


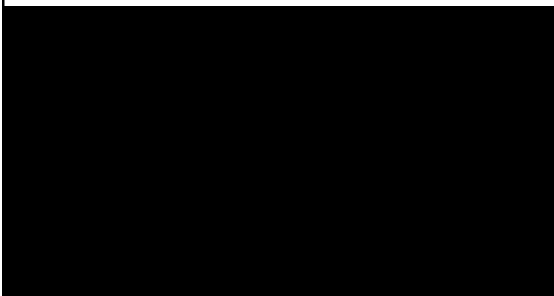
**Development of Incredible Years®
(IY) Programs 1979-2016**
Carolyn Webster-Stratton, PhD
Professor Emeritus, University of Washington



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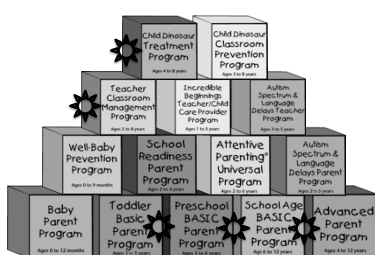
Video of Parent Program



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**IY Building Blocks For Promoting
Children's Social, Emotional & Academic Skills:
IY Parent, Child & Teacher Programs**




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Incredible Years® Parent, Teacher & Children's Programs' Goals

Short Term Goals

- Improve parent-teacher-child relationships
- Reduce harsh discipline
- Increase parent and teacher social support
- Improve parent-teacher partnerships
- Promote child social competence, emotional regulation, problem solving and school readiness
- Prevent, reduce and treat social and emotional problems in young children



Long Term Goals

- Prevent conduct disorders, school drop out, delinquency and substance abuse

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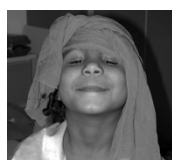
Summary of Multiple Randomized Control Group (RCTs) Trials with IY Parent, Teacher and Child Programs

All programs have been evaluated both as treatment for children with conduct disorders and ADHD as well as for prevention for high risk populations

Outcomes:

- Increases in positive parent-teacher-child interactions
- Decreases in harsh & critical discipline
- Reductions in conduct problems at home and in the classroom
- Increases in child social competence and emotional regulation


Effects of multiple programs are additive.



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Scaling up: The Incredible Years®



Barriers and Difficulties are Inevitable



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Agency Barriers to Successful Delivery



- Inadequate agency readiness. (No needs assessment or goal setting. Poor agency buy in.)
- Failure to select clinicians with interest, motivation, & necessary background.
- Failure to plan time for recruitment/engagement of families, follow-up, or make up sessions.
- Inadequate agency support: no identified administrator to handle logistics (day care, meals, group location, scheduling).

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Agency Barriers to Successful Delivery



- Failure to provide accreditation training and ongoing coaching.
- Pressure to reduce program dosage.
- No IY "champion" within agency to monitor fidelity.
- Failure to support accreditation.
- Short term vision: no plans for sustainability or internal support.

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Clinician Barriers to Successful Delivery



- Weak background in cognitive social learning theory, child development and/or group work.
- No ongoing consultation, coaching, or supervision of clinician.
- Failure to tailor program with fidelity to population.
- Poor clinician understanding of delivering evidence-based program or buy in for accreditation.
- Resistance to group model due to unfamiliarity.

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Funding Barriers to Successful Delivery



- Group treatment work not billable (vs. individual therapy).
- Unrealistic RFPs for timeline & project scope
- Early grant/foundation funding not maintained.
- Inadequate funds for clinician training & accreditation by accredited mentors.
- Can't afford to offer full program dosage or add-on components.

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Specific Barriers to Group-Based Incredible Years® (IY) Programs (vs. individualized programs)

- Prep time for group longer than 1:1, but groups more efficient.
- Potential delays in starting groups (need adequate numbers).
- Rural areas present challenges in forming groups.
- Extra expense of day care and food for groups.
- Commitment of large room space for groups.




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Scaling Up with Fidelity A Collaborative IY Building Project

- Program Developer (Architect)
- Agency Administrator (Contractor)
- IY Mentor/Trainer (Project Manager)
- IY Peer Coach (Foreman)
- Clinicians/Group Leaders (Builders/Construction Team)
- Families (Community)



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Development of IY Quality Support IY Infrastructure (Part One)





IY Trainers (Advanced professional training and work closely with developer) <i>Strong, long-term dedication to IY training</i>	<ul style="list-style-type: none"> • Provide training internationally • Review videos for accreditation/certification • Promote accreditation and dissemination principles
IY Mentors (Must be accredited Peer Coach in designated program) Responsible for supporting agency/region; often one segment of professional identity	<ul style="list-style-type: none"> • Train new group leaders in designated region/agency • Provide telephone consultation • Review DVDs of group leaders for accreditation • Provide consultation work groups • Meet with other mentors on a regular basis • Support coaches

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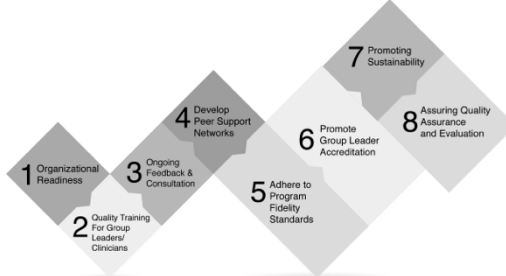
Development of IY Quality Support Infrastructure (Part Two)

IY Peer Coaches (Must be accredited group leaders) Leaders within local organization	<ul style="list-style-type: none"> • Assist and observe new group leaders • Provide supportive feedback to new group leaders and review videos • Attend ongoing training with mentors
IY Group Leaders (Accredited)	<ul style="list-style-type: none"> • Lead groups • Engage in ongoing peer review • Attend ongoing consultation



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8 Key Strategies For Successful Scaling Up IY with Fidelity

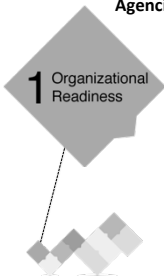


- 1 Organizational Readiness
- 2 Quality Training For Group Leaders/ Clinicians
- 3 Ongoing Feedback & Consultation
- 4 Develop Peer Support Networks
- 5 Adhere to Program Fidelity Standards
- 6 Promote Group Leader Accreditation
- 7 Promoting Sustainability
- 8 Assuring Quality Assurance and Evaluation

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#1: Organizational Readiness (Contractor) Key Building Block for Disseminating with Fidelity

Agencies in Consultation with IY:

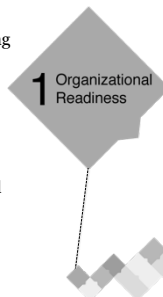


- Complete **IY Agency Readiness Questionnaire** to assess risk factors, prioritize needs and determine goodness of fit between organizational goals, needs and IY program philosophy objectives.
- Discuss plans with IY trainer or mentor in particular program implementation.
- Assess adequacy of agency resources for IY program delivery: budget for food, day care, transportation, curriculum set, books, venue, equipment (DVD player, camera), space, logistical support.

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#1: Organizational Readiness (Contractor) Continued

Agencies in Consultation with IY:



- Assure managerial support understanding & internal champion for IY program.
- Assess workload commitment for clinicians/group leaders.
- Assess clinician qualifications and motivation to deliver group program.
- Plan participant recruitment and referral strategies.

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#2: Assure Quality Training for IY Clinicians/ Group Leaders

Agencies in Consultation with IY:

- Provide authorized IY Group Leader Training (3-days) by accredited IY Trainers/Mentors.
- Allow time for clinician's continued study, preparation, and consultation after initial 3-day workshop.
- Develop realistic time line for training and phase in with ongoing consultation.



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#3: Provide IY Clinicians Ongoing Quality Feedback and Consultation



Accredited IY Coaches, Mentors and Trainers Provide Clinicians:

- Telephone, skype or in-person consultation (3-4, 1 hour for first group).
- Group consultation workshops with mentors reviewing clinician group session videos.
- Individual clinician feedback of video or group session by peer coaches.

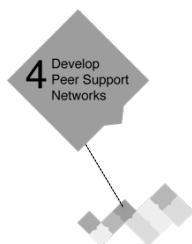
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#4: Develop Clinician Peer Support Networks within Agencies (Scaffolding)

Agencies and Clinicians:

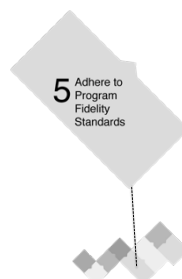
- Video group sessions from the start.
- Engage in peer site-based clinician support meetings to share feedback when viewing videos of group sessions (standardized group process checklist provided).
- Always have two clinicians per group.
- Pair new group leaders with experienced IY group leaders.



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#5: Adhere to IY Program Fidelity Standards – Dosage, Order, and Protocols



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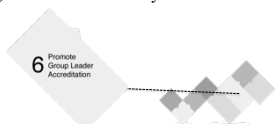
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Clinicians:

- Follow session protocols/plans
- Adhere to IY program core minimum dosage
 - Longer Dosage → Higher Effect Sizes
- Plan make up sessions
- Allow flexibility to lengthen program for special populations (child welfare, children with special needs)
- Add supplemental programs as needed (Advanced, Child programs, booster sessions)

#6: Promote Clinician IY Accreditation (follow building regulations)

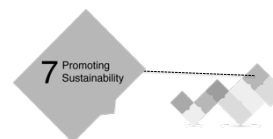
- The rigorous IY accreditation process includes review of session protocols, attendance, peer & self-evaluations, DVDs of clinician sessions, and consumer satisfaction.
- The accreditation process promotes continued clinician improvement and is important to promote fidelity.
- The IY Programs have shown good replication by others, largely due to the detailed manuals, authorized trainings, well defined protocols, and accreditation system.



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#7: Building a Supportive Agency Infrastructure that Promotes Sustainability



Agency Administrators and Internal IY Advocates:

- Assure that ongoing peer review, support and outside consultation are available.
- Promote clinician accreditation.
- Encourage development of an accredited IY peer coach and mentor to allow for ongoing agency training, support and continued fidelity.

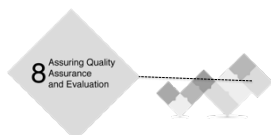
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#8: Developing a Strong Foundation by Quality Assurance and Evaluation

Agency Administrators:

- Engage in ongoing monitoring of IY group leader fidelity, consumer evaluations, and progress toward accreditation.
- Conduct annual baseline and post program evaluations to ensure satisfactory outcomes and assess further training needs.
- Maintain ongoing contact between agency and IY office in regard to continuing education, updates, and support.



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Role of Incredible Years® Headquarters in Promoting Fidelity



- Review DVDs of clinician group sessions.
- Review clinician accreditation applications.
- Identify possible IY peer coaches/mentors/trainers.
- Provide ongoing support and training for IY mentors and trainers (annual meeting).
- Review all training protocols, evaluations.
- Update, improve, and develop programs.
- Consult with agencies and funding sources to plan and ensure program is delivered with fidelity.

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Scaling Up Delivery of IY: Where Are Programs Being Delivered?

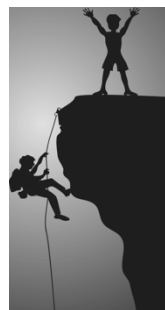
- Head Start Centers, Sure Start
- Primary Grade Schools
- Mental Health Centers
- Community Health Centers (nurses, Toronto, UK)
- Jails for Incarcerated Parents (Scotland, Holland)
- Homeless Shelters
- Foster Parents (New York)
- Home Visits (Native Americans, California)
- Businesses as Employee Benefit (Goodwill)
- Doctor's Offices



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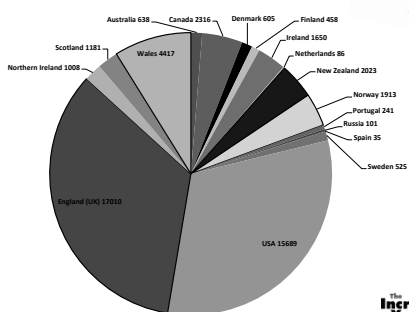
Scaling Up Success Comes with Continued Effort and Support



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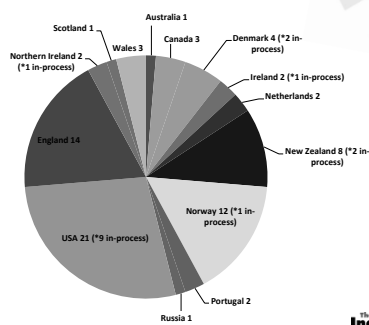
Group Leaders Trained by Country Parent, Child & Teacher Programs (December 2015)



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Trainers/Mentors by Country (December 2015)



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Training and IY Program Delivery in US



Principles of Scaling Up IY Programs

- **Stay focused on the goal:** Be persistent, despite barriers and resistance.
- **Collaboration, teamwork, and collective action** is required as well as individual responsibility.
- **Ongoing remodeling** is needed based on feedback, research, and setting.
- **Personal connections** are key: Can't be done with a PowerPoint presentation!

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Collaboration and Collective Action With Others Are Essential



EARLY INTERVENTION: *Building society's bank account for the future*

