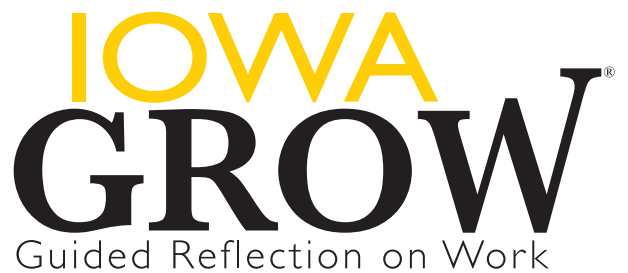


**We learned a lot while developing Iowa GROW®. Here are some things to consider when implementing Iowa GROW® on your campus.**



**1**

Start with a pilot. By beginning with a pilot, you can see how the program works and work out any kinks. A pilot also helps you “collect” supporters along the way who will become champions as the program grows.

**2**

Build in concentric circles. Each department involves different jobs and dynamics. Start small and go outward in size and complexity. Learn at each level to find ways to make improvements. Address any resistance or barriers before moving on to the next step.

**3**

Get high-level support. Leader behaviors matter. By enlisting administrators, Iowa GROW® can be more easily integrated into our everyday work. Their support might include adding Iowa GROW® to meeting agendas, setting and communicating clear expectations about participation, and helping address any concerns that could arise with buy-in.

**4**

Select early supervisors carefully. Seek out supervisors who will be excited about the initiative and who will help champion the cause to others. How do you find them? Ask colleagues who the best supervisors are, pay attention to how supervisors relate to students in the day to day – you will likely quickly find supervisors who already bring a developmental approach to their work.

**5**

Know your compliance goal. Before implementation, determine what reach you expect to have and what amount of participation you are hoping to achieve. Communicate these targets clearly to supervisors and other leaders.

**6**

Build buy-in with supervisors. Remind supervisors that they are educators, too, and that they can help students be successful. Share student impact data and narratives to show the benefits.

**7**

Solicit and use supervisor feedback. Ask supervisors about their experiences with Iowa GROW® and how it is going. Find out what support they may need from you, such as training or other resources. If there are things you can change to support supervisor needs without compromising the fidelity of the program, do it!

**8**

Provide ongoing skill-building opportunities for supervisors. We allow group or individual conversations with Iowa GROW®, but it’s important to recognize that group conversations require a different skillset. Therefore, we developed additional training for supervisors who want to be able to facilitate group conversations. We also provide “refresher trainings” and additional job aids to help make the Iowa GROW® experience as easy as possible for supervisors.