

Preschool Policy Forum

Rebekah Hornak

Welcome!

**“Moving beyond silos and
embracing the flow of
implementation science”**



1

Setting the Stage

Active Implementation Formula

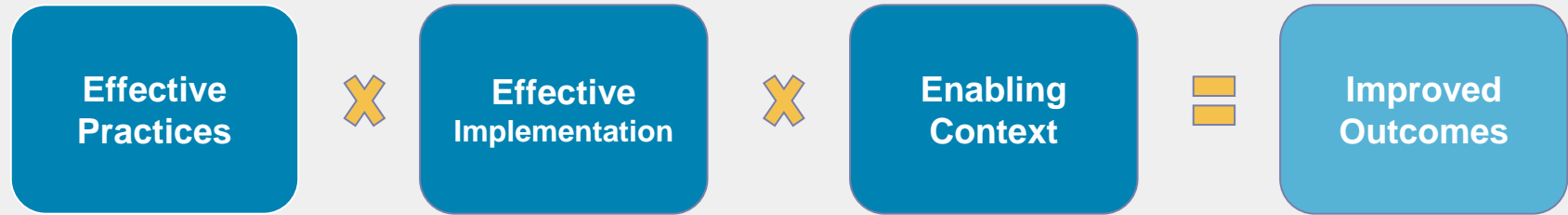
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Implementation science refers to the “methods or techniques used to enhance the adoption, implementation, and sustainability” of an intervention.

(Powell et. al..2015)

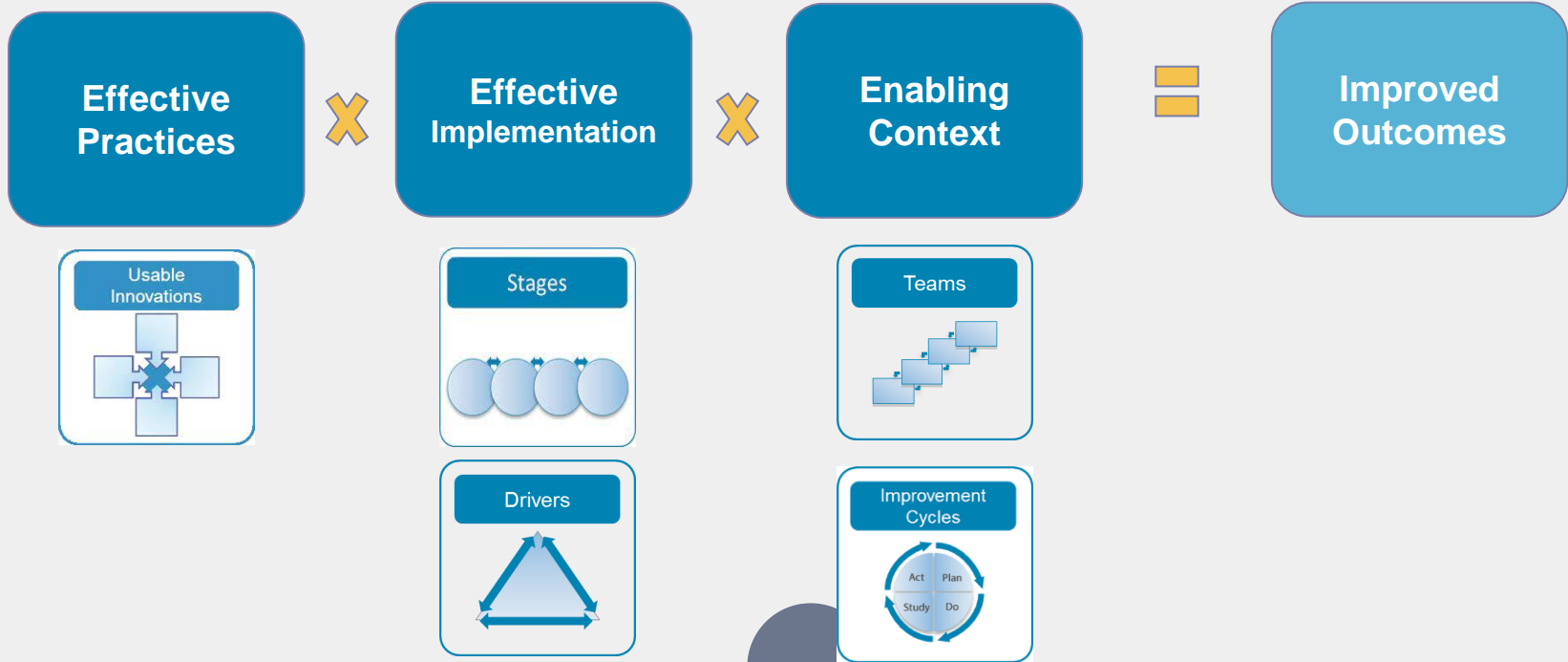
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Active Implementation Formula



(Fixsen & Blase, 2020)

Active Implementation Formula & Frameworks



Active Implementation Formula

Effective Practices



Effective Implementation



Enabling Context



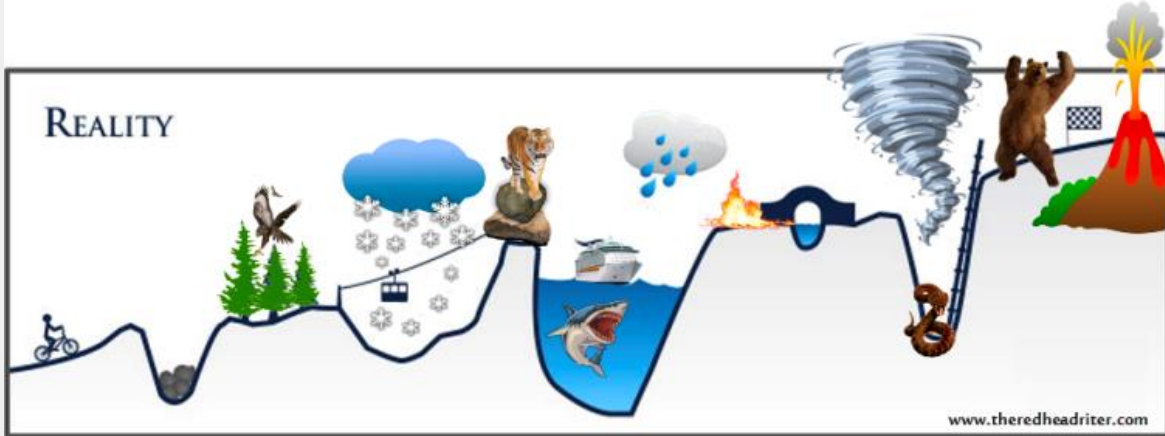
Improved Outcomes



YOUR PLAN



REALITY



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1

Readiness

What do you need to be ready for the journey?



Staff Readiness

- Receives communication around organizational priorities
- Staff voice is present at the table for decision making
- Understands the needs, priorities and long term implementation
- Staff skill set is reviewed and aligned with selection, training, and coaching needs



Organizational Readiness

- Setting clear priorities, vision, goals, and theory of action
- Align initiatives & resources
- Values & beliefs align with long term implementation
- Leadership stability
- Active support in the development of implementation teams



Leadership Readiness

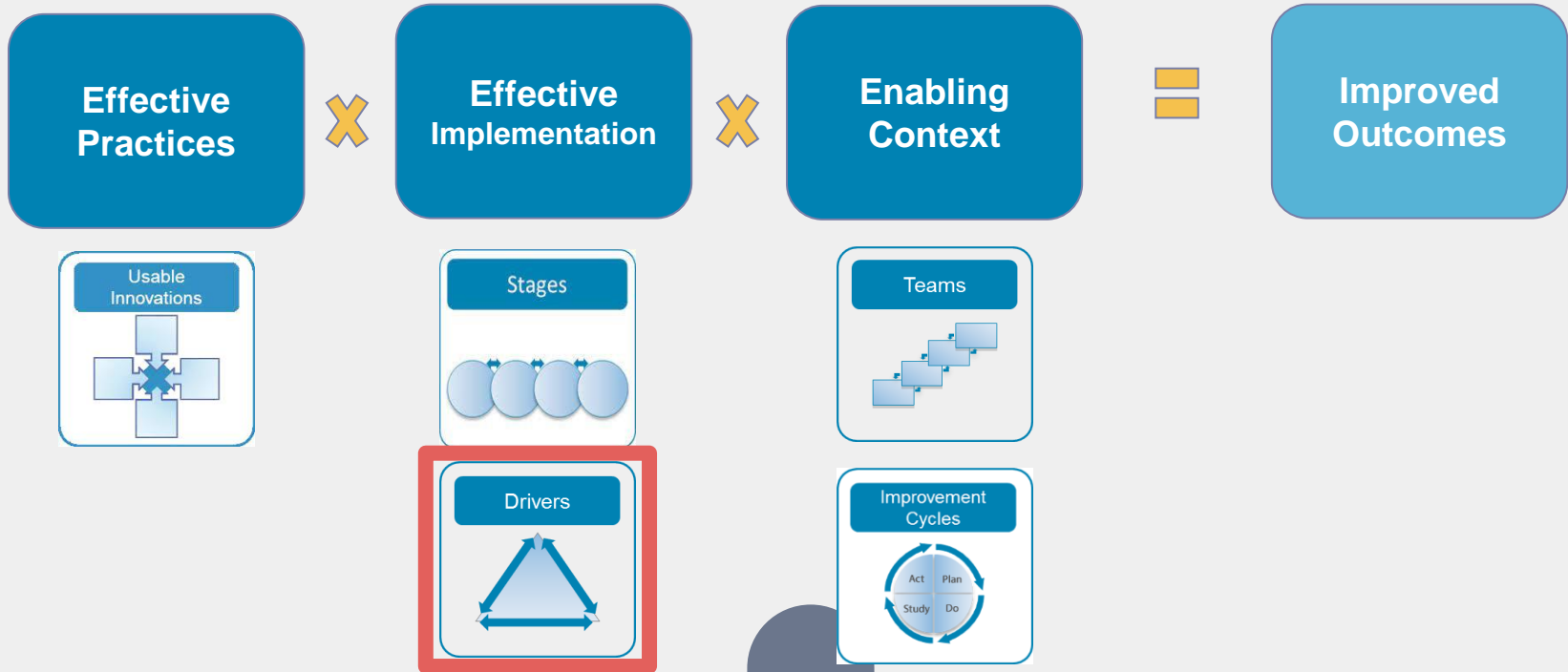
- Considered political, community, organization, financial and learning context
- Cultivates leadership within the organization
- As time to support staff as they engage with implementation
- Can make decisions to assist with implementation barriers

2

Systems

Implementation Drivers

Active Implementation Formula & Frameworks



Implementation Drivers



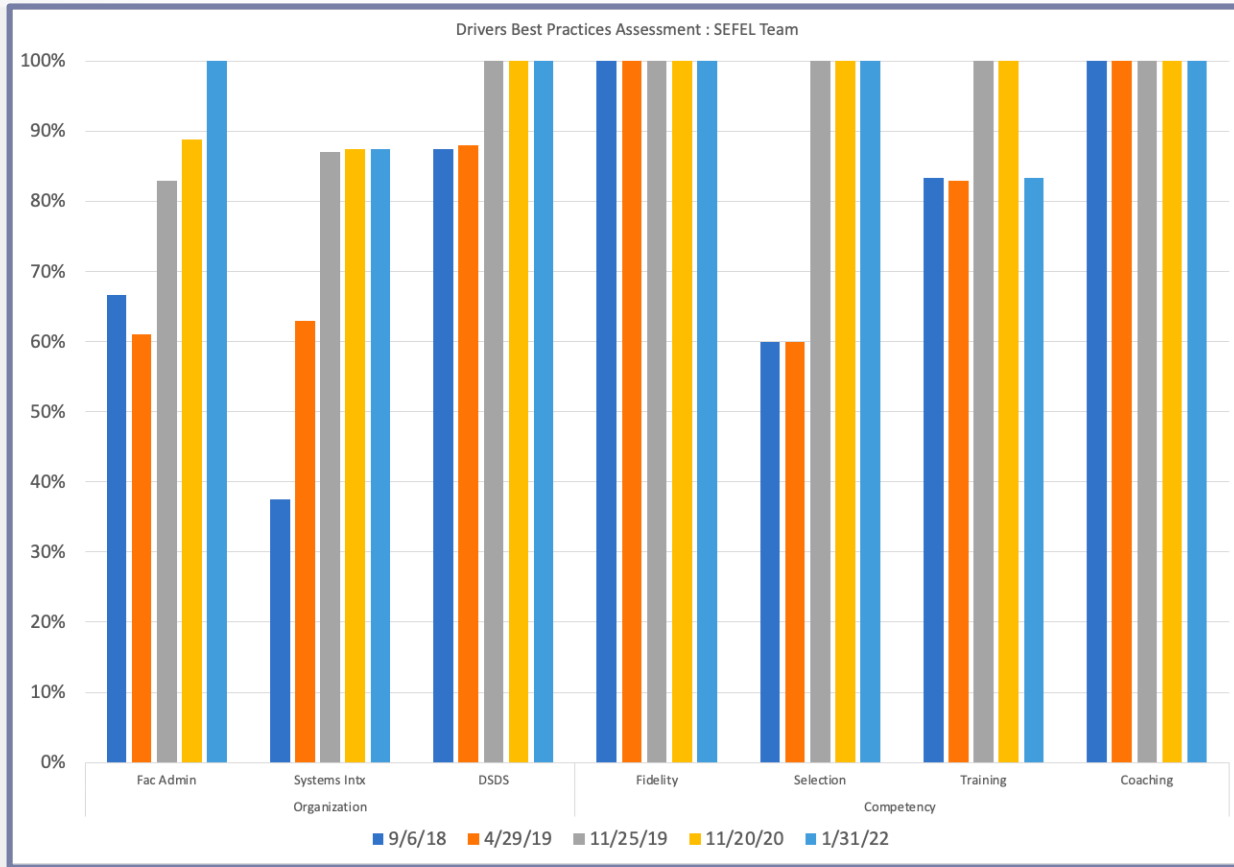
©Fixsen & Blase, 2008

“

Investment in infrastructure is a long term requirement for growth and a long term factor that will make growth sustainable.

”

Mananda Kochhar

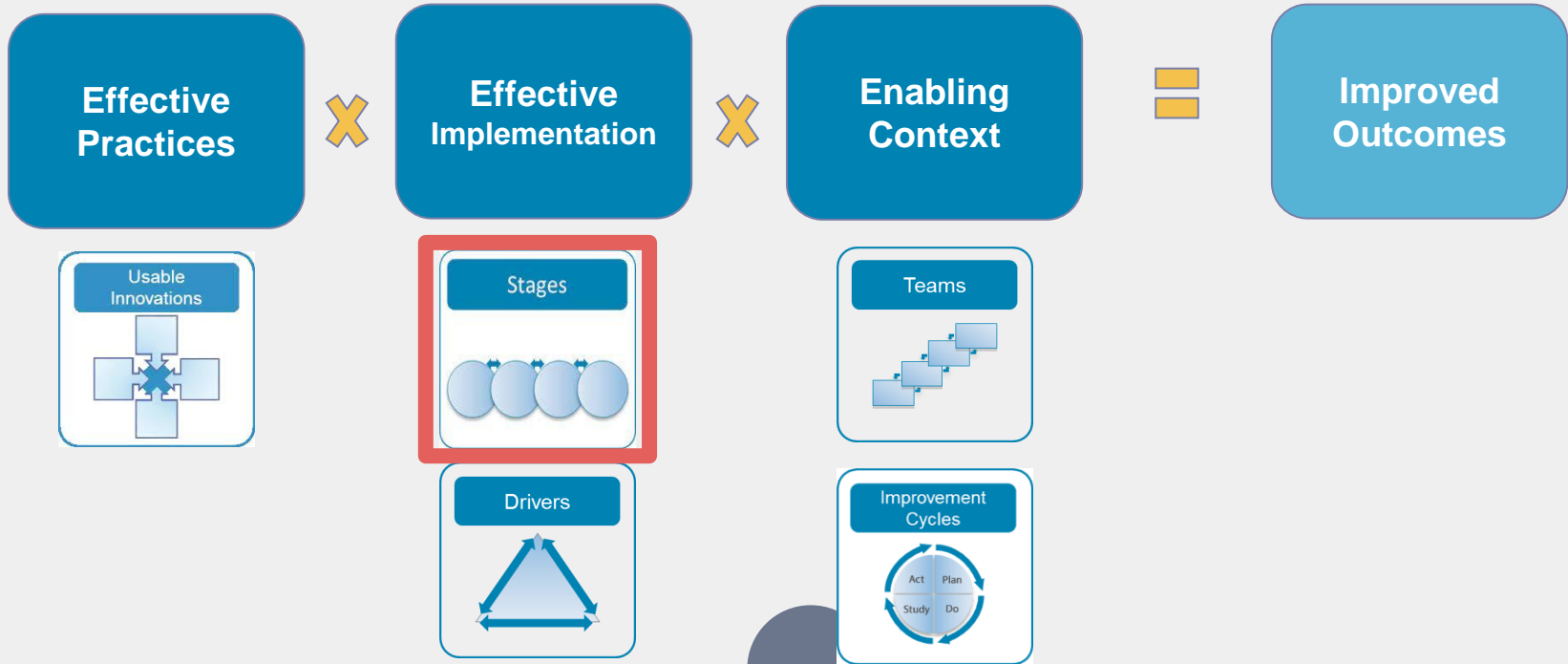


3

Constant Flow

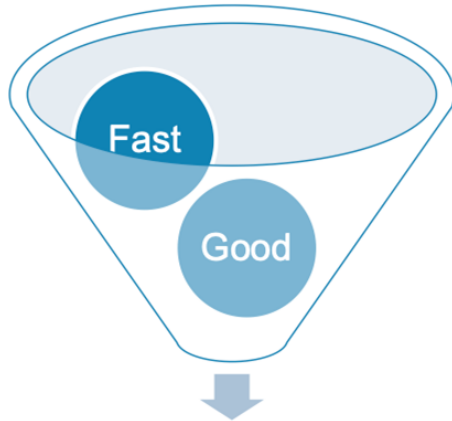
Implementation Stages

Active Implementation Formula & Frameworks

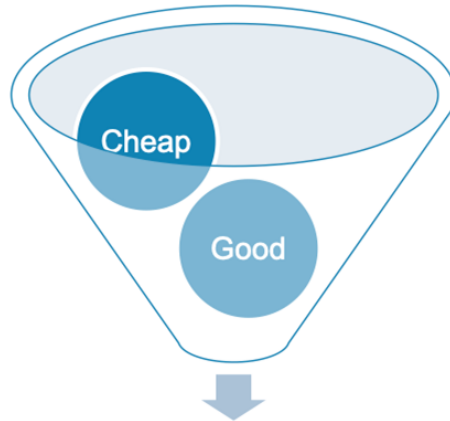


Wexelblatt's Algorithm (Cheap, Fast, Good)

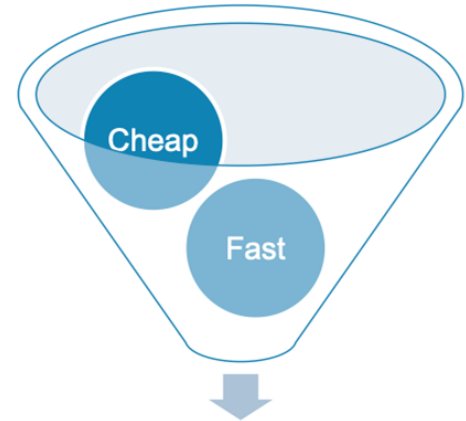
When implementing an innovation, you may only pick two...



It won't be Cheap!



It won't be Fast!



It won't be Good!

Exploration

Develop an implementation team

Team needs to reset their schedule and review membership

Installation

Create your training plan

Create feedback loops between practitioners & team

Initial Implementation

Coaching Supports

Begin to use data to make decisions for implementation

Full Implementation

Exploration

Develop an implementation team

Have a plan for membership turnover and onboarding

Setup communication protocols between teams and stakeholders

Installation

Create your training plan

Provide training and collect data on the fidelity and effectiveness

Create feedback loops between practitioners & team

Initial Implementation

Coaching Supports

Begin to use data to make decisions for implementation

Refine infrastructure based on data and feedback

Full Implementation

Monitor & Improve supports

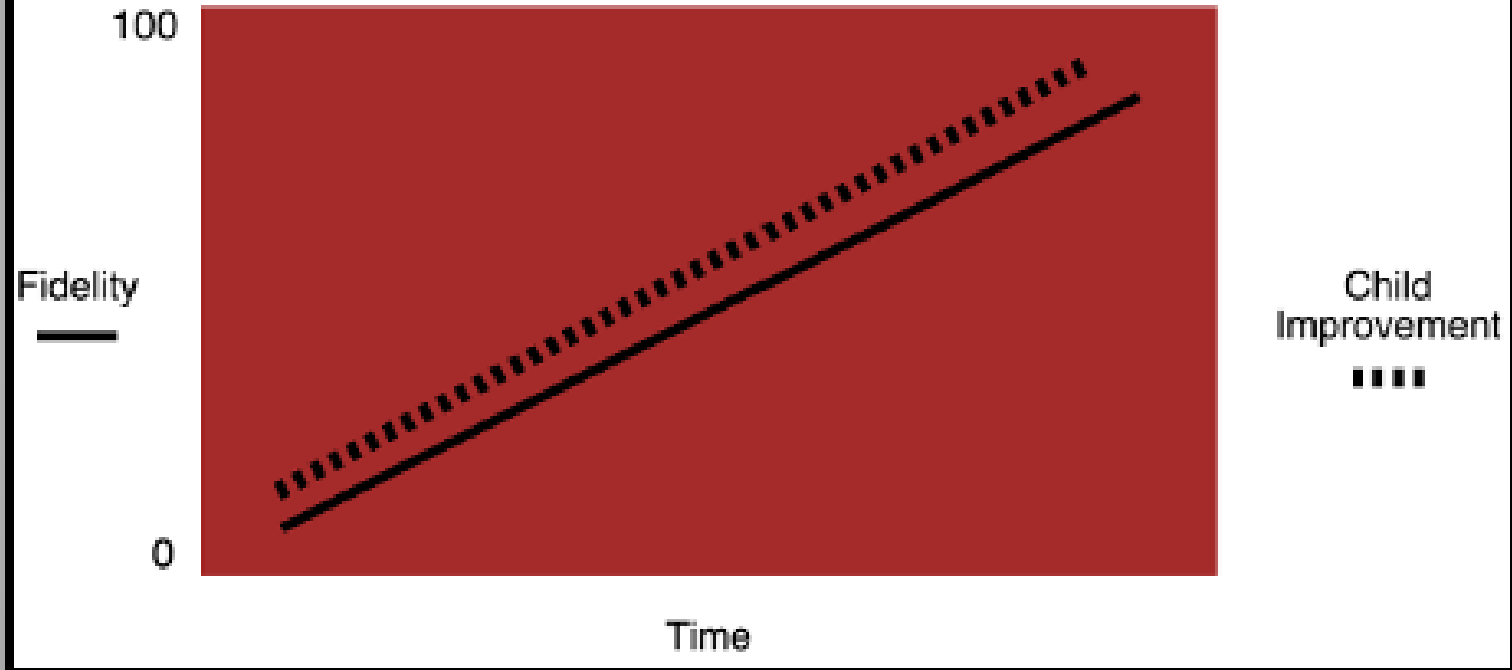
Continue data collection, training and coaching

Fidelity

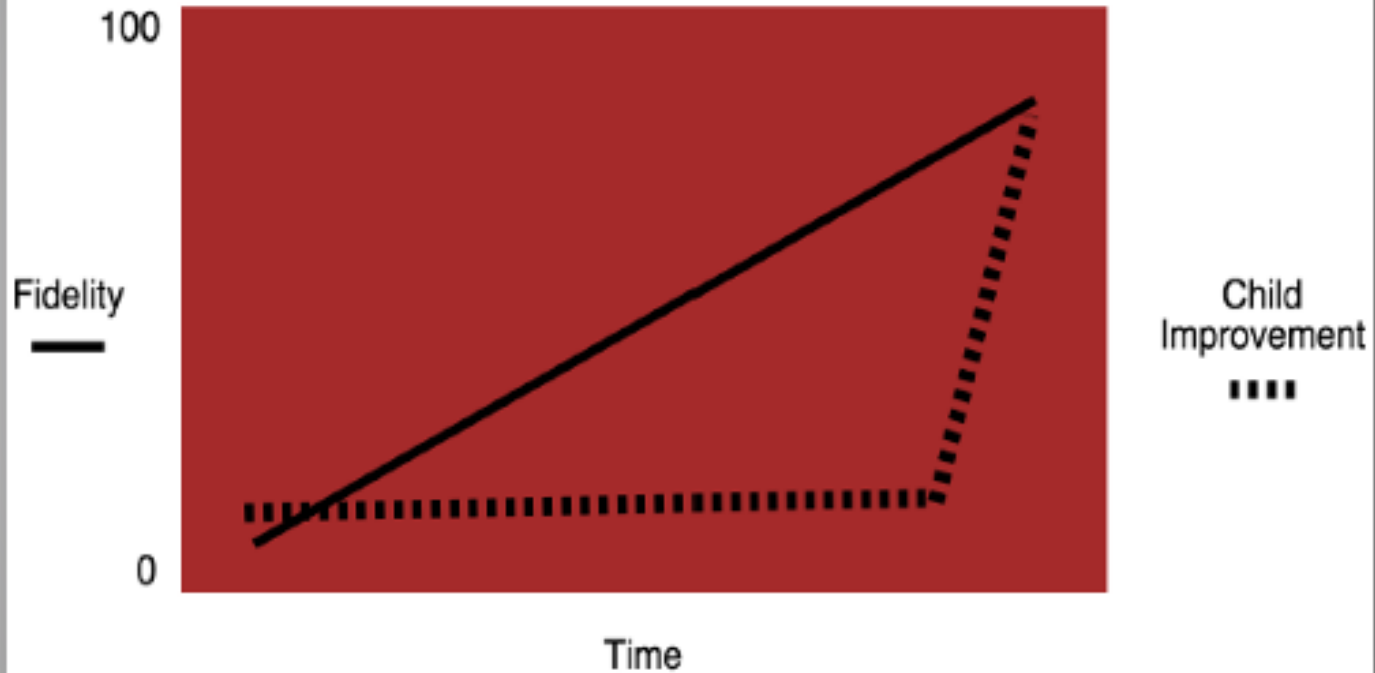
Are we there yet?



Fidelity / Child Improvement Myth



Fidelity / Child Improvement Real Story

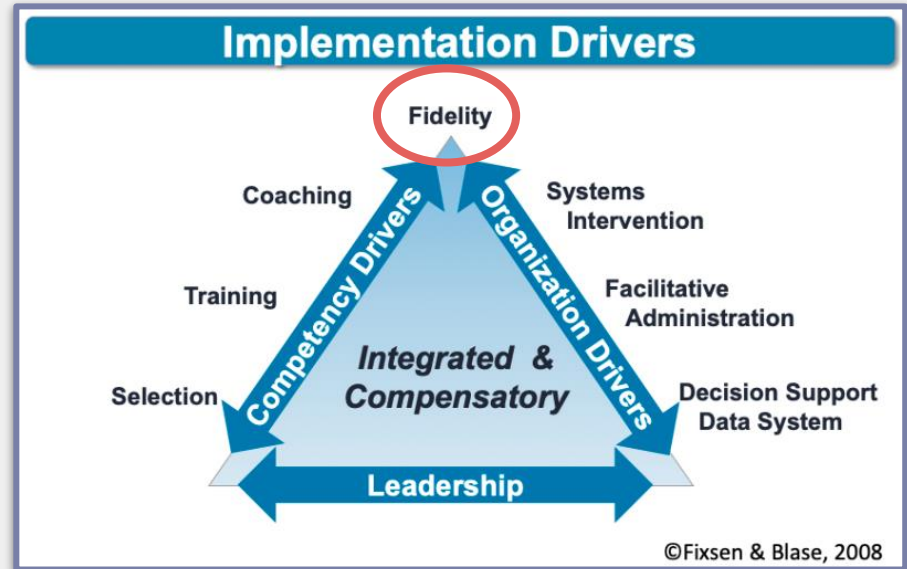


Fidelity

Fidelity is not something to be reached, but rather something that we measure.

We measure fidelity to improve implementation.

Fidelity can be measured in multiple ways and throughout the drivers.





Next Steps

- Learn and reflect in your sessions today!
- Gauge readiness, examine your systems, and be flexible within the stages of implementation.
- Walk away with at least two action steps to impact implementation tomorrow.

“

“It’s not enough to have good ideas, you need to master their implementation.”

Luca Rossi

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