



Multi-Year Implementation Roadmap

Purpose:

To provide administrators with a long-term vision for sustaining Emozi® implementation. This roadmap outlines key priorities across the first three years, ensuring the program becomes deeply embedded in school culture and improvement planning.

Year 1: Launch & Foundation

Focus: Build awareness, establish routines, and ensure fidelity.

- Establish Emozi® Leadership Team and shared vision.
- Complete staff training and orientation.
- Roll out Emozi® lessons consistently in selected grade levels.
- Begin data tracking (baseline assessments, staff self-reflections, walkthroughs).
- Share family introduction letter and host Emozi® Parent Night.
- Celebrate early successes with visible displays and announcements.

Administrator Role: Be highly visible — conduct walkthroughs, celebrate implementation, and provide consistent encouragement.

Year 2: Expansion & Refinement

Focus: Deepen practice, expand to additional grade bands, strengthen family and community engagement.

- Expand Emozi® to remaining grade levels (if phased).
- Use data from Year 1 to refine practices and address gaps.



- Increase integration of Emozi® strategies into daily routines, schoolwide rituals, and discipline approaches.
- Provide booster PD sessions and new staff onboarding.
- Launch at least one new family engagement initiative (e.g., workshop, celebration event).
- Strengthen peer coaching and staff leadership roles.

Administrator Role: Shift from introducing to sustaining — reinforce fidelity through data checks, highlight staff champions, and embed Emozi® in school improvement plans.

Year 3: Sustainability & Culture-Building

Focus: Embed Emozi® in school systems so it remains strong during leadership or staff transitions.

- Ensure Emozi® is included in school improvement and accreditation plans.
- Maintain regular fidelity monitoring and annual reviews.
- Build Emozi® into Tiered Supports for students (link to Section 4 guidance).
- Strengthen student leadership opportunities (e.g., peer mentors, advisory leaders).
- Host a schoolwide celebration event showcasing student growth and success stories.
- Continue refreshing family engagement strategies with new activities and student voice.
- Implement succession planning to sustain the program beyond current leadership.

Administrator Role: Focus on legacy — position Emozi® as a long-term part of school culture, not a short-term initiative.

✨ **Tip:** While timelines vary by school, this 3-year roadmap provides a guidepost. Schools may move faster or slower, but the key is to **progress from “launching” → “expanding” → “embedding.”**