Local capacity for Triple P scale-up and sustainability
Collaborative applications of implementation science over the next decade

William A. Aldridge II
The Impact Center at FPG Child Development Institute
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Helping Families Change Conference
Friday March 2nd, 2018
The reason we’re all here
“I think you should be more explicit here in step two.”
“Is the infrastructure being put into place to sustainably support the Triple P system of interventions, or is this another example of ‘when the grant funding goes away, the services fade away?’”

Phil Redmond, Director of Child Care
These relationships are not only significant, but characterized by moderate to large effect sizes!
How many implementation science models and strategies does it take to screw in a light bulb?

61 Models
(Tabak et al., 2012)

73 Strategies
(Waltz et al., 2015)
Jargon, Concepts, & Pointy Heads

Why Does Implementation Science Matter?

THE IMPACT CENTER
at FPG
Building Capacity for Stronger Systems & Communities

UNC FPG CHILD DEVELOPMENT INSTITUTE
Who are we trying to reach?

State, regional, and local EBP coordinators

State, regional, and local administrators

Funders, policymakers, and other statewide partners

Intermediary support or technical assistance providers
Research comparing stage distributions across a range of behaviors and populations found that about 40% of pre-action individuals are in Precontemplation, 40% in Contemplation, and only 20% in Preparation... If only 20% of employees in organizations are prepared to take action, it should come as no surprise that a majority of action initiatives fail. People in Precontemplation and Contemplation Stages are likely to see such change as imposed and can become resistant if forced to take action before they are prepared. When a majority of staff are in Precontemplation and Contemplation, organizations need to prepare their employees by creating the conditions for change.

- Prochaska et al. (2001), p. 249
Existing Service Systems

All organizations are designed, intentionally or unwittingly, to achieve precisely the results they get.

R. Spencer Darling, Leadership Institute, Inc.

The reality is that any social system is the way it is because the people in that system want it that way.

Heifetz, Grashow, & Linsky (2009, p.17)

Systems trump programs.

Patrick McCarthy, Annie E. Casey Foundation
Organizational culture eats strategy for breakfast, lunch and dinner

Culture

Strategy

TORBEN RICK - WWW.TORBENRICK.EU
Don’t Forget “Fit & Feasibility” Issues
Sound familiar? Remind you of anything?

The science-practice gap

Evidence-Based Programs

Research dissemination and translation initiatives

...and, we’re right back where we started!
Implementation Science

Adult Behavior Change

Public Health & Multi-level System Approaches

Bridging The Gap
Integrated Theory of Change for the supporting the implementation and scale-up of the Triple P system of interventions

(Aldridge, Boothroyd, Veazey, Powell, Murray, & Prinz, 2016)
Local Implementation Capacity & Performance

- Leadership & Implementation Teams
- Workforce Development Infrastructure
- Quality & Outcome Monitoring System
- Media & Networking Capacity

- Leading & supporting implementation
- Developing competent & confident practitioners
- Gathering, analyzing, & reporting data
- System-wide learning & improvement
- Mobilizing knowledge & behavior change

(Aldridge, Boothroyd, Fleming, Lofts-Jarboe, Morrow, Ritchie, & Sebian, 2016)
To view animated overview of our Theory of Change for the supporting the implementation and scale-up of the Triple P system of interventions, visit:

http://ncic.fpg.unc.edu/ncic-tp-simulation-lab-intro
Primary Goals of External Implementation Support

1. Co-Creation Partner Support
2. Local Implementation
   - Capacity
   - Performance
3. Triple P System Optimization
4. Population-level Outcomes

(Aldridge, Boothroyd, Veazey, Powell, Murray, & Prinz, 2016)
Core Practice Components of Implementation Support

Implementation Support

Readiness & Exploration (Exploration Stage)
1. Build collaborative relationships
2. Assess community wellbeing goals & current implementation processes
3. Facilitate collaborative agreements about implementation improvement goals, strategies, & early wins

Capacity Development (Installation Stage)
4. Provide adult learning for local leaders and teams (implementation science and best practice)
5. Facilitate local implementation capacity development (using PDSA techniques as appropriate)

Supported Performance (Initial Implementation)
6. Facilitate experiential & inhibitory learning opportunities within the system
7. Provide supportive behavioral coaching for leaders and teams
8. Facilitate collective learning and adaptive problem solving

Local Regulation (Full Implementation)
9. Reinforce local-regulation of implementation processes
10. Transition the implementation support role

Local Implementation
Capacity → Performance

(Aldridge, Brown, Bumbarger, & Boothroyd, under review)

THE IMPACT CENTER at FPG
Building Capacity for Stronger Systems & Communities
Public Health & Multi-level System Approaches

Ideal Support Model for the Triple P System in North Carolina

Practitioners' Responsive & Effective Delivery of Triple P

Parent and Family Wellbeing & Self-Regulation

Support

Feedback

Cross-Agency State Leadership Team

NC Triple P State Learning Collaborative

Service Agency

Service Agency

Service Agency

Service Agency

Lead Agency

Intermediary Organizations

Triple P America

The IMPACT CENTER at FPG
Building Capacity for Stronger Systems & Communities
Co-Creation of Visible Implementation Infrastructure and Practice

Leaders & Staff Members - Implementing Sites

Purveyors & Intermediaries (innovation & implementation)

Active Involved Community Members

Researchers & Program Developers

Funders & Policymakers

Co-Creation (Metz & Albers, 2014; Metz, 2015)
Community Members (Boothroyd et al., 2017)
As in nature, a successful adaptation allows an organization or community to take the best from its traditions, identity, and history into the future.

Heifetz, Grashow, & Linsky (2009, p.23)
The reasons we’re all here

(Image courtesy of Triple P America)
Thank You & Disclosure

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Special Thanks to:

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Jessica Reed
Simon Pipkin
Julie Chin
Ximena Franco

Disclosure: Will Aldridge’s costs to participate in the Helping Families Change Conference were supported, in part, by the University of Queensland. This support has been disclosed to UNC-Chapel Hill.
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Phil Redmond, Director of Child Care

[Signature]

THE DUKE ENDOWMENT

Aldridge (2018, March)
Service Agency Capacity & Practitioner Fidelity

Agency Leadership & Implementation Team Capacity → Agency Implementation Infrastructure & Practices → Practitioner Adherence to Triple P Session Protocols

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Jargon, Concepts, & Pointy Heads
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Implementation Science in Action

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Among this collaboration of stakeholders and support systems, there is a need for partnering, active listening, identification and acceptance of adaptive issues, and commitment to move the initiative forward.


As in nature, a successful adaptation allows an organization or community to take the best from its traditions, identity, and history into the future.

Heifetz, Grashow, & Linsky (2009, p.23)

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