

# Stages of Implementation (Goodman—Adapted from Fixsen)

Focus	Stage	Description	Universal PBIS
We should do it!	Exploration/ Adoption	Decision regarding commitment to adopting the program/practices and supporting successful implementation	What is PBIS and how will it address our concerns?
	Installation	Set up infrastructure so that successful implementation can take place and be supported. Establish team and data systems, conduct audit, develop plan.	What are the essential features of PBIS and how do we put PBIS in place?
Work to do it right!	Initial Implementation	Try out the practices, work out details, learn and improve before expanding to other contexts.	Put minimal features in place (i.e. teaching expectations, acknowledgment system)
	Elaboration	Expand the program/practices to other locations, individuals, times- adjust from learning in initial implementation.	All components of universals are in place
Work to do it better!	Continuous Improvement/ Regeneration	Make it easier, more efficient. Embed within current practices.	Universal process and supports reviewed annually and revised based on data