



What does it take to improve outcomes for children and families?

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Two-Gen Community of Learners
Administration for Children and Families

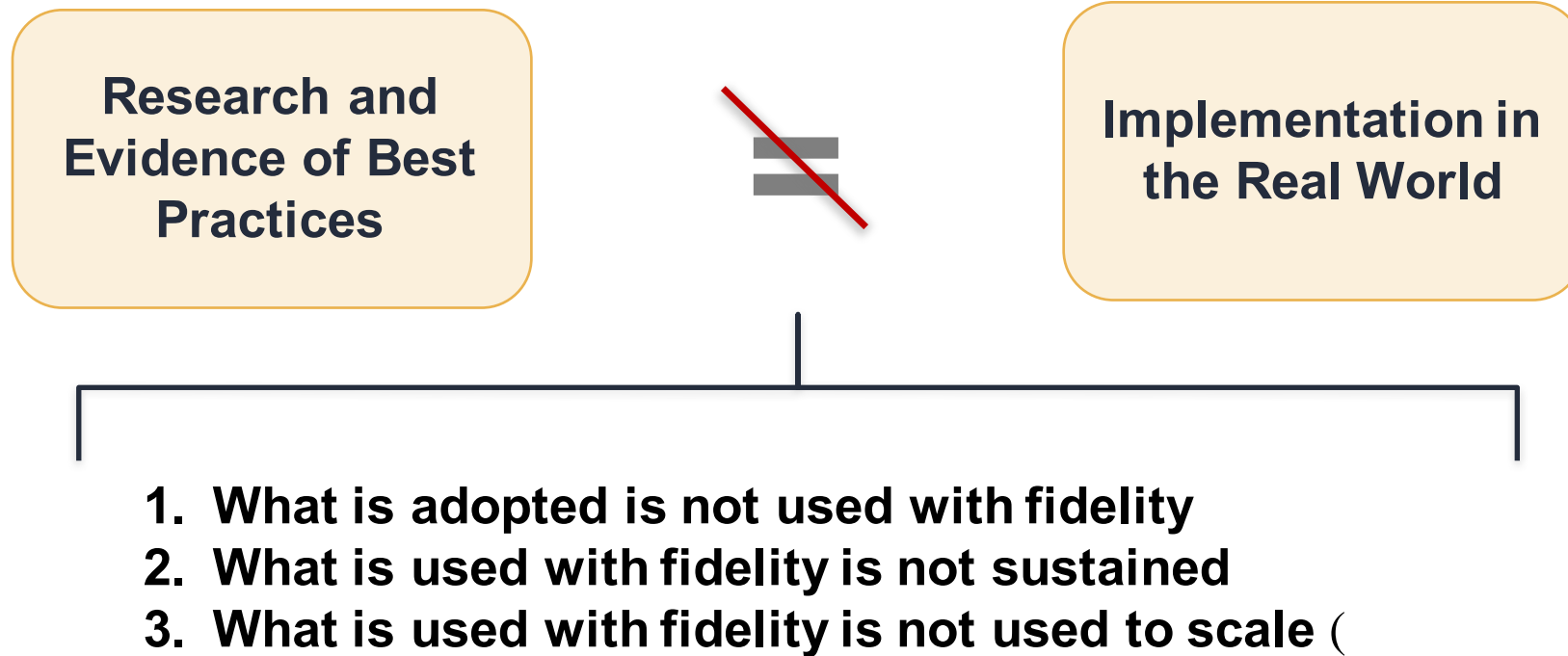
September 19-20, 2016



Objectives

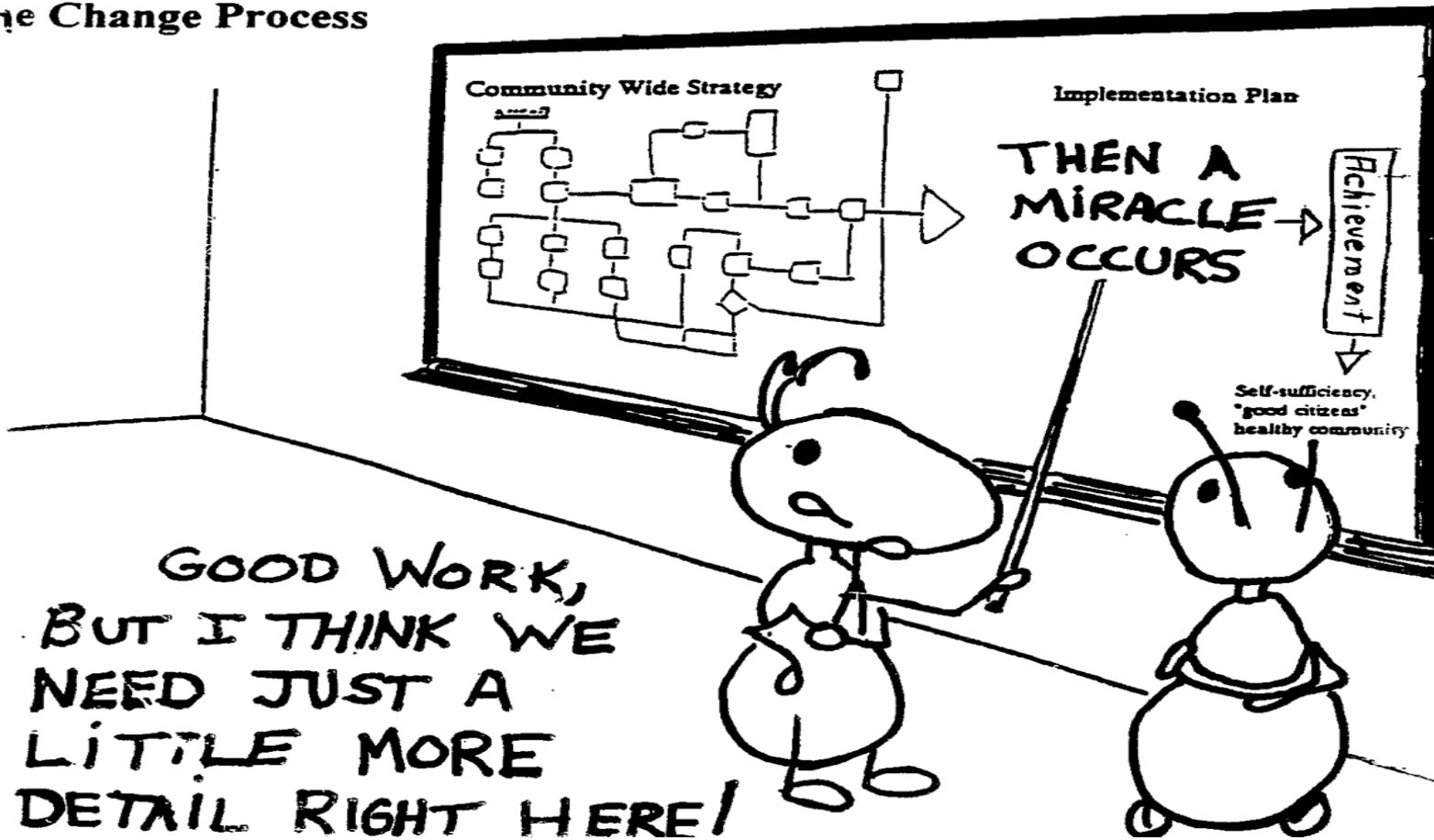
- Common language
- Shared understanding
- Learning from you
- Ideas you can take back

Science to Service Gap: Implementation



What is Implementation Science?

The Change Process



When used alone...

- Diffusion/ Dissemination of information
- Training
- Passing laws/ mandates/ regulations
- Providing funding/ incentives
- Organization change/ reorganization

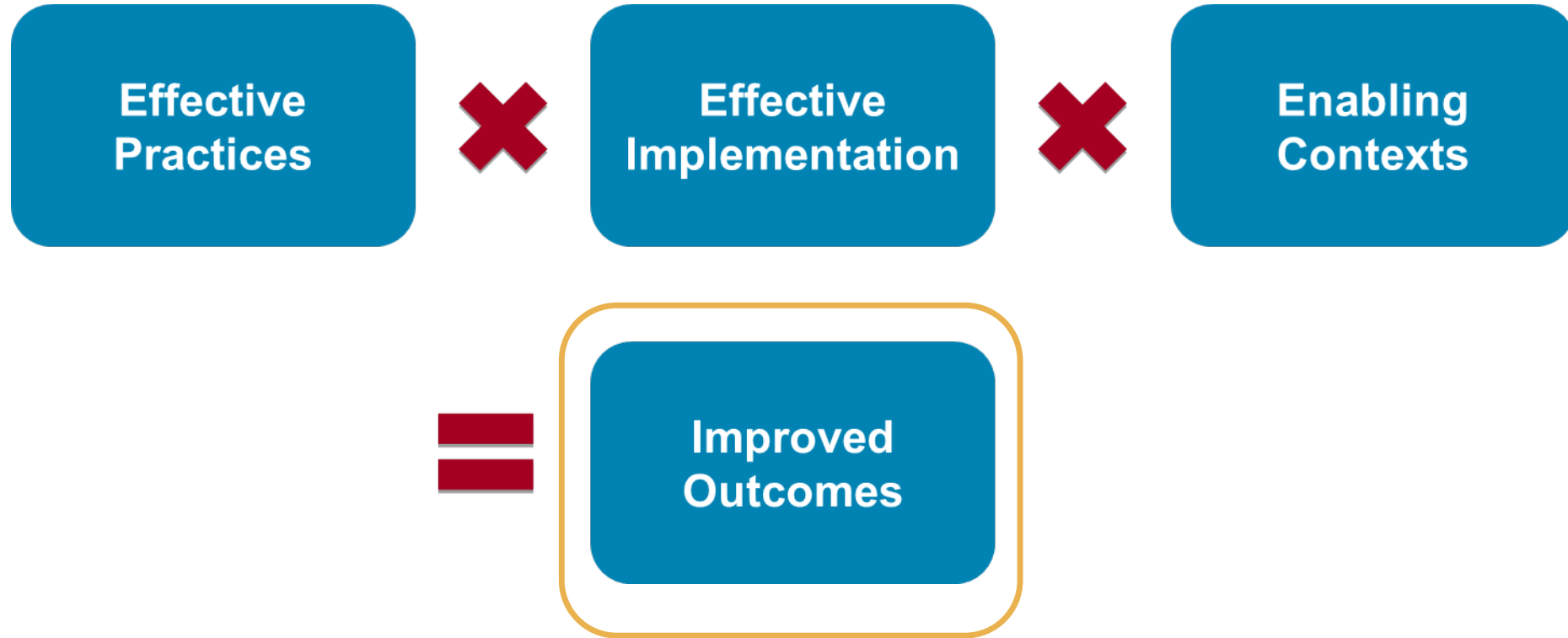


Use of Practices /
Innovations As
Intended



Return on Investment: 5-15%

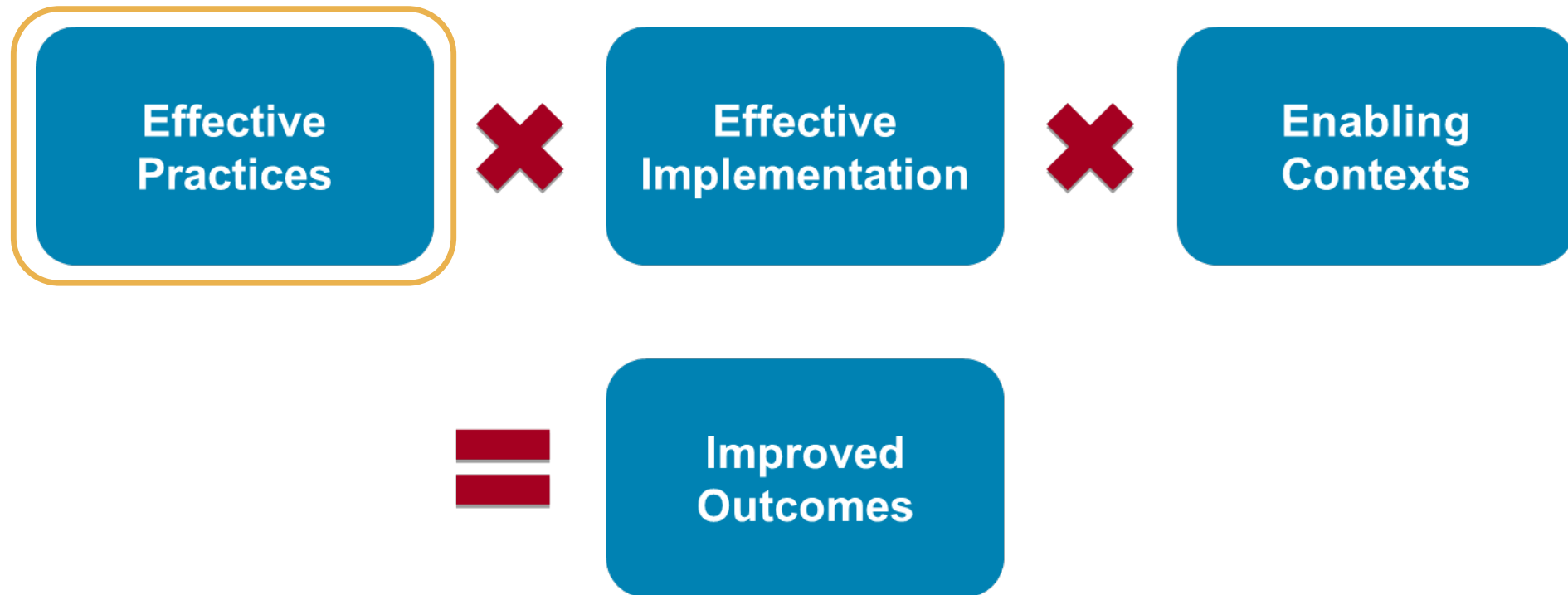
Active Implementation



Improved Outcomes

- Parent
 - Decreased parent stress
 - Stronger parenting skills
- Child
 - Ready for school
 - Improved socio-emotional development
- Family
 - Increase family income and financial security
 - Stable and secure environment

Active Implementation



Defining The “What”

- **Parent centered:**

- &Occupational training
- &Post-secondary education &
- &Adult Basic Education / GED
- &English as a Second Language
- &Financial coaching
- &Parenting skills
- &Home visiting
- &Health & Well-Being



- **Child centered:**

- &Early Head Start / Head Start
- &High-quality child care &
- &Home visiting
- &Health & Well-Being &



What practices and approaches does your program use to improve two generation outcomes?

Effective Practices

- What works, for whom, why, and in what circumstances?
- How well defined is the practice?

Effective Practices

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- How well defined is the practice?

Contextual fit is the match between the strategies, procedures, or elements of an intervention and the values, needs, skills and resources of those who implement and experience the intervention.

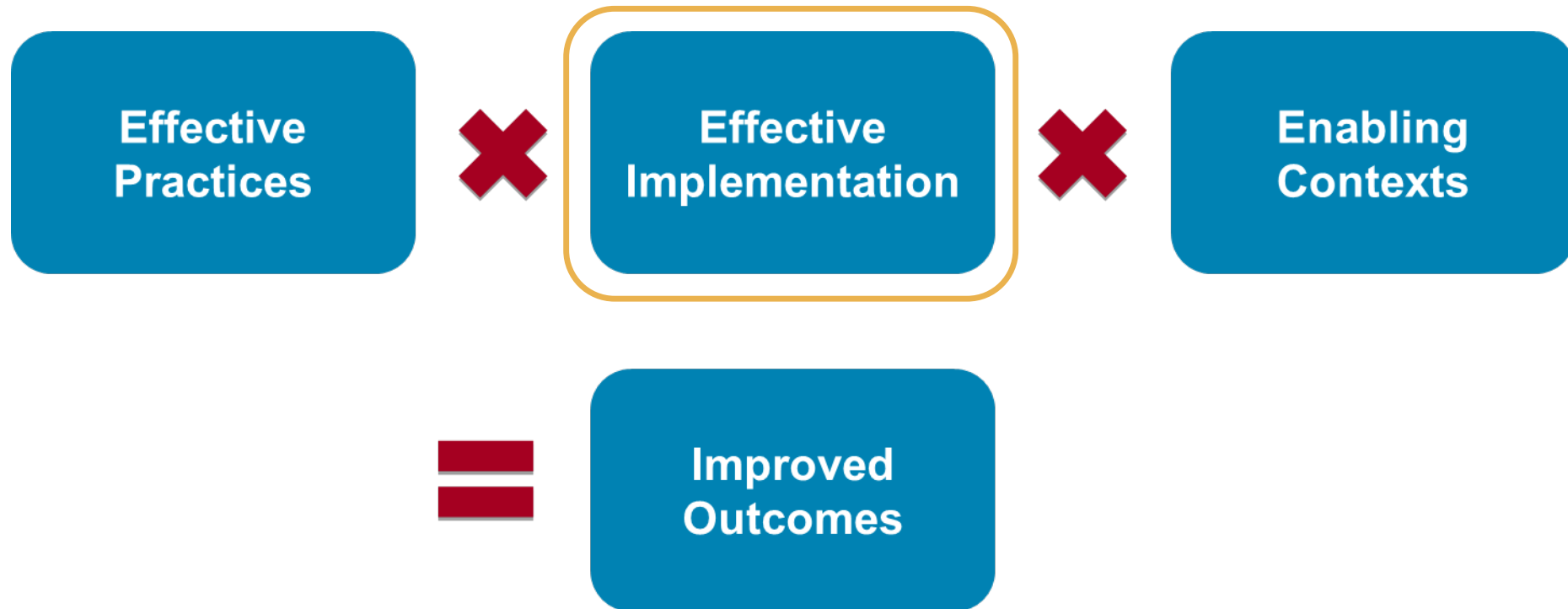
(Horner, Blitz & Ross, 2014)

Effective Practices

- What works, for whom, why, and in what circumstances?
- How well defined is the practice?

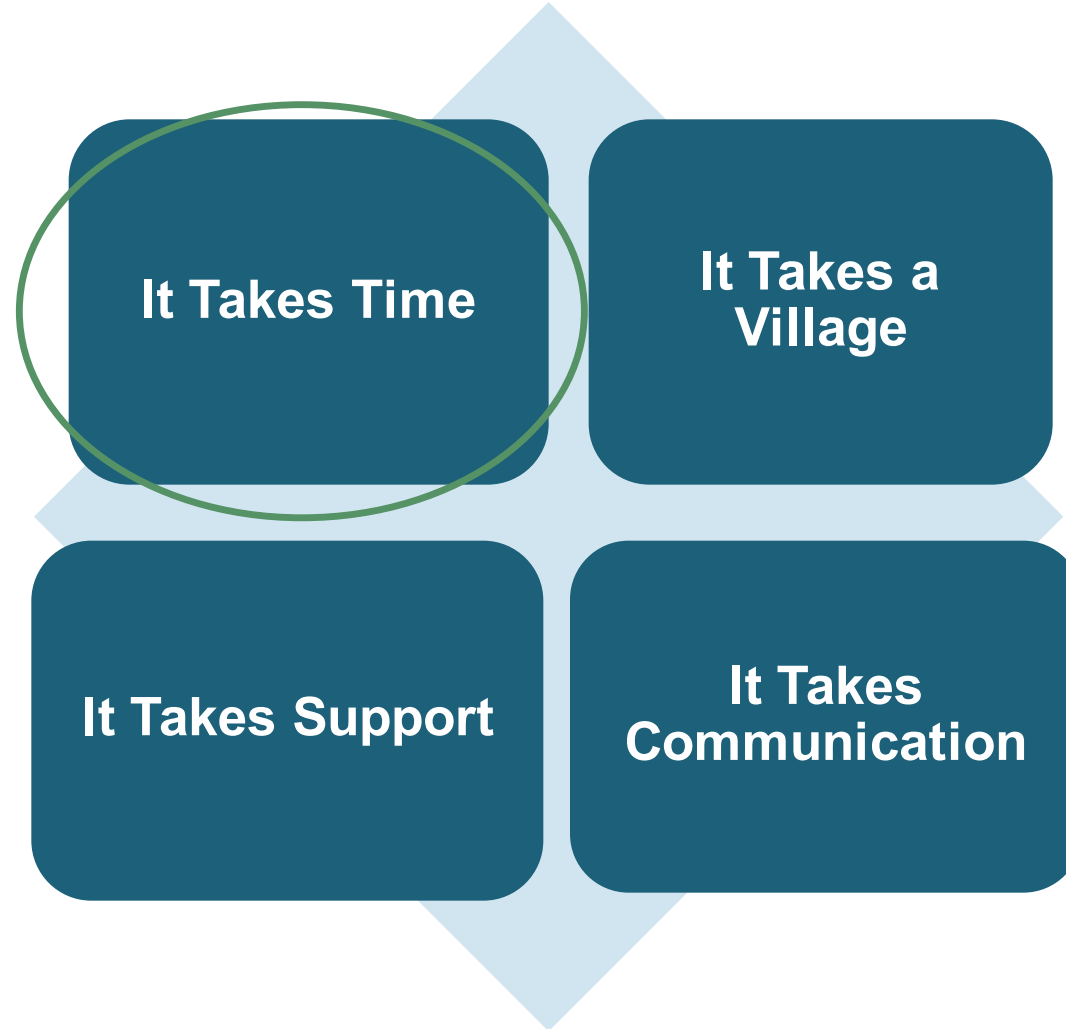
- Developing understanding of the theoretical underpinnings for change
- Defining guiding principles, core components, and everyday practice
- Aligning planning and coordination approaches

Active Implementation

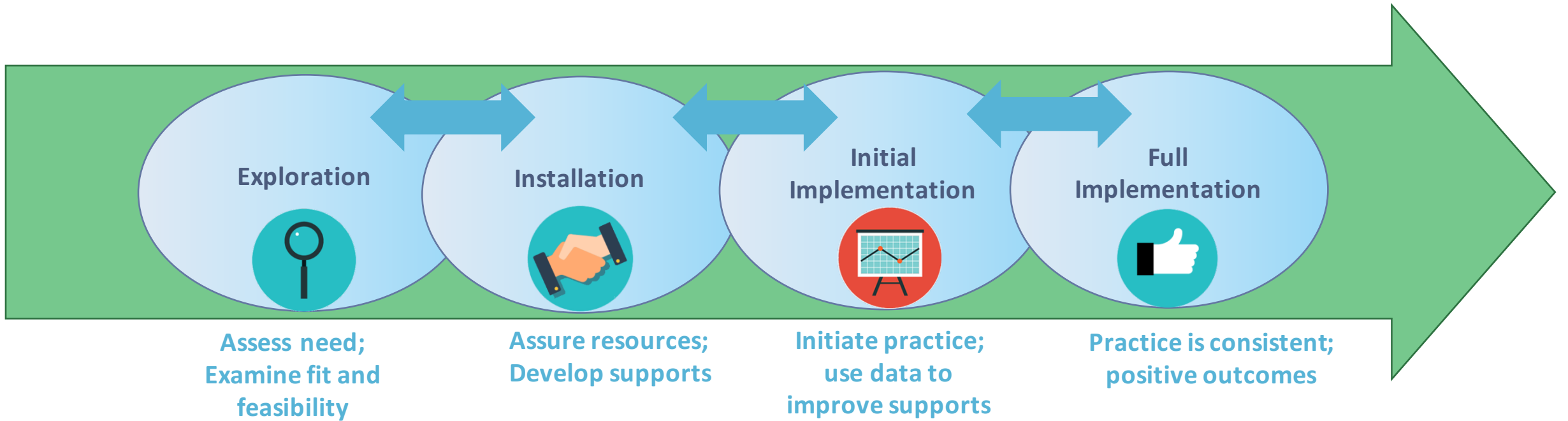


What does it take?

Four key ingredients for Active Implementation

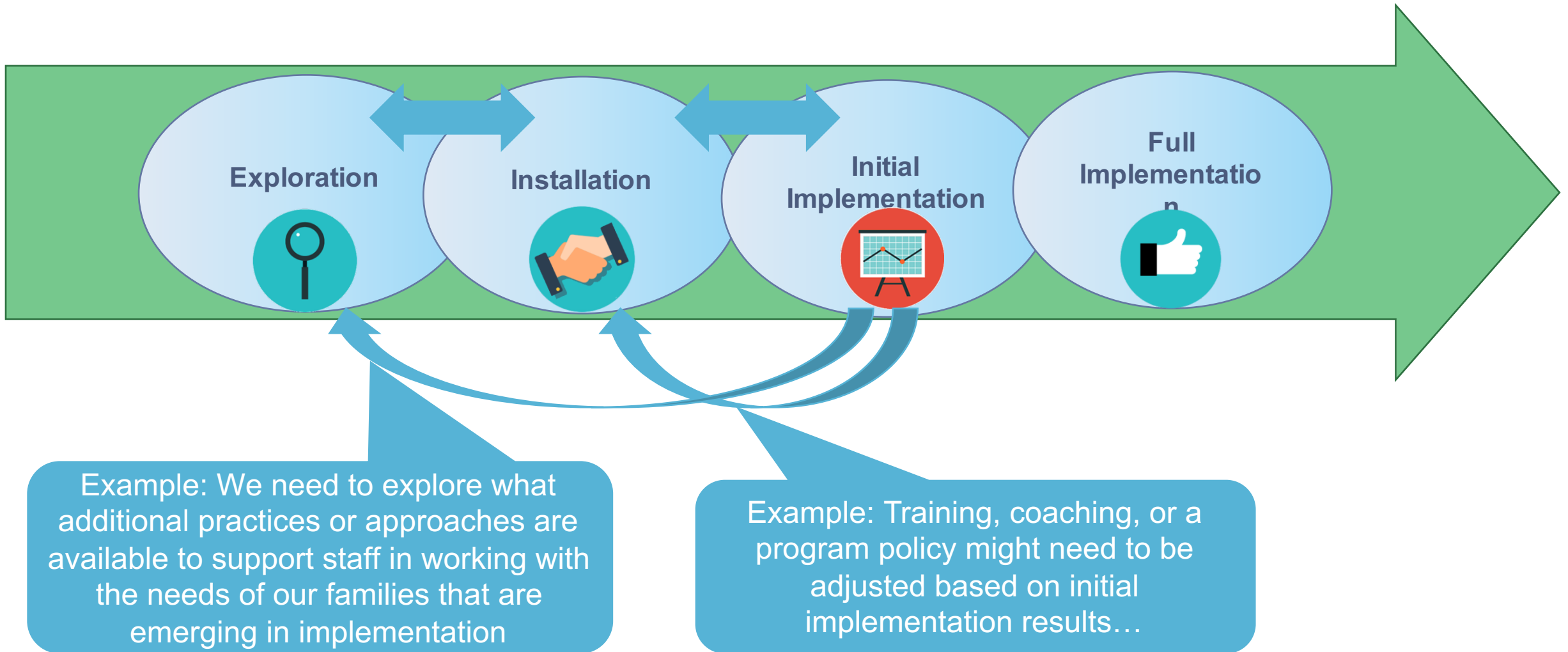


Active Implementation Stages

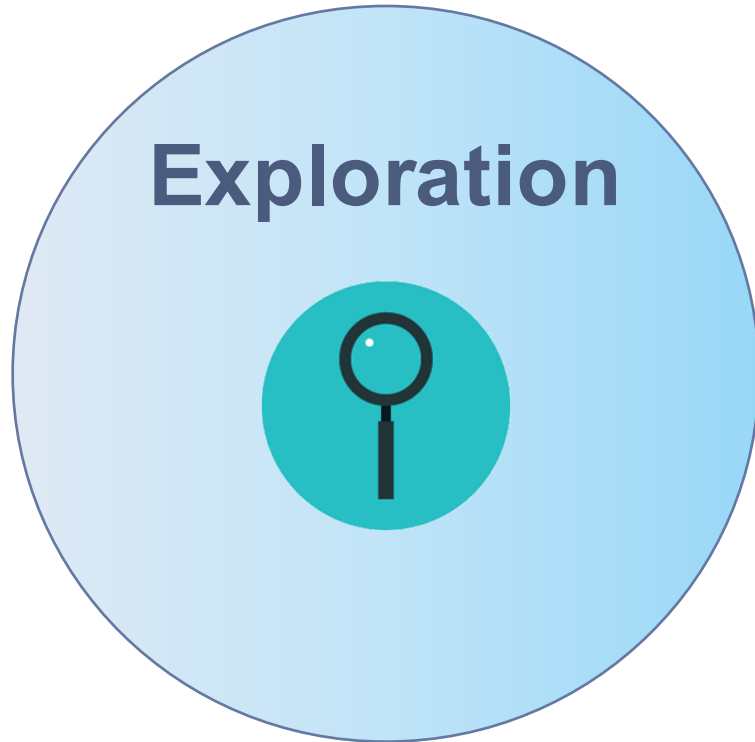


Active Implementation Stages

Sometimes, we're in multiple stages, or need to revisit a previous stage...



Exploration



- Assess need
- Examine fit and feasibility
- Develop communication protocols
- Identify infrastructure elements
- Form team or repurpose team

Installation

Installation



- Assure resources
- Assess gaps
- Initiate feedback loops
- Develop infrastructure supports

Activity (



It Takes Time

Where do you see a connection between Implementation Stages and your Two-Gen Approach?

What exploration and installation activities are needed?

What does it take?

Four key ingredients for Active Implementation



Making It Happen

Letting “it” happen

- Effective practices occur without support

Helping “it” happen

- Interested agencies figure it out on their own

Making “it” happen

- Active use of strategies to support the adoption of the practices
- Active installation of supports for use of the practices
- Implementation teams are accountable for change and progress

Based on Hall & Hord (1987); Greenhalgh, Robert, MacFarlane, Bate, & Kyriakidou (2004); Fixsen, Blase, Duda, Naoom, & Van Dyke (2010)

Why an Implementation Team?

No Implementation Team



From “Letting it Happen”

14%
17
Years



Improvement in Outcomes

Implementation Team



To “Making it Happen”

80%
3
Years

Sources:
Fixsen, Blase, Timbers, & Wolf, 2001
Balas & Boren, 2000
Green & Seifert, 2005
Saldana & Chamberlain, 2012

Implementation Teams

Implementation Teams provide an accountable and sustainable structure to move a practice through stages of implementation.



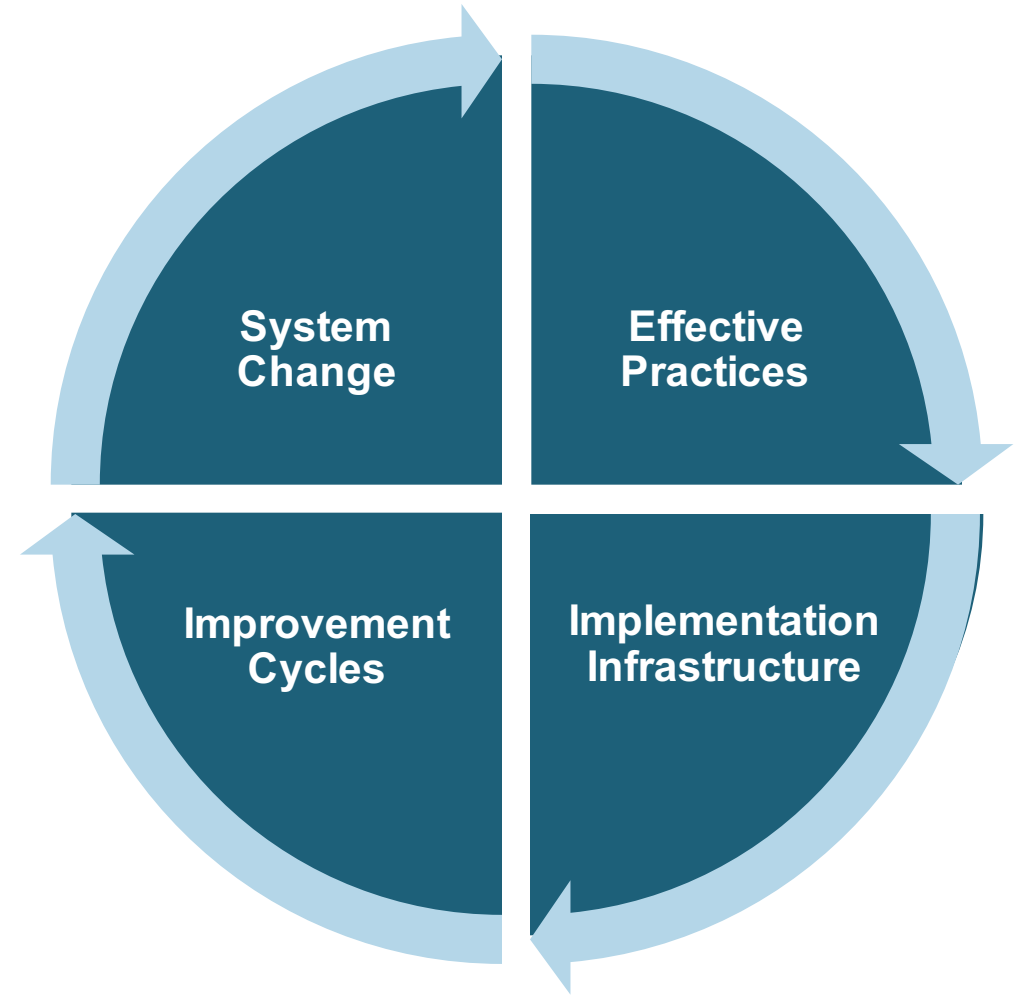
Implementation Teams' Structure

- 3-12 Individuals
- Variety of Perspective: &
 - Administrative & fiscal leadership
 - Supervision
 - Practice
 - Family
 - Community
 - Policy



Implementation Teams

- Ensuring Support
- Engaging the community
- Creating enabling context



Exploration and Installation for Implementation Teams

Best Practices

- Identify Team membership and selection criteria based on the purpose &
- Invite team members to form or repurpose established team based on needed functions and establish meeting schedule and process
- Team defines need and identifies potential approaches

- Team meets regularly
- Team identifies and acquires needed resources
- Team uses communication protocols to convey updates and seek feedback

Activity (



It Takes A Village

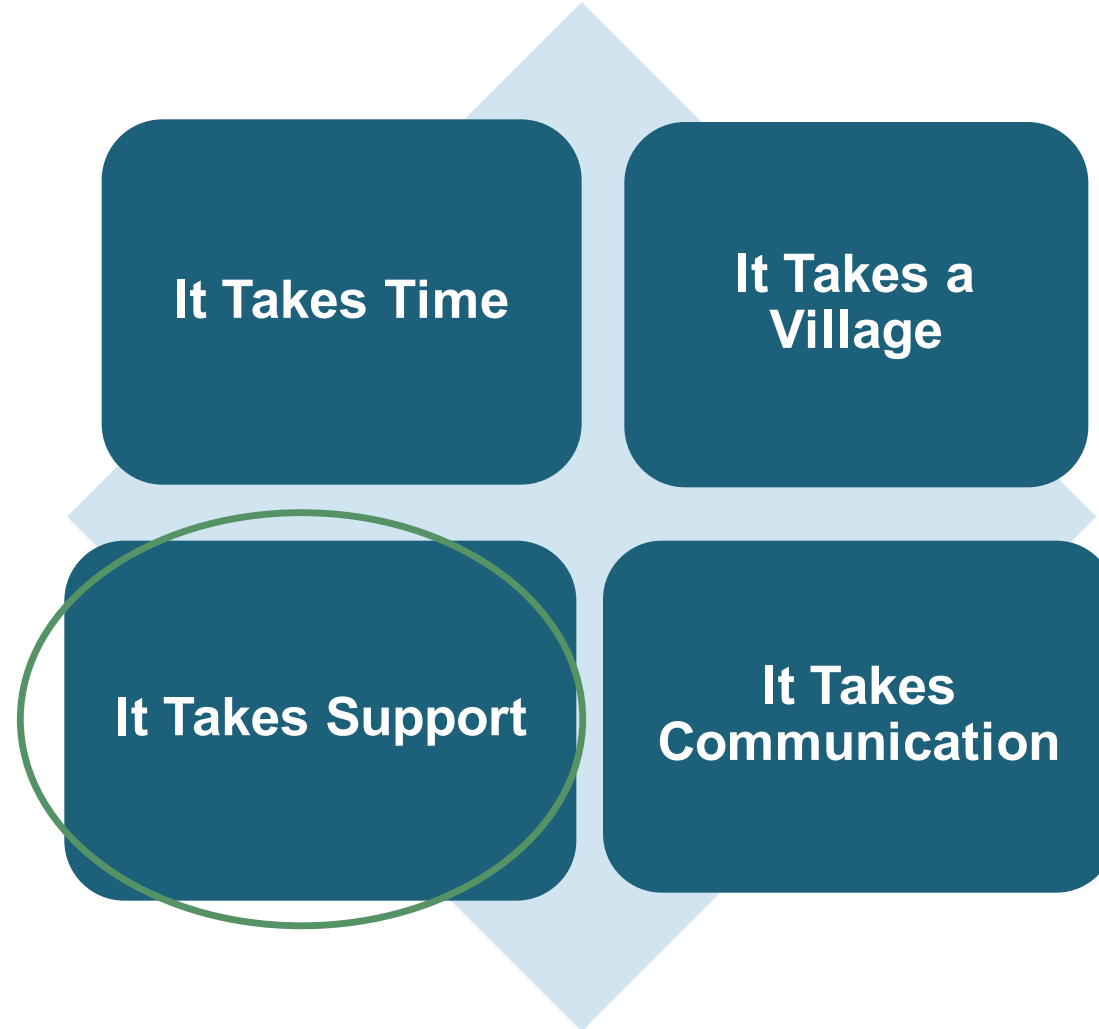
How are you using or supporting the use of teams? Who is on your team?

What is working well in these teams?
What resources do the teams need?

Given what you've just learned about Implementation Teams, what are three things you will do to strengthen teams during Exploration and Installation?

What does it take?

Four key ingredients for Active Implementation

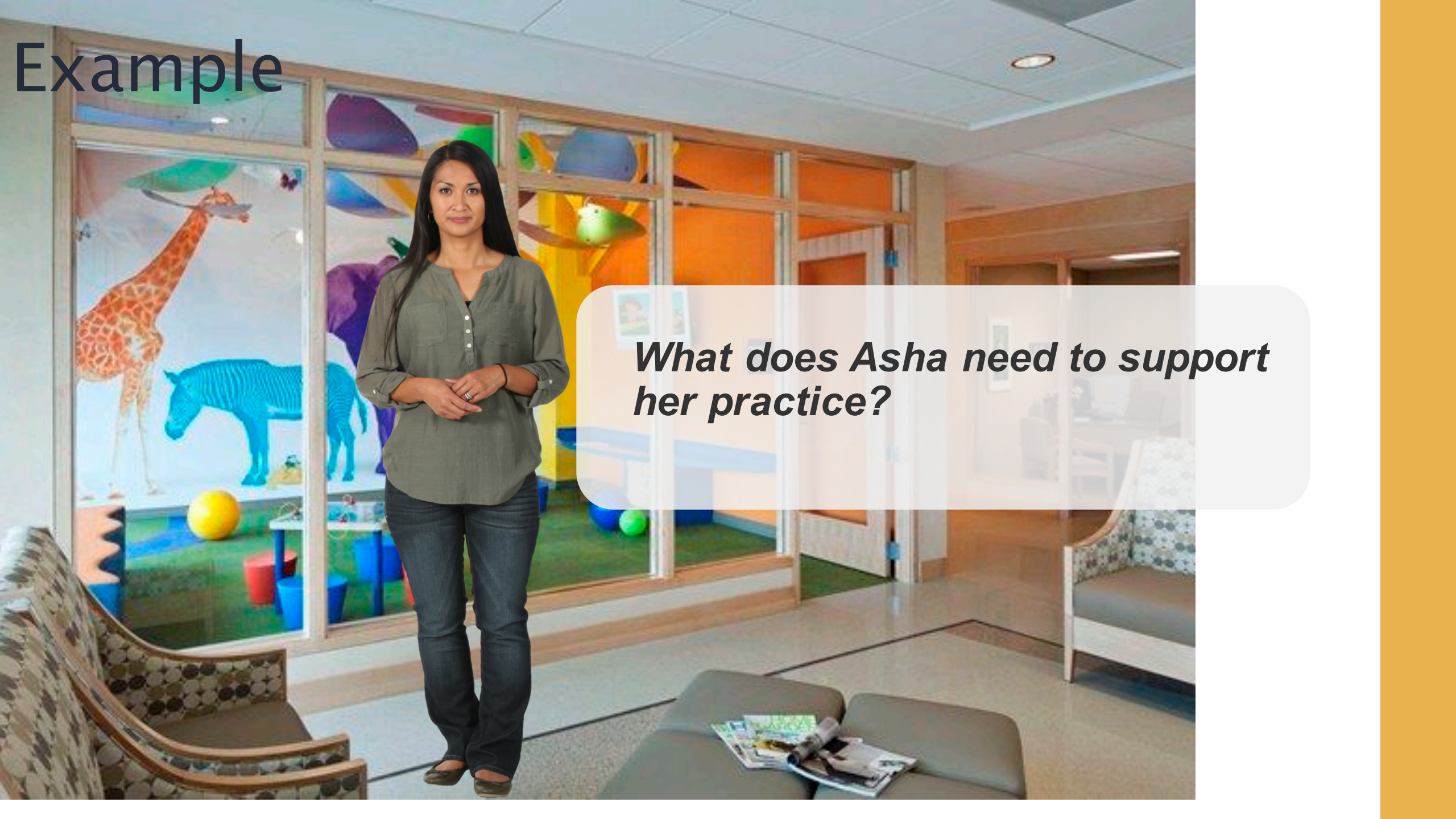



Example



Example

What does Asha need to support her practice?



- 
- A woman with long dark hair, wearing a green button-down shirt and dark jeans, stands in a brightly lit, colorful playroom. The room features large windows with colorful murals of animals like a giraffe, zebra, and elephant. The floor is covered with green artificial grass and various toys, including colorful balls and blocks. A patterned armchair and a grey ottoman with magazines are visible in the foreground.
- **Competency Supports**
 - **Organizational Supports**
 - **Leadership Supports**



- **Competency Supports**
- **Organizational Supports**
- **Leadership Supports**

Fidelity Assessment

Coaching Process

**Systems
Intervention**

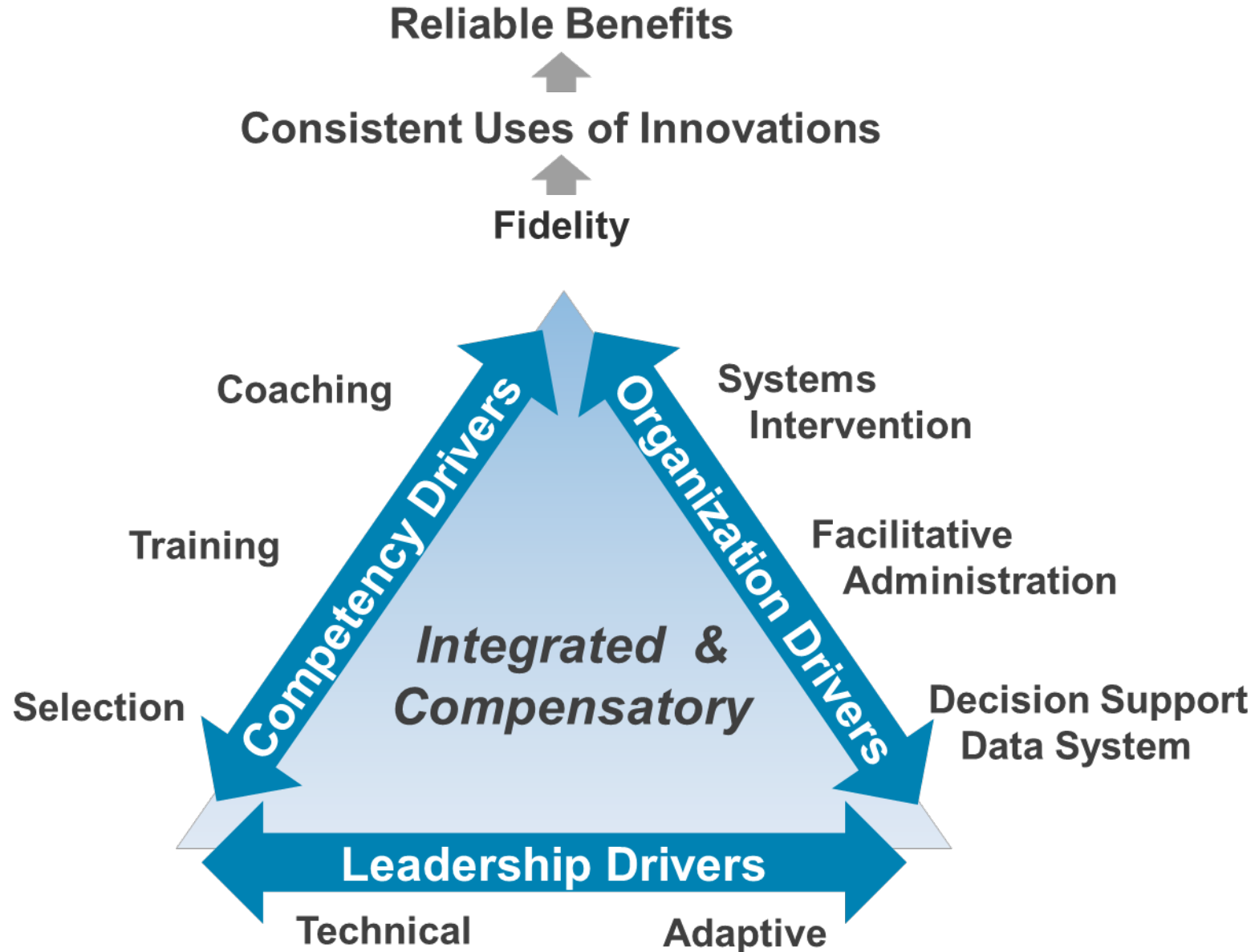
Training Process

**Facilitative
Administration**

Selection Process

**Decision Support
Data Systems**

Implementation Drivers



Exploration and Installation Implementation Support

Best Practices (

- Understand the supports needed and available
 - What competency supports are needed and available for the considered practices? What might the team have to develop?
 - What organizational supports are needed and available to support the new practice? What might the team need to develop?
- Ensure supports are in place to support practice and organizational change
 - What supports need to be developed?
 - What supports need to be modified?
 - Who will deliver the supports? For how long?

Activity



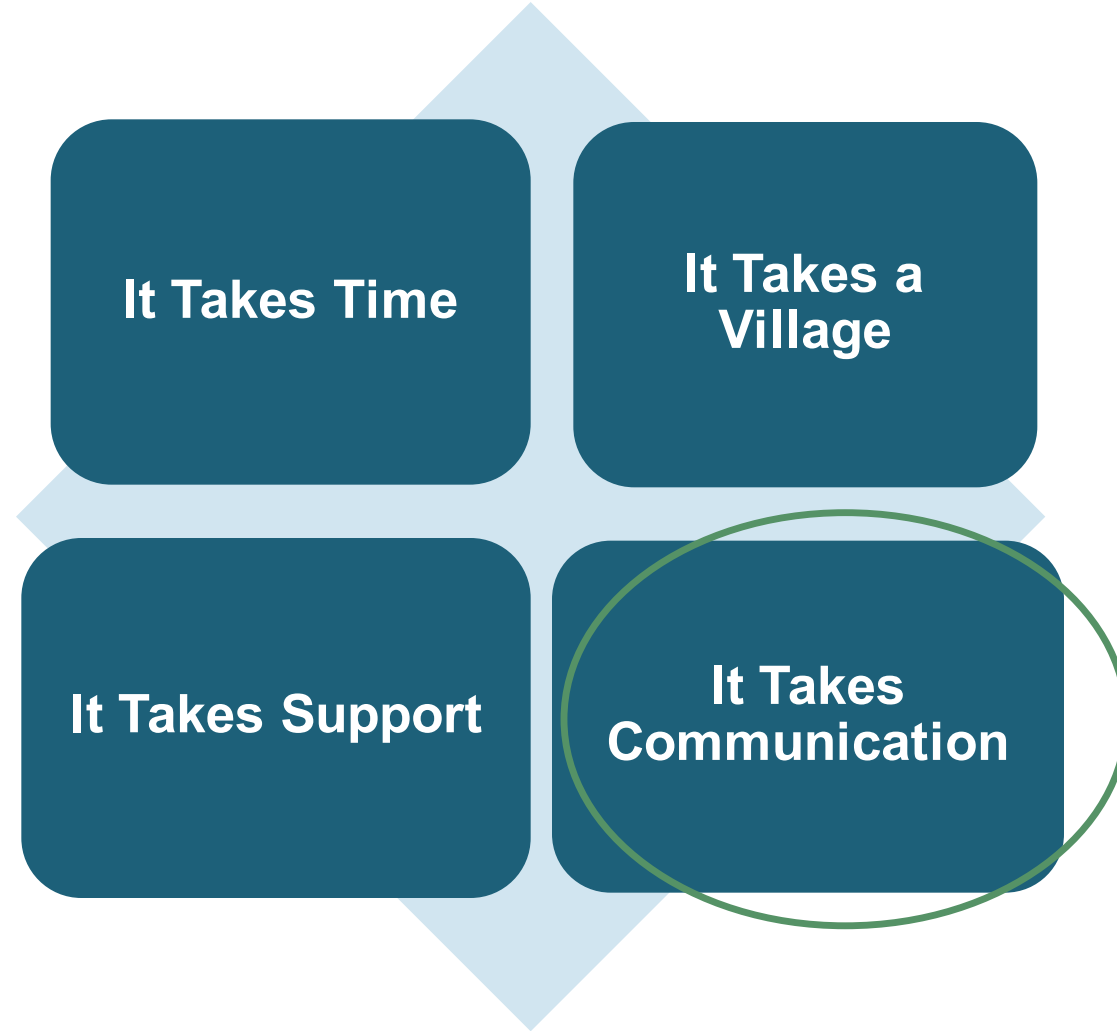
It Takes Support

Have you identified needed supports for competency and practice change?

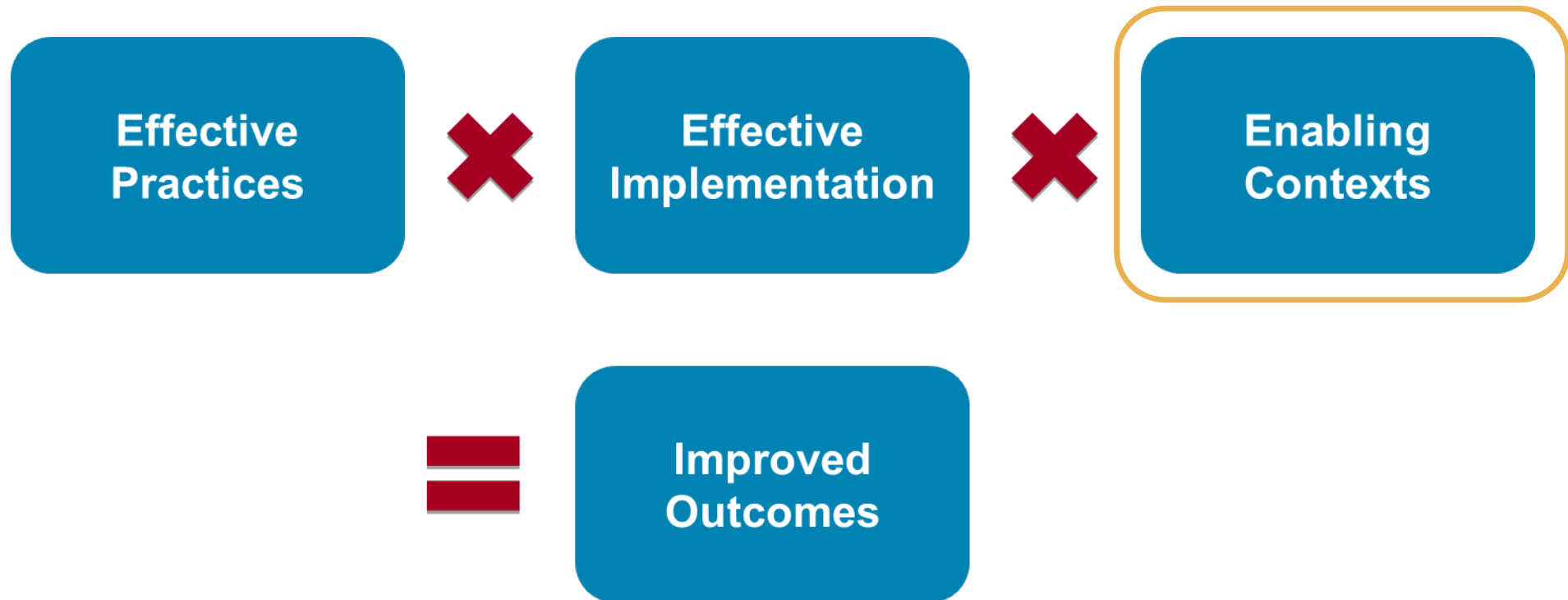
What additional information is needed to develop and install infrastructure supports?

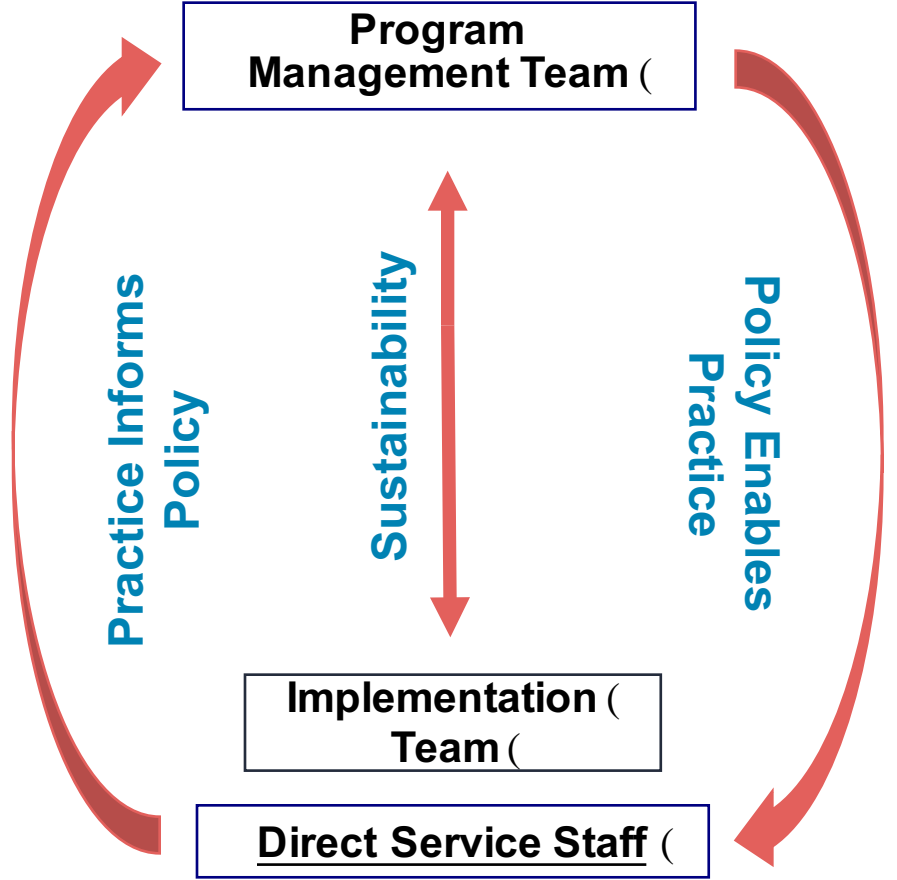
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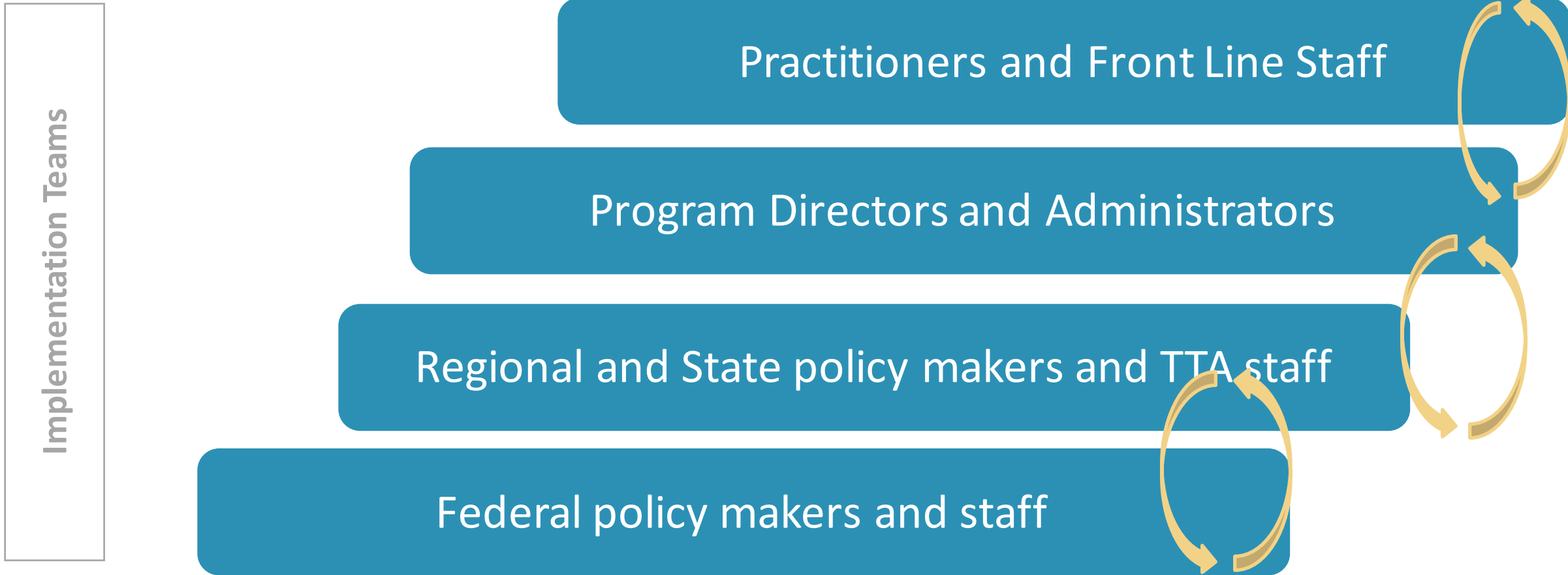


Active Implementation





Who should be communicating?



How Often Should We Communicate?

- Regularly scheduled
- Formal process
- Dedicated appointment &
- Opportunities to make changes
 - Quarterly
 - Monthly
 - Weekly



What Should We Talk About?

- What's working?
- What's not working?
- What's getting in our way
- How do we know?

INFORM DATA



Using Data and Information

Look

- What data are we looking at today?
- What are the data telling us?

Think

- How might we need to adjust or pivot our strategy based on this data?

Act

- How will we know these adjustments had the intended effect or benefit?
- Who will be responsible for making this adjustment and in what timeframe?



Best Practices

- **Communication & Learning**

What data is available to help the Team understand the needs of the Program?

What additional data or information might the Team need to collect?

Who should the Team communicate with regarding needs and potential practices?

How will information be communicated internally and externally?

How will communication challenges be addressed?

What data sources will be used to assess practice change?

How will data be used to support continuous improvement?

Activity



It Takes Communication

How can your team ensure effective communication and use of data during Exploration and Installation?

What are three things you will do to strengthen your communication system?

What does it take?

Four key ingredients for Active Implementation



For More Information



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Citation and Copyright

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