iceberg™, what is visible above the waterline is rarely the whole problem. Share the reality with staff.	What is contributing to the visible problem? What are the issues underneath the issue?
3 Diagnose	Diagnose before prescribing: diagnose systems, structures, confidence and capability before choosing solutions. Output: a diagnosis statement and 1-2 priority areas.	What is really causing the problem, and where do we focus first?
4 Plan	Develop the action plan with SMART targets, term-by-term sequencing and 1-2 low-risk, high-impact starting points. Plan the professional learning and capacity building teachers need, and develop champions for the implementation team. Share the plan with staff and remove barriers.	What are we building, and what is needed to do it well? What upskilling and resources do we need?
5 Implement	Support classroom implementation through action learning, peer observation and feedback. Celebrate early wins. Expect the implementation dip: increase clarity, support and visibility rather than reducing expectations.	Is this happening in classrooms? Who needs additional support?
6 Codify	Develop evidence-based agreed understandings and a schoolwide instructional guide. Shift: individual practice → system practice.	Is this how we teach here, in every classroom?
7 Sustain	Embed long-term systems: distributive leadership, induction, succession planning, collaborative planning and parent partnerships. Then begin again at Stage 1.	Would this continue without external support?

The full Literacy Impact™ Implementation Pathway™ has 26 steps across these seven stages, with the tools, templates and outputs for each. It is taught in the Leading Literacy Impact™ Masterclass and Building Literacy Excellence™ one year partnership.