

ARCC Publishes West Virginia Guide to Systems Change

The ARCC recently made public [A Guide for Systems Change: Informed by the Office of Early & Elementary Learning's Development of West Virginia's Comprehensive System for Early Learning](#). The purpose of this guide is to provide tools and direction to state education agency staff teams charged with leading large collaborative groups focused on long-term initiatives. Its development reflects the experiences of the West Virginia Office of Early & Elementary Learning, which created a comprehensive system of support for early learning in West Virginia through a process that stretched from 2012 through 2017.

The guide is designed to be used by an internal facilitator or initiative leader who is responsible for carrying out the process. It covers six core themes fundamental to systems change and considers the experience of the Office of Early & Elementary Learning related to each.

- *Collaboration*, because it was mandated by state policies, by best practices for early learning, and by the characteristics of early education programs in West Virginia
- *Communication*, an essential underpinning of collaboration
- *The Logic Model*, a source of direction, growth, and accountability as it was revisited and revised
- *The Core Team*, essential to the initiative's successful management
- *Leadership*, which sustained the vision and managed the activities, but was also widely distributed among many internal and external partners
- *Facilitation*, to keep the many collaborative partners and their work on track and knit together by the flexible structure of the logic model.

Under each theme, lessons learned, guiding questions, and tools and resources are featured.