

What we have Learned

The Ten Faces of Promising Pathways Innovation





- Describe innovation for Promising Pathways
- Review the Promising Pathways model and resulting logic model
- Discuss initial lessons learned about becoming evidence informed
- Explore your perceptions of Promising



Innovation

"Give me a place to stand and a lever long enough and I can move the world."

--Archimedes



Promising Pathways Faces of Innovation

	Subsidized Employment	Career Pathways	Employment and Work Supports
Region I: Dorcas Place (RI)			
Region II: Placing Individuals in Vital Opportunity Training (PIVOT) Program (NY)			
Region III: Keystone Education Yields Success (KEYS)Program (PA)			
Region IV: Kentucky Community and Technical Colleges (KY)			
Region V: West Cap JumpStart (WI)			
Region VI: Arkansas Career Pathways Initiative (AR)			
Region VII: Local Investment Commission (LINC) (MO)			
Region VIII: Climb Wyoming (WY)			
Region IX: SEE Hawaii Work (HI)			
Region X: Tanana Chiefs Conference (AK)			

What is evidence informed?

- Theory of change model
- Documenting fidelity to model
- Mapping data to program model
- Collecting the data (evidence)
- Sharing data making data driven decisions



Promising Pathways--Model

Evidence Pathway

What is a pathway to Evidence Based Practice For TANF programs?

EVIDENCE INFORMED PRACTICE

Non Experimental Evidence (i.e., home grown, practice-based)



Promising TANF Programs Possible Pathway

FOCUS:

- Define Practice
- Document Practice
- Determine Fidelity
- •Examine Effectiveness

How do TANF Programs define their practice?

How do TANF programs implement with fidelity to their practice definition?

What types of evidence demonstrate TANF program Effectiveness?

Promising TANF Programs

Criteria:

- Geographic Location
- Internal Analysis
- •External Evaluation
- Cited as "promising"

Select Pilot Programs



CE EXAMINE AND DOCUMENT FIDELITY TO PRACTICE

1. Map to practice definition

4. Share results

2. Collect implementation data (Evidence)

3. Analyze implementation evidence

(INTERACTIVE ASSESSMENT PROCESS LOOP)

The Intervention TECHNICAL ASSISTANCE

How and under what circumstances does TA increase capacity for evidence informed pristrices at home ways



INDIVIDUALIZED

CUSTOMIZED

OMIZED

EMBEDDED

INCREASED
CAPACITY
TO DEFINE AND
DOCUMENT
PRACTICE

INFORMED

PROGRAMS

AND

PRACTICES

DELIVERY OF TAILORED TECHNICAL ASSISTANCE

- Readiness is critical to embark on the journey to evidence informed practice
 - Leadership with capacity to seize opportunity
 - Intact organizational infrastructure
 - Culture that values data



Partnerships that support an evidence approach



Power of teamwork in providing technical assistance

Site Teams



Promising Pathways Team



Investment

- Staff Time
- Program Resources

Infusion

- Content Expertise
- Data/Support

Pathway to Evidence Informed Practice



 THE MODEL is the starting point on the pathway to evidence informed practice:



- Programmatic clarification
- Organizational alignment
- Identification of program gaps
- Communication--clarifying language and goals of program
- Tool for securing funding buy-in

Promising Pathways Logic Model

Change of Situation: Evidence is used to inform implementation of TANF programs designed to:

practice for TANF programs, is problematic.

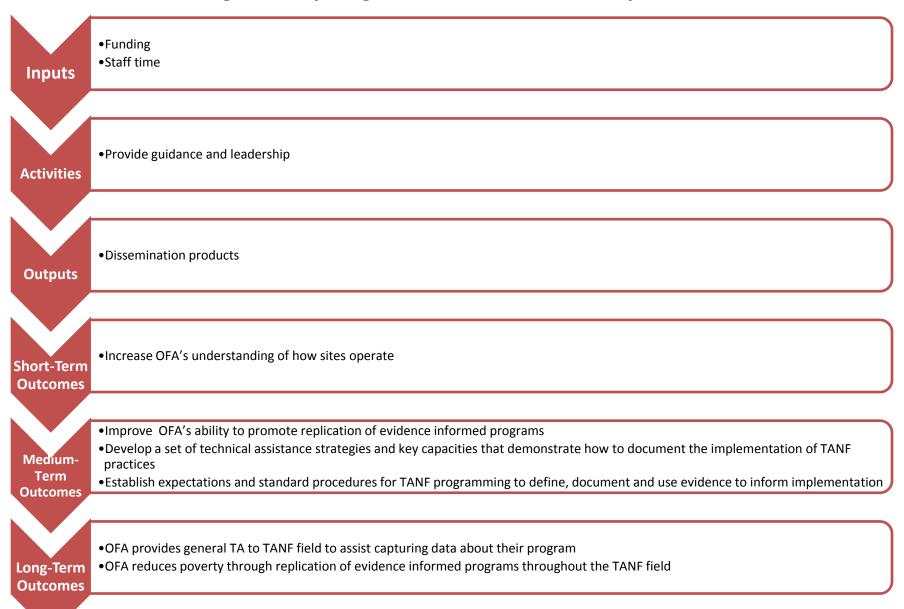
Oct low income workers on a pathway to employment Successfully transition disadvantaged and disenfranchised individual/families Create barrier reduction strategies into the mainstream economic and social fabric of society Increase employment retention efforts OFA provides general TA to TANF field to assist capturing data TA team becomes efficient in assessing TA needs, and providing relevant. Sites become evidence informed Long-term TA around becoming evidence informed Sites become experts, and advocates, of the Promising OfA reduces poverty through replication of evidence informed Outcome Pathways approach programs throughout the TANF field Sites become replicable Improve OfA's ability to promote replication of evidence informed Improve expecity to become evidence informed Improve TA team's ability and expertise in providing TA targeted toward. becoming evidence informed Improve ability of sites to articulate their program Develop a set of technical assistance strategies, and key capacities effectiveness, and impact Medium-term that demonstrate how to document the implementation of TANF Outcome Establish expectations and standard procedures for TANF programming to define, document and use evidence to inform implementation Increase OfA's undestanding of how sites operate Incresse sites' knowledge in becoming evidence informed Increase TA team's knowledge about the 10 sites and their TA Short-term Outcome Increase awareness of the Promising Pathways Initiative among the TANF field Dissemination products Logic model Indicators Site coordinators Site Specific Case Studies Outputs Revised data collection instruments Side visits TA Tracking Reports Dissemination products TA Tracker Published articles Provide guidance and leadership Scient 10 program sites Define practice through developing logic model Dovelop indicators Dovelop understanding of sites Provide TA to sites through: Collect implementation data Orientation workshop (October 18, 2011) Analyze data Activities Site visits Share results: Dovdop and dissominate TA products Use TA solutions to address program gaps /needs o Program Innovation Institute (March 2012) Document the TA process through: Dovelop TA Tracker Track TA and requests Dovelop Promising Pathways dissemination products **Funding** Zadoco **Funding** Staff Simo Inputs Staff time Staff time Technical knowledge Travel support Technology **Promising Pathways Sites** Stakeholders Office of Family Assistance Technical Assistance (TA) Team Situation: There is limited information about the type of evidence available at the TANP program level that establishes how the multitude of TANP programs define practice and assure fidelity of implementation. Without this information, determining what constitutes a "best" or a "promising"

Promising Pathways Logic Model - Sites

Partners Staff time **Inputs** • Define practice through developing logic model · Analyze data • Develop indicators Share results • Collect implementation data **Activities** • Use TA solutions to address program gaps /needs Revised data collection instruments • Logic model Dissemination products Indicators **Outputs** • Increase sites' knowledge in becoming evidence informed **Short-Term Outcomes** • Improve capacity to become evidence informed Medium-• Improve ability of sites to articulate their program effectiveness and impact Term **Outcomes** Sites become evidence informed

- **Long-Term Outcomes**
- Sites become experts and advocates of the Promising Pathways approach
- Sites become replicable

Promising Pathways Logic Model – Office of Family Assistance



Promising Pathways Logic Model – ICF (Technical Assistance Team)

Staff time Funding Travel support •Technical knowledge Technology **Inputs** • Document the TA process •Select 10 program sites • Develop Promising Pathways dissemination products Develop understanding of sites • Provide TA to sites **Activities** •10 sites Coaches Toolkit TA Tracker Site coordinators • Site Specific Case Studies Published articles • TA Tracking Reports Site visits **Outputs** •Increase TA team's knowledge about the 10 sites and their TA needs •Increase awareness of the Promising Pathways Initiative among the TANF field **Short-Term Outcomes** •Improve TA team's ability and expertise in providing TA targeted toward becoming evidence informed Medium-Term **Outcomes** •TA team becomes efficient in assessing TA needs and providing relevant TA around becoming evidence informed Long-Term Outcomes

- Site specific modeling goes well beyond a program logic model
 - Return on Investment
 - Simplified approach that can be used with state partners and others
 - Process flow charts
 - Compliment the information in the program logic model



- Sites capture and collect a "wealth" of data
 - Identified indicators and measures
 - Examined additional sources of data including frontline staff, clients and partners
 - Critical is data utilization—making data actionable
 - Mapping program data for program improvement
 - Communicating evidence to inform key audiences and stakeholders

Unexplored issues

- Creating stronger connections with TANF agencies
- Making the case with funders looking for evidence informed innovation









What do you think?

- Put yourselves in the place of a new program that endeavors to implement evidence informed practice.
- What would advice would you give program leaders about technical assistance to help them achieve evidence informed practice?



Thank You Site Teams

You make GREAT Partners!!!!

Continue to innovate and move the world

