

Summer Institute on Implementation Science:

Day 1 Afternoon Breakout C

Small-Group Worksheet

Flip Chart Factor	Organizational Readiness Survey Item – <i>examples of each Factor in action</i>	
Flip Chart #1: Leadership/ Adaptive	<ul style="list-style-type: none"> • Involves staff in decisions about client care. • Actively solicits staff input to make administrative or organizational changes that will support the use of the new practices. • The agency is supportive of changes aimed at improving client outcomes. 	
	What <u>challenges</u> is your agency facing?	How might you <u>resolve</u> those challenges?
Flip Chart #2: Leadership/ Technical	<ul style="list-style-type: none"> • Proposes programs that are appropriate and feasible • Establishes a clear project schedule and plan • Provides or supports training in new practices for staff • Holds staff accountable for achieving specified outcomes or results 	
	What <u>challenges</u> is your agency facing?	How might you <u>resolve</u> those challenges?
Flip Chart #3: External Systems	<ul style="list-style-type: none"> • Leadership communicates any external wider policy changes with all agency staff in a timely manner. • When new policy imperatives dictate changes at the agency level, the staff is informed and trained on these changes • My feedback regarding new policies or contextual changes and their impact on practice is actively pursued and used in decision-making • Most of the work in the agency is dictated by outside changes in funding and/or policy. 	
	What <u>challenges</u> is your agency facing?	How might you <u>resolve</u> those challenges?

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Flip Chart #4: Staff's Attitude to Change	<ul style="list-style-type: none"> • When changes are implemented, the staff must do most of the work. • There is little benefit for me in adopting a new intervention or treatment. • The time spent on most required changes could be more beneficially spent on something else. 	
	What <u>challenges</u> is your agency facing?	How might you <u>resolve</u> those challenges?
Flip Chart #5: Policy/Systems	<ul style="list-style-type: none"> • Written policy is established committing to evidence---based or evidence-informed practice. • The agency has a formal system for reviewing whether staff reviewing whether staff are using practice with fidelity • The agency is open to exploring new evidence-based models of intervention. 	
	What <u>challenges</u> is your agency facing?	How might you <u>resolve</u> those challenges?
Flip Chart #6: Use of Client Data	<ul style="list-style-type: none"> • Agency uses specific client---outcome measures to monitor effectiveness of interventions. • Client---outcome data are utilized by staff to improve and adapt treatment plans. • Families and children are given systematic opportunities to voice needs, concerns and experiences with receiving services 	
	What <u>challenges</u> is your agency facing?	How might you <u>resolve</u> those challenges?