

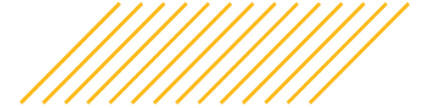
# Implementation Drivers Assessment



Learning how to implement the Implementation Drivers Assessment (IDA-TP) with your service delivery agencies

January 17 & 24, 2020  
10:00am – 11:30am

# Groups (delete before sharing)



- Monica: App health care – Randy, Morgan, AimeeJo, Shannon
- Abel: Kelly, Kia, Qua (she will not be there)
- Jessica: Cheyanna, Christina, Derrick and Breona (She missed Part 1 so I don't know if she will come)
- Shannon and Christina did not act as facilitator's in the role plays, they just had roles so the LIAs could get more practice -

# Learning Objectives

- (Day 2)
  - Learn to facilitate action planning with the results from the IDA-TP
  - Increase your knowledge and ability to create opportunities for buy-in and participation from potential SDAs.

# Objectives





# What are your questions?

- How to get the buy-in from the agency – understand the value of the IDA – and get the buy-in – don't make it feel like a compliance





## What is the Implementation Drivers Assessment (IDA-TP)?

- Measures the resources and abilities of organizations that are needed to develop, improve, or sustain the use of an evidence-based program, policy, or practice.

For more information:

<https://hml.fpg.unc.edu/Player/40259085>

<https://hml.fpg.unc.edu/Player/78520473>

Index	Description
Agency Implementation Capacity (AIC)	The agency has formally and sustainably organized and aligned leadership and team-based staff support with the authority, capacity, and abilities to coordinate and support day-to-day Triple P implementation activities within the agency.
Recruitment & Selection (R&S)	The agency uses best practices for the recruitment and/or selection of practitioners to deliver Triple P to the agency’s target population.
Training (T)	The agency uses best practices for training Triple P practitioners to deliver Triple P to the agency’s target population.
Coaching (C)	The agency uses best practices for coaching Triple P practitioners as they deliver Triple P interventions to children and families.
Fidelity Assessment (FID)	The agency uses best practices for assessing whether or not core Triple P components are delivered as intended by Triple P practitioners to children and families.
Decision-Support Data System	The agency uses best practices to gather, use, and share implementation and intervention data for decision-making to improve the implementation of Triple P within the agency.
Facilitative Administration (FAC)	The agency uses best practices to solicit, document, and use information about agency policy and practice facilitators and barriers to improve the implementation of Triple P within the agency.
Systems Intervention (SI)	The agency uses best practices to solicit, document, and use information about Triple P successes and larger systems needs to improve and sustain the implementation of Triple P within the agency. Additionally, the agency participates in key Triple P system activities, including the Triple P Stay Positive media campaign and community referral networks.

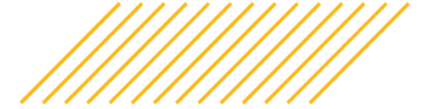
How do I get buy-in?

How do I get my SDA to see the value of  
the IDA-TP?

# How can we get the SDA on board and excited about participating in the IDA-TP?

- The IDA-TP can be used for
  - Identifying strengths and areas of development for the SDA
  - Identifying goals and strategies that are important to the SDA
  - Provide opportunities to work on “areas for development” in a strategic and systematic way
  - Seeing progress over time

# Who? How? Time? Where?



- Who should be at the table?
  - Triple P practitioners (1 or more)
  - Leadership – executive authority to make decisions for the SDA (job descriptions, budgets, supervision, etc.)
  - Systems change expert – anyone in the organization that has expertise in understanding and implementing systems change (1 or more people)
- How many people should there be at the table?
  - Ideally there should be at least 3 people participating in the IDA-TP
- How long does administration take?
  - 2.5 to 3 hours (depending on various factors)
- Where should we do the administration?

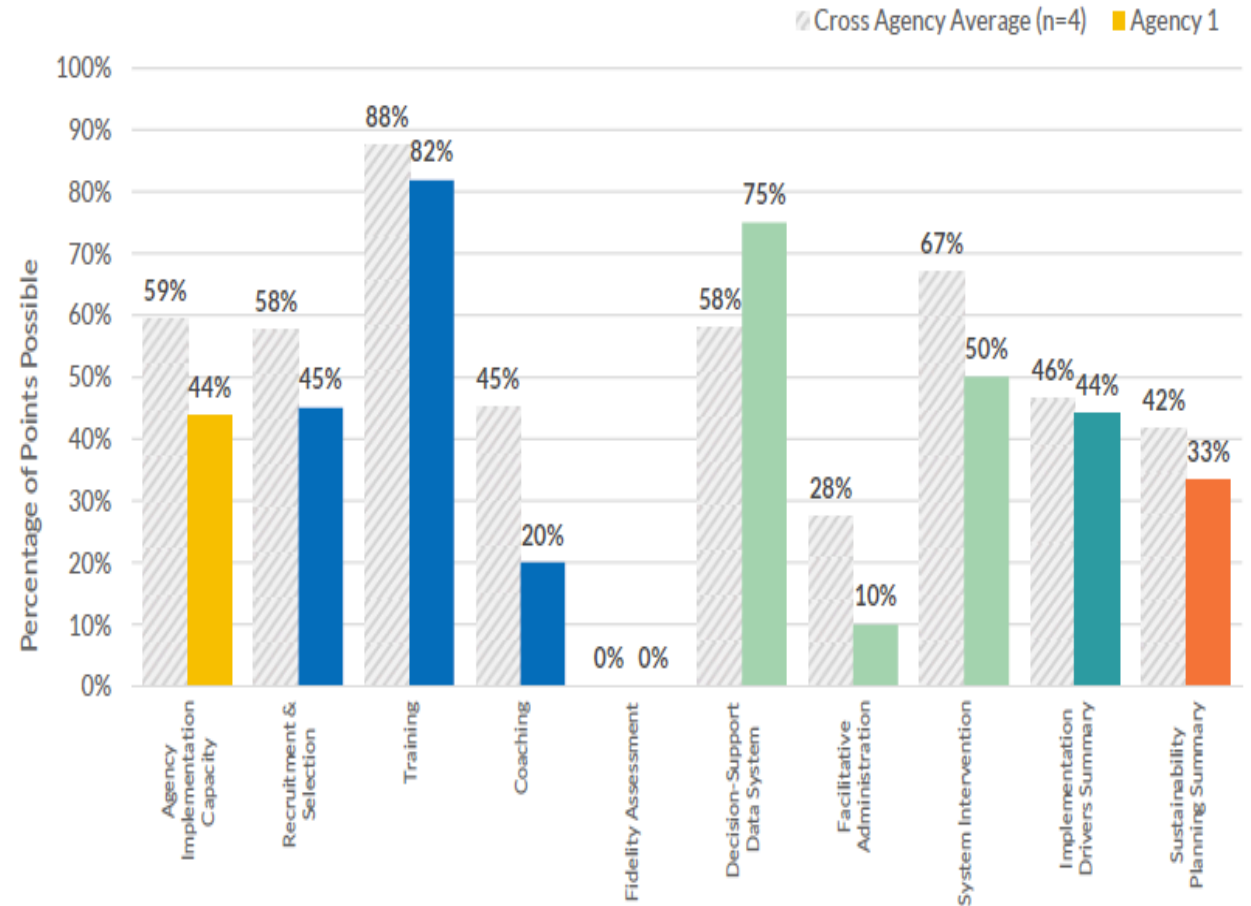


I have administered the IDA-TP and we have the  
scored results.....Now What?

# What is action planning?

- Setting goals and strategies that relate to areas in the IDA-TP that have development opportunities
  - Look at the indices that scored < 70%
  - Look at the individual statements in the index that scored a "0" or a "1"

IDA Index Scores  
At-A-Glance Summary Chart



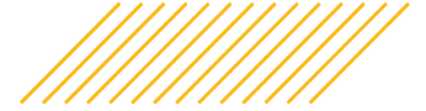
# Where did the SDA score 0s, 1s, or 2s?



Lead Implementing Agency' IDA Comparisons – 3 SDAs – Winter 2019

IDA INDEX	Name of SDA	Name of SDA	Name of SDA
Agency Implementation Drivers Index (AID)	48 (31%)	138 (90%)	115 (75%)
Agency Sustainability Planning Index (ASP)	1 (17%)	2 (33%)	3 (50%)
IDA INDEX			
AIC1 The agency has clearly identified who (regardless if an individual or group) has executive leadership of Triple P implementation.	2	2	2
AIC2 Among those with executive leadership, there are individuals with authority to create change to support the effective implementation of Triple P in the agency .	2	2	2
AIC3 At least monthly, executive leaders of Triple P implementation in the agency communicate with individuals who manage and support day-to-day Triple P implementation activities inside the agency.	1	2	2
AIC4 The agency has documented a sustainability plan for the involvement of executive leaders in the implementation of Triple P in the agency beyond the community service grant.	1	0	1
AIC5 The agency has clearly identified an Agency Implementation Team, consisting of three or more individuals, that is responsible for coordinating and supporting the day-to-day implementation of Triple P.	0	0	2
AIC6 The agency has clearly identified an Agency Implementation Coordinator (or two) who is responsible for leading an Agency Implementation Team and/or coordinating and supporting the day-to-day implementation of Triple P	0	2	2
AIC7 Each member of the Agency Implementation Team has formally allocated time and effort to support the effective implementation of Triple P (as written into project documents or job description).	1	1	1
AIC8 Each member of the Agency Implementation Team has sufficient time and effort to support the effective implementation of Triple P in the agency	1	1	1
AIC9 The Agency Implementation Team has a document describing its organization, including elements such as purpose, goals, roles and responsibilities, authority, communications, membership.	0	1	1
AIC10 Among Agency Implementation Team members, there is experience creating and managing organizational changes to support the implementation of an innovation.	0	2	2
AIC11 Among Agency Implementation Team members, there is proficiency (i.e., advanced knowledge and the ability to reasonably apply that knowledge in varied contexts) with Triple P and how it should be implemented and used in an agency	0	2	2
AIC12 Among Agency Implementation Team members, there is proficiency (i.e., advanced knowledge and the ability to reasonably apply that knowledge) with the use of evidence-informed, active implementation strategies	0	2	2
AIC13 At least monthly, members of the entire Agency Implementation Team meet in person to discuss the ongoing implementation of Triple P.	0	2	1

# Action Planning



- What kind of questions might we ask the SDA to....
  - Get started?
  - Know what to prioritize?



**KEEP  
CALM  
AND  
ROLEPLAY  
ALL DAY**





# Role Play



- Each room will have 1 Coach, ~3 additional participants
- Each participant will take turns practicing facilitating
  - Action planning with the results of the IDA-TP
  - Getting buy-in from the SDA to participate in the IDA-TP
  - The protocols for scheduling and administering the IDA-TP (if needed)
- Each participant will have the opportunity to practice being a Facilitator and a SDA Team member

# Key Points to Remember from Day 2



- .

# Tools for Action Planning



## Implementation Drivers Assessment Discussion Tool Guide

This tool will teach you how to use the Implementation Drivers Assessment for the Triple P System of Interventions (IDA-TP) to improve capacity to implement Triple P within your agency.



The IDA-TP measures the resources and abilities of organizations that are needed to develop, improve, or sustain the use of an evidence-based program, policy, or practice. It is made up of eight sections or indices, and two summary indices that reflect aspect of implementation infrastructure and best practices that are believed to contribute to the overall level of implementation within an agency.

The IDA can be used in a few ways:

1. The IDA-TP can be administered to an agency (using the administration protocol) and scored (using the scoring tool). After scoring, this tool can be used to guide discussions about what the scores mean and potential areas around which to action plan. If your agency needs valid and reliable data for decision-making, then it will be important to have the IDA administered and scored by someone who is trained to do so. This might be a member of your Lead Implementing Agency or Backbone Organization.
2. The IDA-TP can also be used as a discussion tool (without administration and scoring). This means that there may be a benefit to discussing the items on the IDA within an agency to look for areas of strength and needs. If your agency does not need valid and reliable data, if there is limited access to a trained IDA administrator, or if you are not currently supporting the use of Triple P in your organization then consider using the IDA as a discussion tool.

This guide will help you walk through some of the most important questions of the IDA-TP. Walking through the idea with your team and thinking about the questions as a team can help you brainstorm ways to improve the implementation drivers and build capacity within your organization.

### Overview

This tool is broken down into sections that will help you focus your agency's discussion toward the most impactful areas.

Start on **PAGE 31 of the IDA-TP Facilitator's Guide**: This is a description of the indices of the IDA. This will tell you more about each of the sections overall. The last two sections are summary indices, which are composites of the other indices that you receive with a scored administration. For this exercise, we'll be focusing only on the indices, not the last two composites. When reading the statements in the IDA-TP, you can think of them like suggestions. Remember: You don't need to change or improve every question in the IDA-TP to see your agency's implementation capacity improve. This tool will help you think about small but meaningful changes to agency drivers and capacity.

### Agency Implementation Capacity

#### Agency Implementation Capacity (AIC)

The agency has formally and sustainably organized and aligned leadership and team-based staff support with the authority, capacity, and abilities to coordinate and support day-to-day Triple P implementation activities within the agency.

Let's start by taking a look at page 12 of the IDA-TP Facilitator's Guide. These questions can help you think about the teams that are helping your agency install Triple P.

#### Why is this important? This is what the research has shown:

Agencies that have formally and sustainably organized and aligned leadership and team-based staff support with the authority, capacity, and abilities to coordinate and support day-to-day Triple P implementation activities within the agency will have an easier time building capacity within their organization. We hypothesize that this is because the teams have time dedicated to thinking about implementation and capacity building, they have good communication, and team members have clear roles and responsibilities, which makes it easier for them to participate.

#### List the teams that currently support the implementation of Triple P.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

#### What are a few things that are going well with AIC and that your agency is proud of?

What is going well?	What do you think contributes to this?	Does anything need to happen to help make this good thing sustainable?

What are one or two steps you can take to improve your AIC or sustain the good work you have listed above?

## IDA-TP Score Interpretation Worksheet and Instructions

This tool will teach you how to use the data from the Implementation Drivers Assessment (IDA-TP) to improve capacity to implement Triple P within your agency.



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### Step 1: Understand your scores

*Interpreting the overall score: Review the Agency Implementation Drivers Summary and Agency Sustainability Planning Summary scores.*

Look at the IDA Index Scores, At-A-Glance Summary Chart. The bar graph depicts a high-level view of the indices related to implementation infrastructure and best practices.

**Areas of Strength:** Which three index scores were the highest for this agency?

	Index Name	Score (%)	Is score below 70%?	Is score between 70 – 80%?	Is score above 80%?
1					
2					
3					

Indices that are over 80% are considered strong.

Indices that are 70-80% in place are considered good.

The highest scores may be areas of strength for this organization, even if they are not at 70% yet. Let's come back to that in the Action Planning Step.

**Areas for Growth:** Which three indices were the lowest for the agency?

	Index Name	Score (%)
1		
2		
3		

## IDA Score Interpretation Worksheet and Instructions

### Step 2: Crosswalk your index scores to your agency goals

We shouldn't assume that our three lowest scores are going to be the areas of focus for action planning. In addition to looking at the numeric values of each score, it is important to think about how they relate to the goals of the agency or coalition. If a score on a given index is low, but that index does not relate to one of your strategic goals, it may not be worth focusing on that area. In Step 2, we will try to crosswalk or link each index to your agency's goals.

*Note: If this agency or coalition has not identified capacity or implementation goals or strategies yet, then please use your region's Triple P implementation plan to align your goals. If you don't have a regional implementation plan or agency level goals, skip down to the "Action Planning" section.*

Here is an example:

*The priority goals for Agency A are to ensure that their workforce is competent and confident. Their strategy for achieving this goal is to increase provider's access to training and coaching. The related indices would be Training (T) and Coaching (C). Agency A scored 70% on training and 55% on coaching.*

*The completed crosswalk for Agency A is presented in the table below as an example.*

	Goal	Strategy or Strategies	Related Index or Indices
1	Ensure that providers are confident and competent	Increase access to training	Training
		Increase access to coaching	Coaching

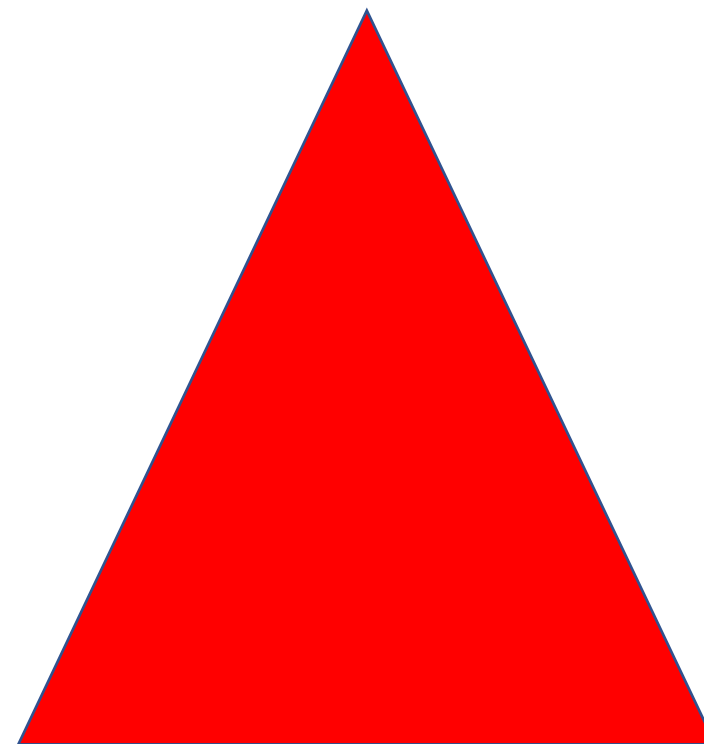
**Agency Interpretation Worksheet:** Now enter your agency's goals, strategies, related indices, and scores into the table below to identify areas that are "on target" and those that need attention.

	Goal	Strategy	Related Index or Indices	Index Score
1				
2				
3				
4				
5				

Which index scores were above 70%? These indices are good!

Which index scores fell below 70%? These are the areas that need attention and areas you might consider the focus of action planning.

# Process Check





# Tools for Action Planning



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