

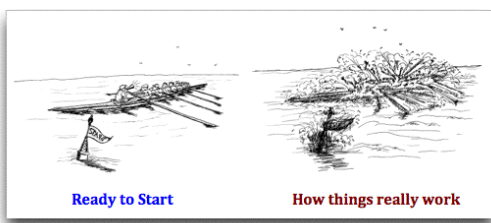


**From Inspiration to Implementation:
What Does It Take To Improve Outcomes for TANF recipients?**

Leah Bartley, Ph.D. Candidate
July 2016



From Inspiration to Implementation

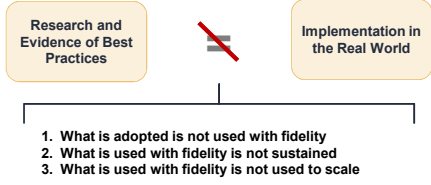


Ready to Start How things really work

Objectives

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

Science to Service Gap: Implementation

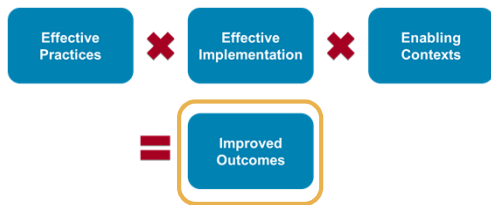


When used alone...



! Return on Investment: 5-15%

Active Implementation



Family Stability Academy Outcomes

1. Increased leadership and organizational capacities;
2. Supporting effective partnerships between TANF agencies and community partners;
3. Streamlining and modernizing service delivery structure;
4. Expanding use of performance-based measures to assess progress and outcomes;
5. Identifying and developing commitment to and leadership in family economic stability at the state and local levels;
6. Strengthening staff skills, capacity, and knowledge to delivery services to improve family economic stability and wellbeing.

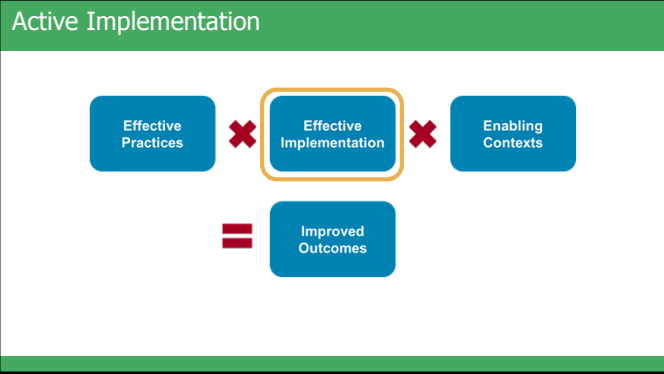
Active Implementation

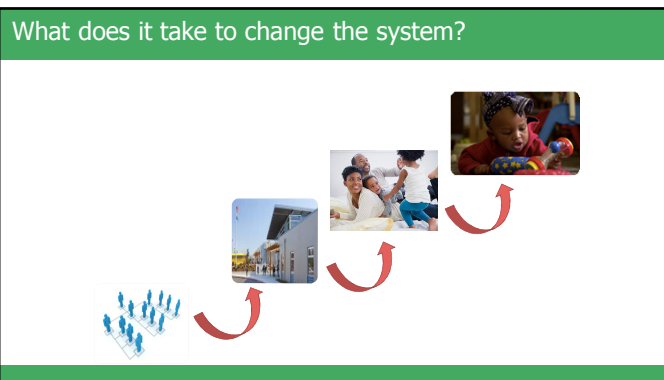


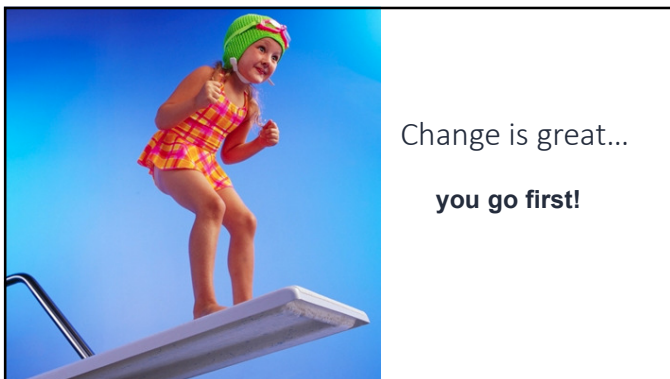
Defining The "What"

- Fully operationalized program model or approach
- Level of evidence matched to need
- Fit and Feasibility
 - Need
 - Fit
 - Resource for implementation
 - Evidence
 - Readiness of Replication
 - Capacity

? What practices or programs does your agency use to ensure that families receive needed services and supports for successful transition to employment and economic stability?







Systems Alignment: Achieving Family and Child Outcomes



Aligned change at each level of the system supports implementation so that families and their children can benefit.

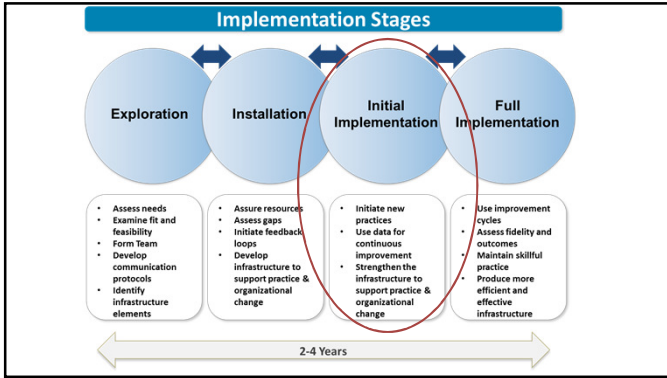
What does it take?

Four key ingredients for Active Implementation






It Takes Time



Initial Implementation: Baby Steps

Working Through the Awkward Stage


- Learn From Mistakes
- Celebrate Success
- Continue "Buy-in" Efforts
- Frequent Problem Solving



Initial Implementation

What should we be doing now?

- Building our village
- Building out communication
- Building our supports



Activity



It Takes Time

Where do you see a connection between Implementation Stages and your current work?

What are the barriers and facilitators to supporting change over time in your setting?

What does it take?

Four key ingredients for Active Implementation



Making It Happen

Letting "it" happen

- Effective practices occur without support

Helping "it" happen

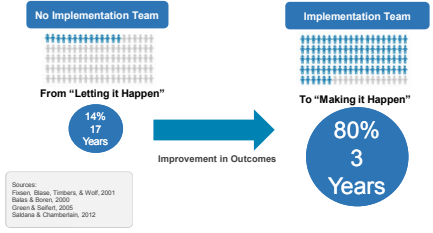
- Interested agencies figure it out on their own

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?



Implementation Teams

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



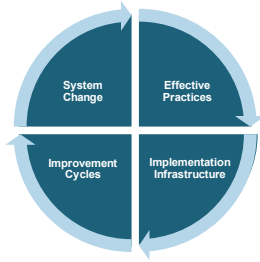
Implementation Teams' Structure

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

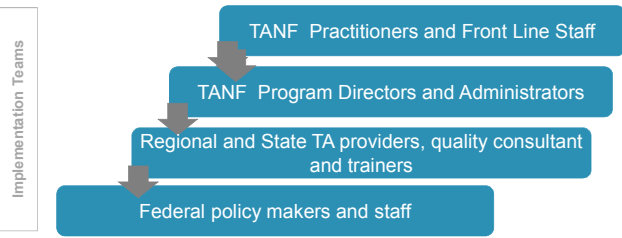


Implementation Teams

- Ensuring Support
- Engaging the community
- Creating enabling context



Linked Implementation Teams



Initial Implementation: Teams

What should we be doing now?

- Strengthening our team:
 - Internal and external relationships
 - Shared vision and understanding of the work
 - Implementation Team's Competency
 - Decision Making Process
 - Communication System
- Using our team to support implementation
 - Using data to make decisions and strengthen implementation

Activity



It Takes A Village

How are you using or supporting the use of teams?

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

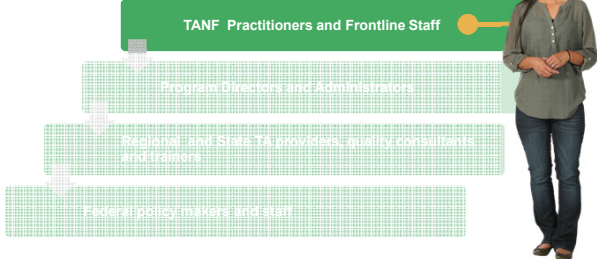
What are three things you will do to strengthen these teams?

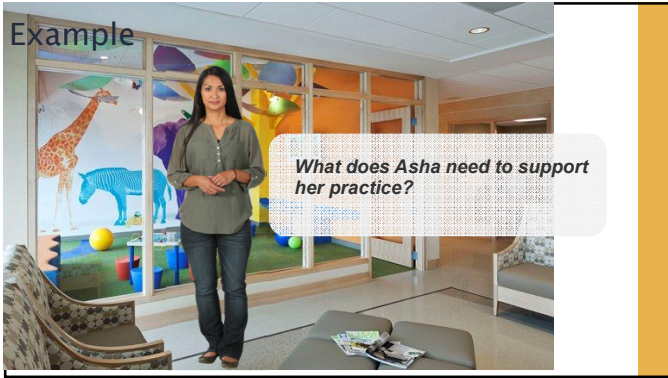
What does it take?

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Example



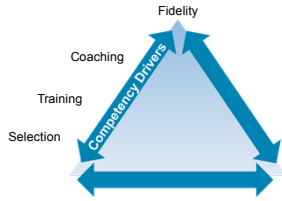






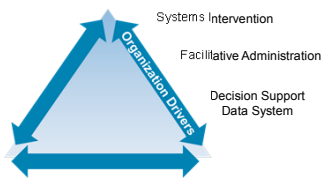
It Takes Support

"Competency Drivers"
Building Competent Practitioners



It Takes Support

"Organizational Drivers"
Building Organizational Supports



Implementation Drivers



Initial Implementation: Support

What should we be doing now?

- Using data to:
 - Developing support for staff competency
 - Developing internal and external support for programs and agencies

Activity



It Takes Support

What are the barriers and facilitators to strengthening competency drivers?

How can your Strategic Action Plans address these barriers? What resources are needed to strengthen competency and organizational drivers?

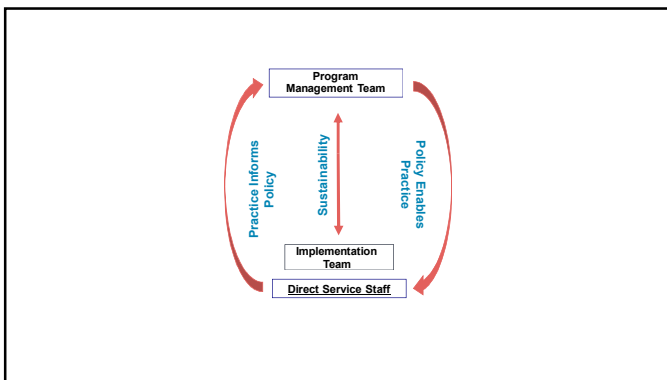
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Active Implementation

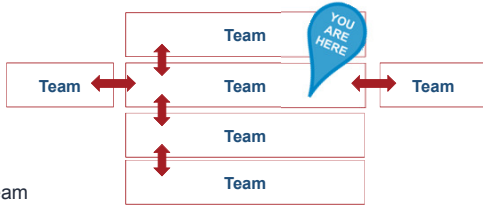




Linked Implementation Teams



Who Should Be Communicating?



- Your team
- Vertical team connections
- Horizontal team connections

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?

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?

Activity



It Takes Communication

How can your team use data to inform communication and improvement strategies?

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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This document is based on the work of the National Implementation Research Network (NIRN).

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