



The Basics of Implementation Science





SSIP Interactive Institutes

Albuquerque, NM; April 29-30, 2015

Jacksonville, FL; May 12-13, 2015

Chicago, IL; May 27-28, 2015

Susan Davis, IDC

Session Overview

Review the key elements of Implementation Science (IS)

Review the role of IS related to the SSIP

Identify OSEP's expectations around IS in the implementation of the SSIP



“Implementation science is the systematic study of variables and conditions that lead to full and effective use of evidence-based programs and other effective innovations in typical human service settings.”

-Blase and Fixsen, 2010
National Implementation
Research Network

Making It Happen

- Implementation science can support the selection, development and scale-up of improvement strategies included in the SSIP.
- Implementation science can bridge the “science to service” and “implementation gaps.”



Implementation Gap

Implementation is defined as *a specified set of activities* designed to put into practice an activity or program of known dimensions.



Why Focus on Implementation?

“Students cannot benefit from interventions they do not experience.”



State Implementation
& Scaling-up
of Evidence-based Practices

Making It Happen

- Letting it happen
 - Recipients are accountable
 - Put the Guidance on a website
- Helping it happen
 - Recipients are accountable
 - Provide a Professional Development experience
- Making it happen
 - Purposeful use of implementation practice and science
 - Implementation system is accountable
 - Use Implementation Science practices as an ongoing process to ensure effective implementation

Based on Greenhalgh, Robert, MacFarlane, Bate, & Kyriakidou, 2004

Making It Happen

- To successfully implement and sustain evidence-based and evidence-informed interventions, we need to know:
 - **The WHAT** – What is the intervention (e.g., effective instruction, effective assessment)
 - **The HOW** – Effective implementation and sustainability frameworks (e.g., strategies to change and maintain behavior of adults)
- AND
- **The WHO** – Organized, expert implementation assistance

Formula for Success

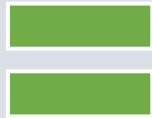
WHAT:
Effective &
Usable Practices
and Programs



WHO & HOW:
Effective
Implementation
Methods



WHERE:
Enabling Contexts

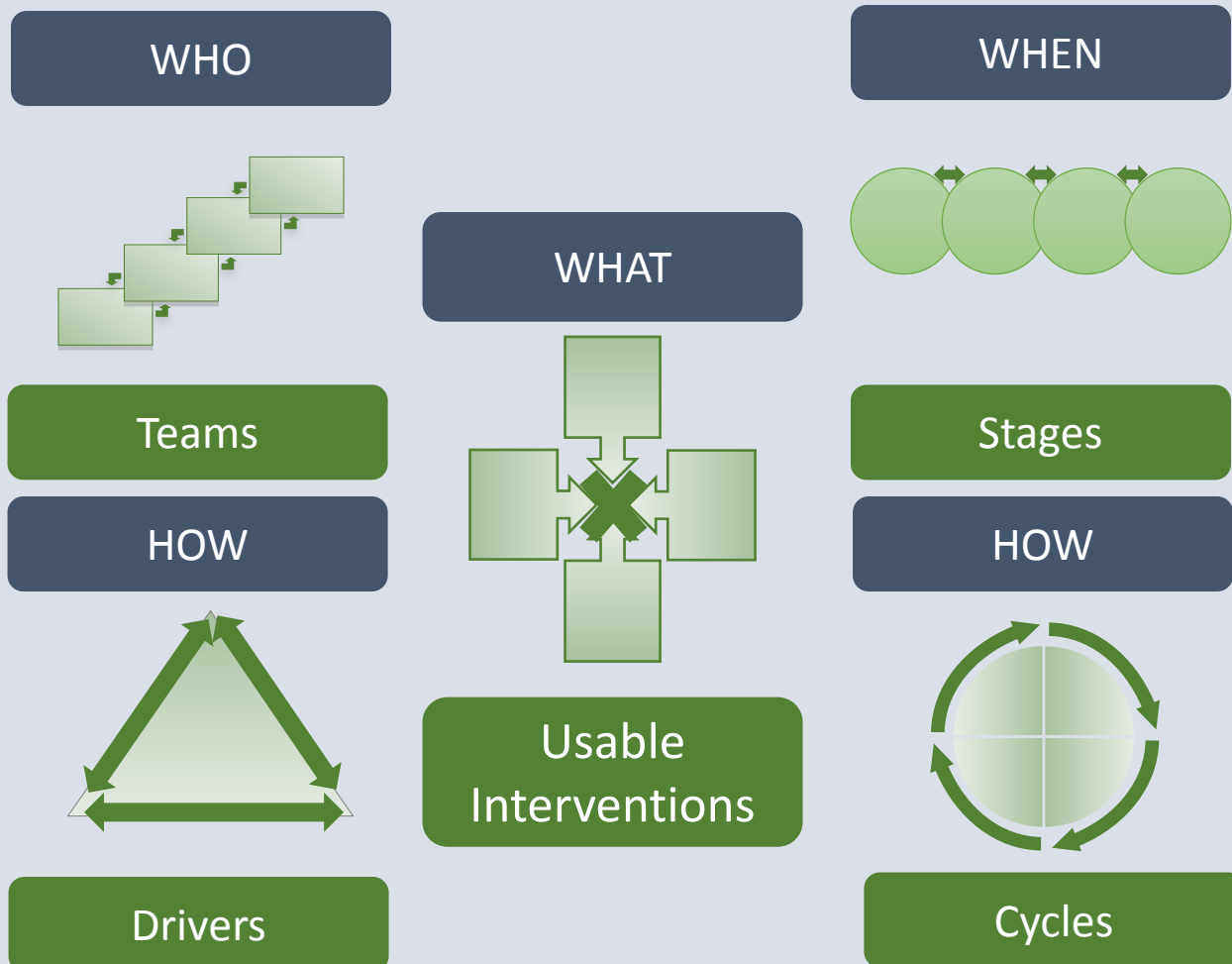


WHY:
Educationally
Significant
Outcomes



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Active Implementation Frameworks

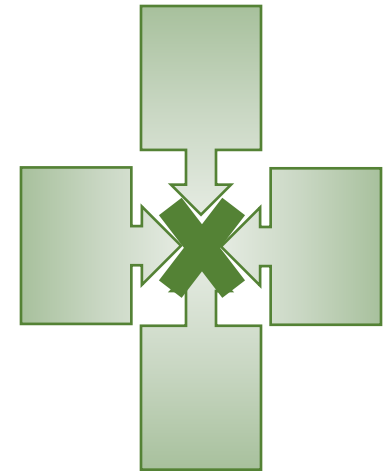


State Implementation
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Usable Intervention

- **SSIP Application of Implementation Framework**
 - Develop infrastructure to support improvement and build capacity
 - Clearly define usable activities
 - Improve LEA fidelity of implementation of evidence-based practices
 - Ensure performance assessment directly aligned with activities and evidence-based practices
 - Improve scale-up with fidelity of implementation

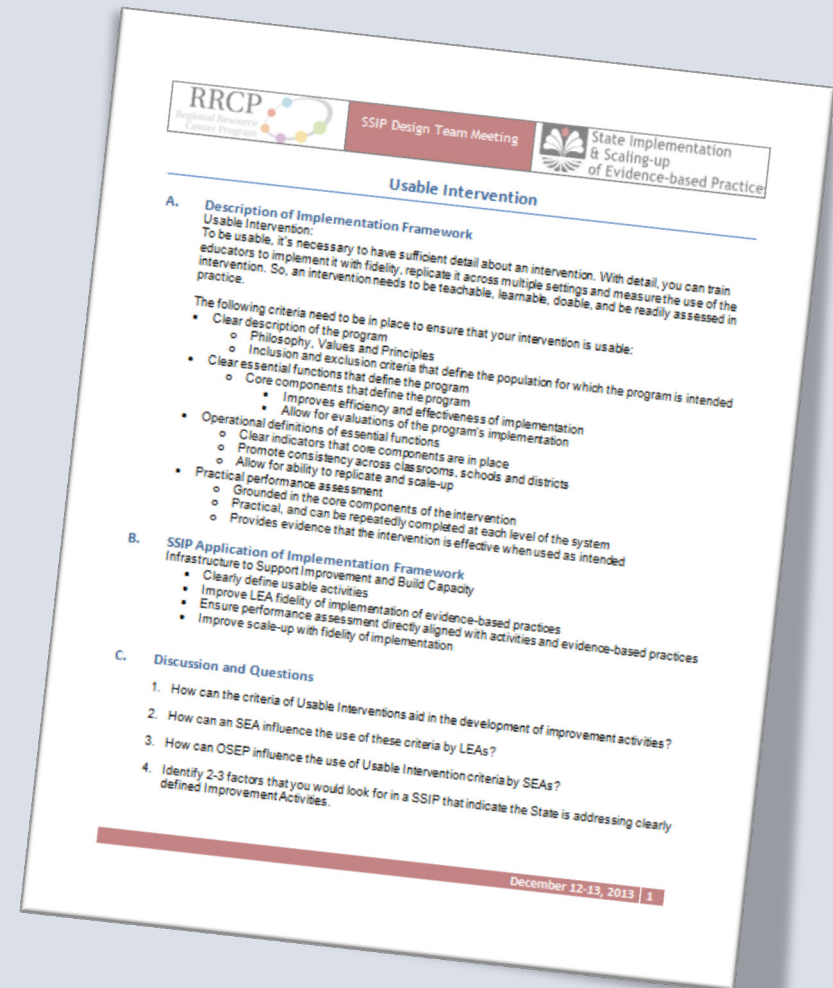
Usable
Interventions



Usable Interventions

The following criteria need to be in place to ensure that your intervention is usable:

- Clear description of the program
- Clear essential functions that define the program
- Operational definitions of essential functions
- Practical performance assessment

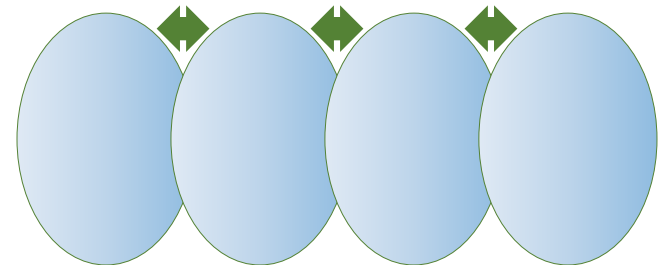


Stages of Implementation

There are four functional Implementation Stages:

- **Exploration Stage**
- **Installation Stage**
- **Initial Implementation Stage**
- **Full Implementation Stage**

Stages



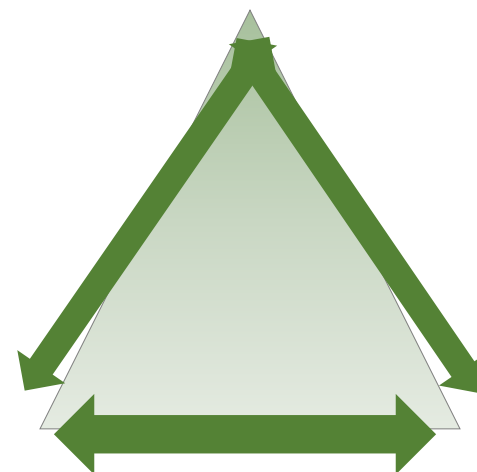
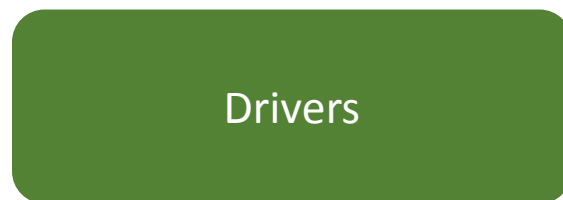
Current SSIP Stages Processes

- Exploration Stage
 - Developing team structures
 - Developing communication plans
- Installation Stage
 - Developing a training plan
 - Training first implementers
 - Developing a coaching plan
 - Establishing readiness of data systems to track progress
 - Establishing communication protocols

Implementation Drivers

There are three types of Implementation Drivers:

- **Competency Drivers**
- **Organization Drivers**
- **Leadership Drivers**



Current SSIP Competency Drivers Processes – Phase II

Competency Drivers are activities developed to improve and sustain the implementation of the SSIP

- Competency Drivers
 - Selection of initial implementers
 - Training for initial implementers
 - Coaching for initial implementers
 - Ongoing fidelity assessment of initial implementation

Current SSIP Organizational Drivers Processes – Phase II

Organizational Drivers develop supports and infrastructure to create the environment for implementation

- Organizational Drivers
 - Aligning of external variables, policies, systems, and structures within the SEA to support the implementation
- Facilitative Administration
 - Aligning of internal processes policies, regulations, and structures to support implementation
- Decision Support Data System
 - Obtaining or developing a system for identifying, collecting, and analyzing data that are useful to effective implementation

Current SSIP Leadership Drivers Processes – Phase II

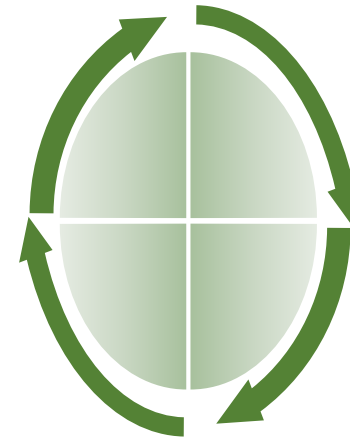
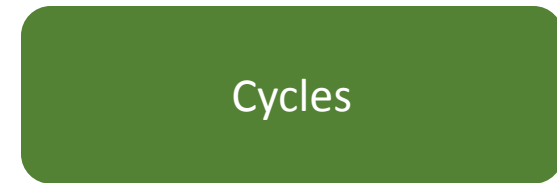
Leadership Drivers focus on providing the right leadership strategies for different challenges.

- Technical Leadership
 - Using a traditional management approach to problem solving, managing, and monitoring implementation
- Adaptive Leadership
 - Adapting management approaches to issues related to implementation that require differing
 - Leadership types
 - Leadership levels
 - Leadership strategies

Improvement Cycles

The PDSA Cycle Includes:

- **Plan**
 - Detailing the specifics of the improvement process
- **Do**
 - Implement the plan as intended
- **Study**
 - Analyze data to determine if outcomes are achieved
- **Act**
 - Make changes to next phase to improve the process or outcome



Improvement Cycles – SSIP Phase II

Current implementation of the PDSA Cycle should include

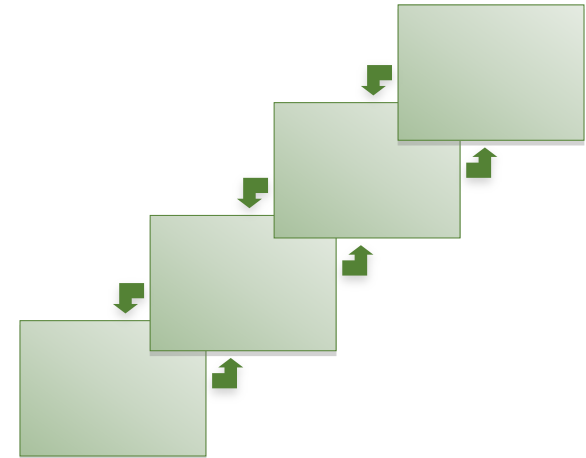
- **Plan-** Detailing the specifics of the improvement process through the development of action plans
- **Do-** Implementing the plan as prescribed
- **Study-** Periodically analyzing the data to determine if outcomes are achieved
- **Act-** Making changes to next phase to improve the process or outcome

Implementation Teams

The key functions of Implementation Teams are:

- Ensure Implementation
- Engage the Community
- Create a Conducive Environment for Implementation

Teams



Implementation Teams – SSIP Phase II

Team of 3-5 who support implementation, sustainability, and scale-up through the implementation stages, drivers and improvement cycles

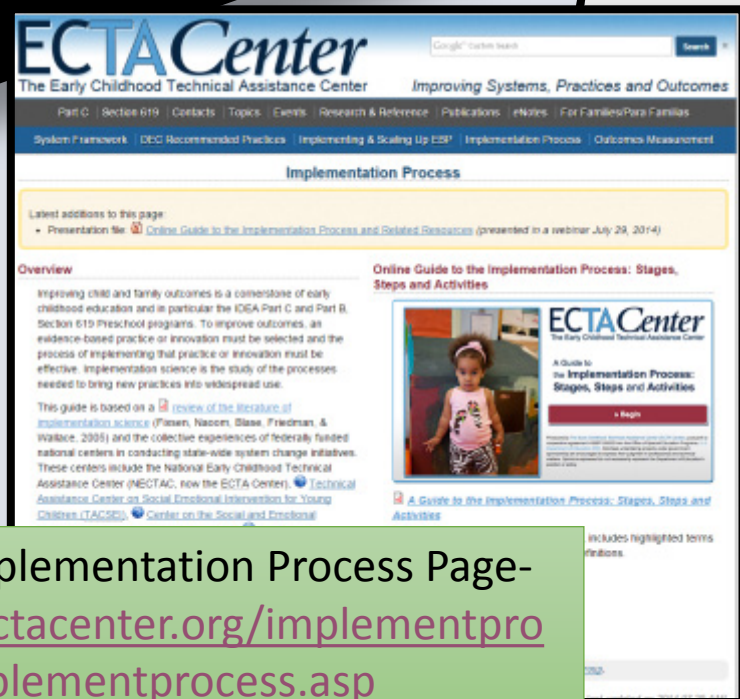
- Accountable for guiding the implementation
- Active involvement on a daily basis
 - Installing and sustaining drivers
 - Monitoring fidelity
 - Communicating with community
 - Supporting the development of an environment conducive to implementation



The Active Implementation Hub-
<http://implementation.fpg.unc.edu/>



State Implementation & Scaling-up of Evidence-based Practices Center (SISEP)-
<http://sisep.fpg.unc.edu/>



ECTA Implementation Process Page-
<http://ectacenter.org/implementprocess/implementprocess.asp>



<https://osep.grads360.org/#program/ssip>

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Infrastructure Development

[Home](#) > [Overview](#) > [Home](#)

Phase II
Plan

Phase III
Evaluation

[Infrastructure Development](#)[Support for LEA Implementation](#)[Evaluation](#)

Infrastructure Development: This list of tools focuses on both SEA and LEA level tools as they would be used to support Infrastructure Development for the SSIP. These resources include a link and description of how the tool or resource can be used to support the SEA level team or LEA level team in developing their infrastructure for implementing the SSIP.

Description- SSIP Application for Infrastructure Development	Title - Materials
Implementation Drivers Overview <i>Overview of Drivers role in effective implementation practices in developing relevant competencies, organizational supports and leadership necessary for SSIP implementation</i>	Handout 12 Implementation Drivers (Overview with links for instructional module and

Program Office Links

[Find Your
State Contact](#)[Building the Legacy: IDEA 2004](#)

U.S. Department of Education

<https://osep.grads360.org/#program/ssip>

- “The Active Implementation Hub is a free, online learning environment for use by any stakeholder involved in active implementation and scaling up of programs and innovations. The site goal is to increase the knowledge and improve the performance of persons engaged in actively implementing any program or practice.”
- SISEP

<http://implementation.fpg.unc.edu/>

SISEP Tools, Measures and Resources	
Implementation Stages	<p>Tools: ImpleMap Hexagon Tool District Initiative Inventory Terms of Reference Practice Profile Stages of Implementation Analysis Implementation Action Plan</p> <p>Resources: Getting Started Guiding Implementation Questions Tools to Support the Development of a Coherent and Aligned System Practice Profile Development</p>
Implementation Drivers	<p>Tools: Strategic Analysis of Implementation Drivers Coaching Plan Template Training Plan Template Implementation Drivers: Assessing Best Practices Drivers Best Practices Action Plan</p>

January 2013
State Implementation and Scaling-up of Evidence-based Practices (SISEP)

Page 1

SISEP Tools, Measures and Resources

Implementation Teams	<p>Tools: Implementation Team Checklist</p> <p>Resources: Implementation Team Development</p>
Improvement Cycles	<p>Tools: Improvement Cycle Analysis Worksheet: Creating More Hospitable Environments Linking Communication</p> <p>Resources: Pilot Testing and Usability Testing (NIRN)</p>
Implementation Capacity	<p>Measures: State Capacity Assessment District Capacity Assessment</p>

<http://implementation.fpg.unc.edu/?o=sisep>

For More Information



Visit the IDC website

<http://ideadata.org/>



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