



What we have Learned

The Ten Faces of Promising Pathways
Innovation





Overview

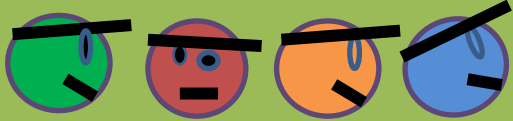



















- Describe innovation for Promising Pathways
- Review the Promising Pathways model and resulting logic model
- Discuss initial lessons learned about becoming evidence informed
- Explore your perceptions of Promising

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)

EVIDENCE BASED PRACTICE

Quasi -
Experimental
Evidence

Experimental
Evidence

Replication

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

DEFINE PRACTICE

EXAMINE AND DOCUMENT FIDELITY TO PRACTICE

1. Map to practice definition

2. Collect implementation data (Evidence)

3. Analyze implementation evidence

4. Share results

(INTERACTIVE ASSESSMENT PROCESS LOOP)

EVIDENCE INFORMED TANF PROGRAMS AND PRACTICES

The Intervention TECHNICAL ASSISTANCE

How and under what circumstances does TA increase capacity for evidence informed practice?

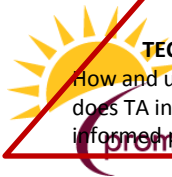
INDIVIDUALIZED

CUSTOMIZED

EMBEDDED

DELIVERY OF TAILORED TECHNICAL ASSISTANCE

INCREASED CAPACITY TO DEFINE AND DOCUMENT PRACTICE



promising pathways

What we learned from you

- **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



What we learned from you

- Power of **teamwork** in providing technical assistance



Investment

- Staff Time
- Program Resources

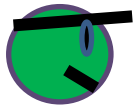
Infusion

- Content Expertise
- Data/Support

Pathway to Evidence
Informed Practice

What we learned from you

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

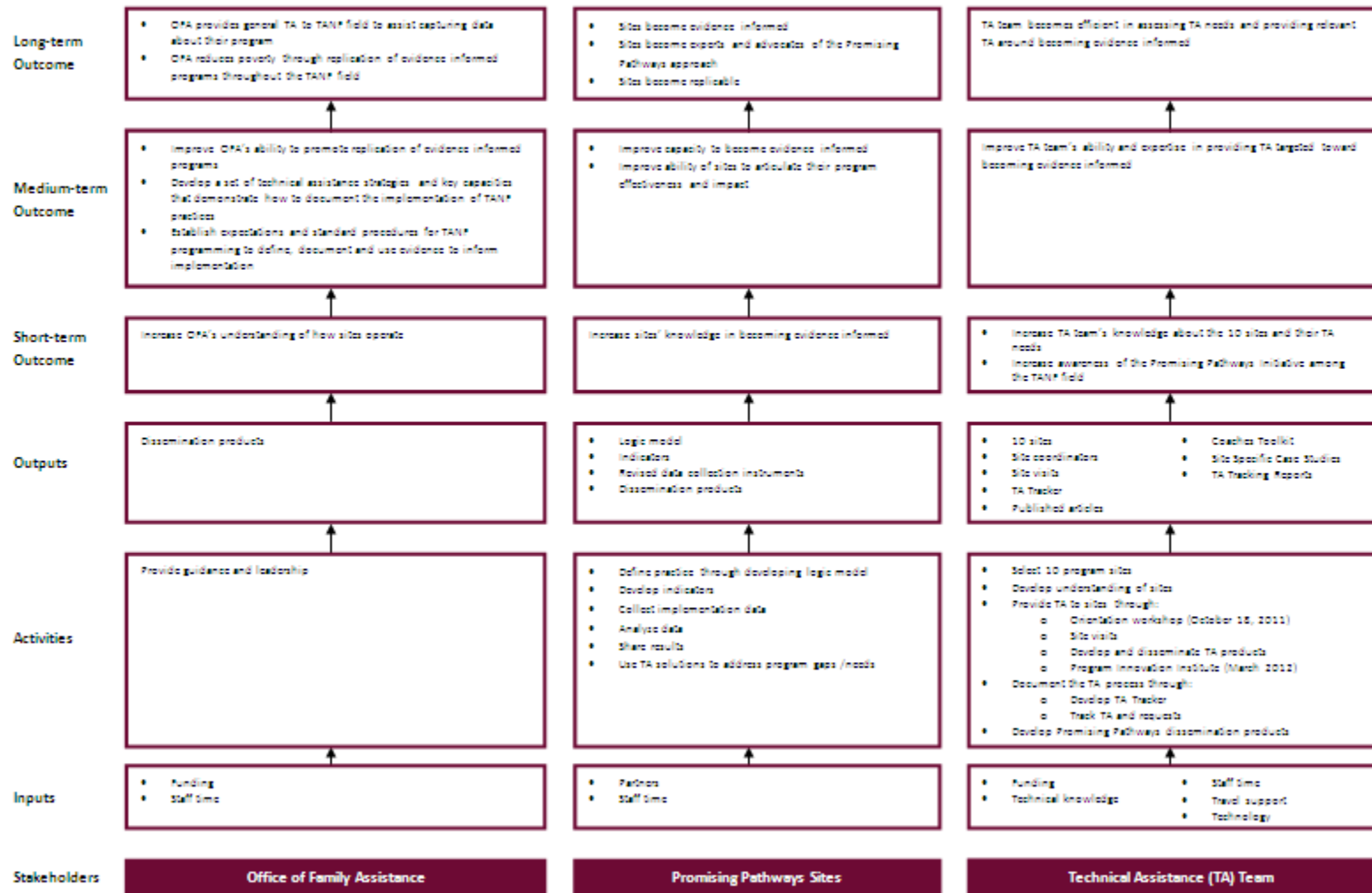


- Programmatic clarification
- Organizational alignment
- Identification of program gaps
- Communication--clarifying language and goals of program
- Tool for securing funding buy-in

Promising Pathways Logic Model

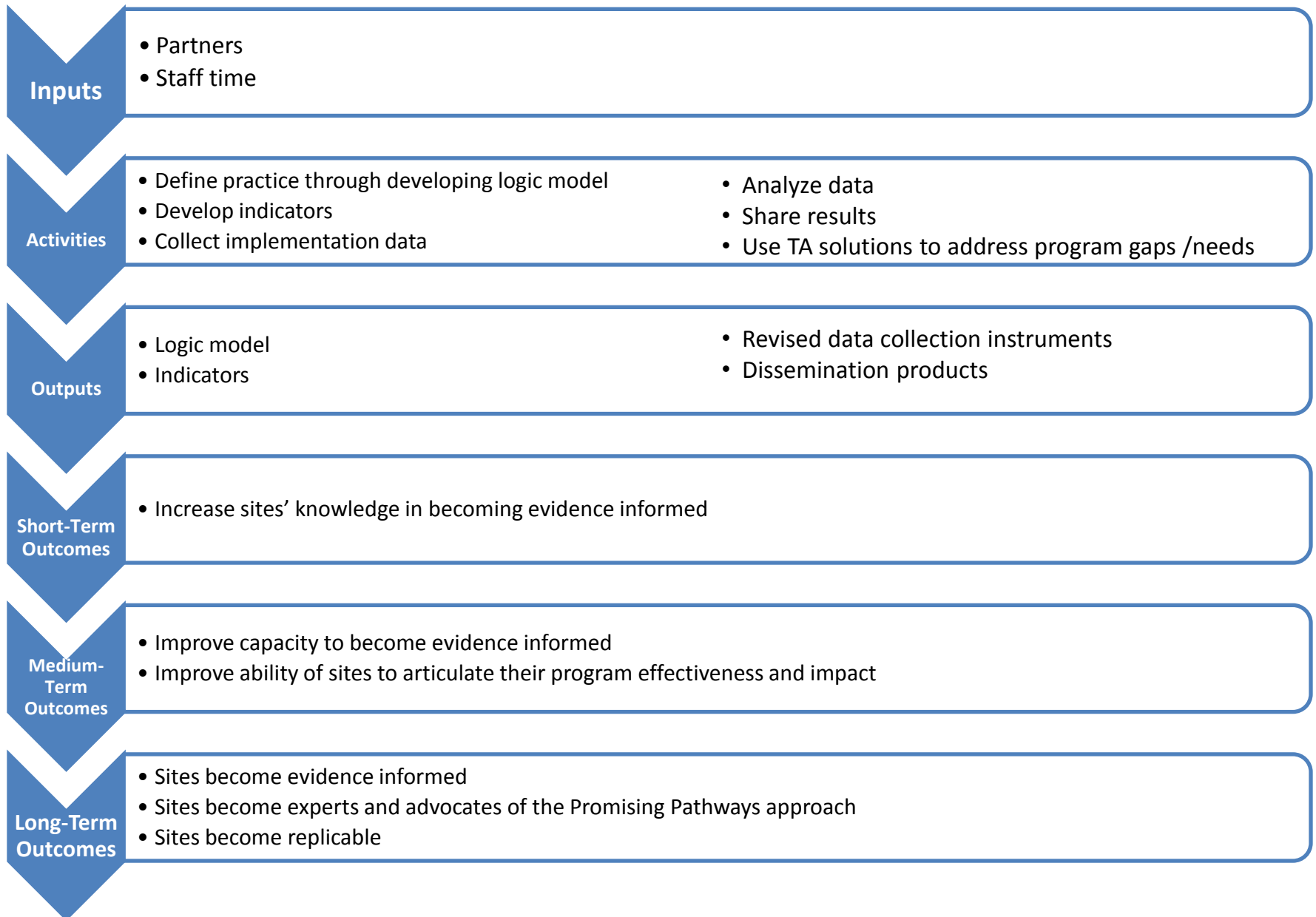
Change of Situation: Evidence is used to inform implementation of TANF programs designed to:

- Get low income workers on a pathway to employment
- Create barrier reduction strategies
- Increase employment retention efforts
- Successfully transition disadvantaged and disenfranchised individual/families into the mainstream economic and social fabric of society

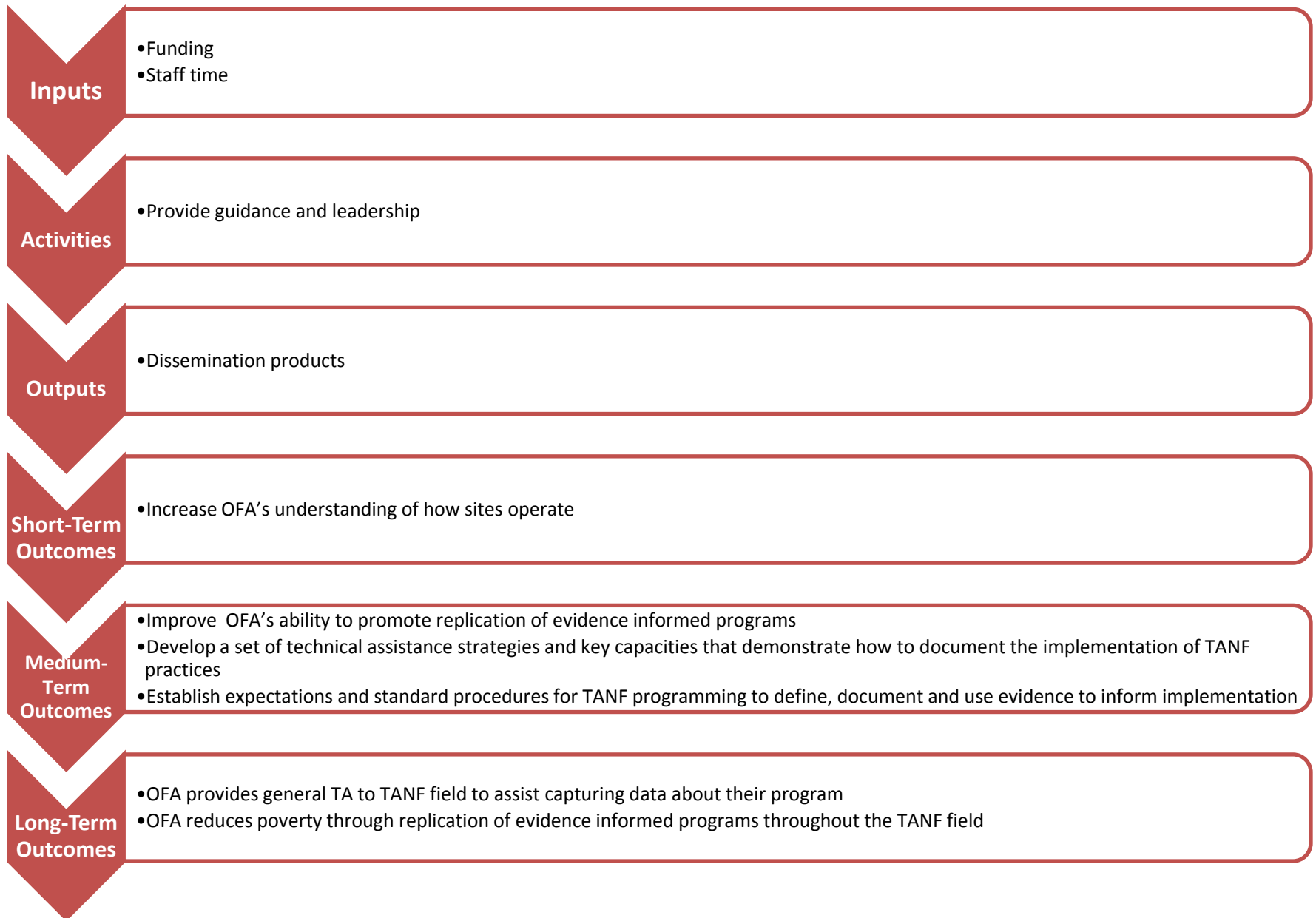


Situation: There is limited information about the type of evidence available at the TANF program level that establishes how the multitude of TANF programs define practice and assure fidelity of implementation. Without this information, determining what constitutes a "best" or a "promising" practice for TANF programs is problematic.

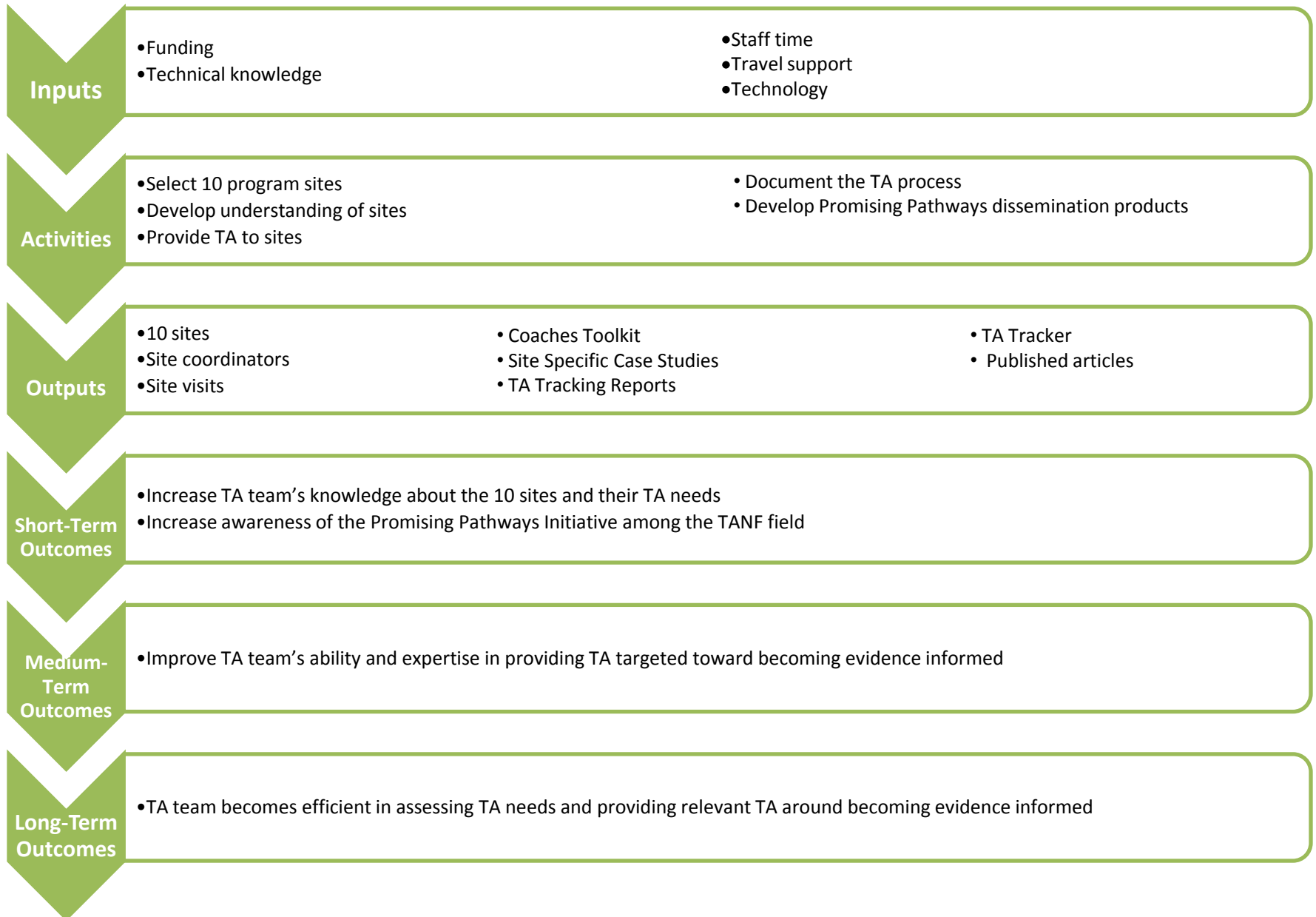
Promising Pathways Logic Model - Sites



Promising Pathways Logic Model – Office of Family Assistance



Promising Pathways Logic Model – ICF (Technical Assistance Team)



What we learned from you

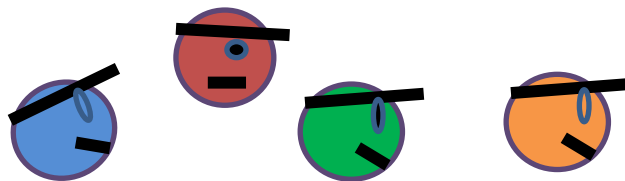
- **Site specific modeling** goes well beyond a program logic model
 - Return on Investment
 - Simplified approach that can be used with state partners and others
 - Process flow charts
 - Compliment the information in the program logic model

What we learned from you

- 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

