Implementation Stages

Stage	Brief Description	Activities

Exploration	Investigate and select a usable EBP to meet the needs of the population served.	• Readiness assessed & created if needed
		• Assess potential match of EBP and population served
		• Assess potential barriers to implementation (funding, staffing, referrals, system changes)
		• If Implementation Team is not established, do it now!
		• Understand sustainability of EBP
		   o Needs to be: teachable, learnable, doable, and readily assessed in practice
		• Implementation Drivers:
		   o Create readiness
		      ▪ Imbedded into each phase
		      ▪ Elicit feedback and discuss concerns
		• Improvement Cycles:
		   o Communication Plan – include all stakeholders

Installation	Establish needed organizational and personal competencies to ensure successful implementation.	• Implementation Teams – build capacity to support the implementation of the EBP; ensure resources are available to implement; develop supports (funding, employees, P&P, materials, training, coaching, data systems, etc.)
		• Usable Innovations – have a clear definition of the EBP – allows for sufficient training; implement to fidelity; replicate; observe & measure
		• Implementation Drivers
		   o Develop Selection Protocols:
		      ▪ Develop consensus regarding skills and characteristics necessary
		   o Develop Training Plan and Train the first Cohort
		      ▪ Desk or use existing assessments of provider performance during training as well as assessments related to overall

Implementation Stages Information pulled from FREE NIRN training - https://nirn.fpg.unc.edu/modules-and-lessons

		effectiveness of training --- informs degree of additional training and coaching ▪ Include administrators in trainings so they understand the EBP and can assist with growth o Develop Coaching Plan ▪ Increase ability to use EBP fluently o Improvement Cycle ▪ Evaluate readiness of data systems (fidelity and outcome) ▪ Establish communication links and protocols between practice and policy levels • Can use PDSA cycles to troubleshoot issues
Initial Implementation	The practice is put into place and made available to consumers. There is a focus on continuous improvement. This is the most fragile state. "Get started, then get better!"	• Implementation Teams o Support implementation infrastructure o Ensure high fidelity implementation of the EBP o Systematic review of data to ensure changes made are purposeful and planned, rather than reactionary and opportunistic • Implementation Drivers o See whether the practitioners are prepared to implement o Site data, staff observations, and practitioner reports inform if any changes are needed to future training and coaching o Determine needed changes to create a hospitable environment • Improvement Cycle o PDSA – Plan-Do-Study-Act ▪ Plan – identify barriers or challenges and specify plan to move forward as well as the outcomes to be measured ▪ Do – carry out strategies or plan as specified ▪ Study – use measures identified during planning phase and collected during the "do" phase to assess and track progress ▪ Act – make changes to the next iteration of the plan to improve implementation o Use Practice-Policy Feedback cycles ▪ Communication – transparency, keep everyone in the loop
Full Implementation	Occurs once the new learning becomes integrated into practitioner, organizational, and community practices, policies, and procedures; Becomes "standard" practice; Reached when 50% or more of intended practitioners are using an effective EBP with fidelity and good outcomes	• Implementation Teams o Ensure the gains in the use of effective EBPs are maintained and improved over time and through transitions of leaders and staff • Implementation Drivers o Continuous quality improvement of drivers o Policy changes/development for sustainability ▪ Pay attention to P&Ps that help or hinder implementation and outcomes • Improvement Cycle o Evaluation for expected outcomes ▪ Analyze results from assessments for individual outcomes and implementation fidelity checks o Share your success!