Implement SPIRE with Confidence: A Roadmap with EPS Learning

Grounded in implementation science and decades of school-based experiences, this guide provides a sample first-year roadmap for launching and sustaining SPIRE. By partnering with EPS Learning and following these steps, districts and schools can help ensure strong outcomes for both students and educators.

Phase 1: Prepare and Plan

Build the Implementation Team
- **District:** district and building admin, IT lead, coaches
- **EPS Learning:** account executive, professional learning, customer success

Align on Goals and Success Metrics

	Define outcomes and data points to track (e.g., local benchmark, SPIRE concept mastery, etc.)

Create a Schedule of Key Activities

	Launch date
	Professional learning (initial, refresher, and digital onboarding)
	Coaching sessions
	Leadership check-ins (end of Q2, Q3, and Q4)

Plan for Fidelity of Use

	Define implementation model (push-in, pull-out, etc.)
	Clarify usage expectations (e.g., lessons per week, data management)
	Ensure master schedule accommodates expectations

Ensure Readiness of Materials and Technology

	Work with EPS Learning to order materials and digital licenses
	Confirm IT infrastructure supports digital needs

Communicate with Stakeholders

	Connect program goals to district/school priorities
	Clarify expectations and supports for educators

Phase 2: Launch (Quarters 1 and 2)

Reach Key Milestones

	Initial training and digital onboarding complete
	Program launched in identified settings

Review and Respond to Data

	Establish baseline data
	Monitor usage
	Celebrate early successes (awards, recognition, shout-outs)

Provide Proactive Support

	Address tech or scheduling barriers
	Offer coaching, collaboration, and reflection opportunities

Conduct End-of-Q2 Leadership Check-in

	Review use and progress data
	Plan next steps (coaching and support)

Phase 3: Sustain Momentum and Drive Success (Quarters 3 & 4)

Strengthen Educator Support

	Deliver refresher training
	Use Fidelity Checklist for coaching

Engage in Data Review & Response

	Monitor usage
	Reflect on what's working and where to adjust
	Celebrate growth and success

Provide Proactive Support

	Troubleshoot barriers
	Facilitate coaching and collaboration

Conduct End-of-Q2 Leadership Check-in

	End of Q3:	Review use and progress data Track progress on Q2 action steps Prep for EOY data collection Discuss summer programming
	End of Q4:	Full EOY data review Finalize summer programming Reset Phase 1 checklist for Year Two

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