

Scaling Up Evidence-Based Practices

Lynne Marsenich, LCSW

Todd Sosna, Ph.D.

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Topics

- Cal-40 Study
- Goals
- Phases
- Activities
- Processes
- Staffing
- Important Considerations



Cal-40 Study

- Focus of NIMH trial
 - Testing an implementation model (CDT) for promoting installation of an EBP (in this case MTFC)
 - Random study
 - 60 sites (California and Ohio) randomized to CDT and implementation as usual
 - Currently the only empirical test of an implementation model



Cal-40 Study

- Outcomes at this point
 - More engagement of system leaders
 - 30% more system leaders engaged in the CDT condition
 - Clients served
 - More than twice as many clients served in the CDT condition



Goals

- Sustainable, model-adherent implementation of evidence-based practices
- All CDT activities need to be directed toward this goal
- Clarify, plan, coordinate, convene, support, reinforce
- Key features
 - Clear, rigorous and sustainable training models
 - Extensive planning and supports
 - Peer-to-peer assistance
 - Removal of barriers
 - Program performance evaluation



Phases

- Pre-Implementation
 - Fully informed (thoughtful) participation
 - Engagement
 - Commitment
 - Planning
- Implementation
 - Diligent and thorough follow through
 - Learning and using
- Sustainability
 - Ongoing oversight, maintenance and support
 - Maintaining with model adherence



Pre-Implementation

- Understanding that practices have varying levels of effectiveness
- Interest in improving services/programs
- Understanding of the specific model
- Decision to implement the specific practice
- Understanding of the training model
- Understanding requirements to be successful
- Attention to key implementation factors (ie referrals, selection of staff, funding, replacement training, administrative champion)
- Readiness to establish the practice



Implementation Phase

- Select/hire and prepare practitioners
- Full participation in all training and consultation activities
- Attention to factors that contribute to learning and using the practice with model-adherence
- Start to use the model soon after training
- Oversight and support from an administrative champion
- Supervision and evaluation structures are established



Sustainability Phase

- Ongoing oversight and support by an administrative champion
- Model-specific supervision structures
- Routine monitoring of fidelity and outcomes
- Commitment to replacement training and consultation as needed
- Dedication of time and money to training activities



Activities

- Community development team meetings
- Administrator's monthly calls
- Developer's monthly call
- Fidelity monitoring and outcome evaluation
- Explanatory materials
- Site specific assistance as needed



CDT Meetings

- Meetings and clinical training conducted with all participating agencies
- Planning meetings are with lead administrators, managers and supervisors
- Builds peer-to-peer support
- Creates scale and momentum



Administrator's Calls

- To support participation in training and consultation activities
- Forecast training milestones and challenges
- Builds peer-to-peer support
- Identify early signs of difficulty
- Address concerns/barriers
- Celebrate successes



Developer's Call

- Review training activities/plans
- Review individual agency progress
- Address challenges
- Plan for sustainability



Fidelity and Outcome Evaluation

- Support agency capacity to monitor fidelity and outcomes
- Establish evaluation protocol
- Agency collects, enters and submits data
- CIMH analyzes and prepares reports
- Reports designed to have programmatic relevance



Processes

- Need-benefit analysis
- Planning
- Monitoring and support
- Fidelity focus
- Technical investigation
- Problem solving
- Procedural skills development
- Peer-to-peer support



Staffing

- Relationship with stakeholders
- Technical knowledge about evidence-based practices
- Extensive experience with public service system
- Familiarity with daily operations of county services
- Affiliation with practice developers
- History administering successful projects
- Highly responsive
- Persistent
- Goal directed
- Clear communicator
- Well organized



Staffing

- 2 staff jointly responsible for each development team
- Lead is responsible for project management, coordination, pacing
- Back-up is responsible for depth, attention to detail, and guiding and supervising in the lead's absence



Important Considerations

- Implementing and sustaining model-adherent evidence-based practices is very challenging
- Goal directed always
- Confident, positive, reassuring, problem-solving, persistent
- Diligent attention to detail over time
- Balanced relationships and sensitivity to stakeholder perspective
- Mutually supportive relationship between development team staff
- Credible



Sensitivity to Stakeholders

- County wants effective services and responsive contract providers
- Developer wants adherence to their model
- Agency wants to help children and families, be valued by the county, and successful as a business
- Loyal to each stakeholders primary interests, while advancing implementation



Credible

- Clear and accurate information
- Effective agent for change (realistic, concrete, innovative)
- Reasonable expectations
- Strong communication (make the complex understandable and achievable)
- Anticipate, predict and mitigate
- Cross site perspective
- Accepts responsibility
- Acknowledges mistakes

