



Improving the Design and Implementation of Comprehensive Systems of Personnel Development in Early Childhood Intervention

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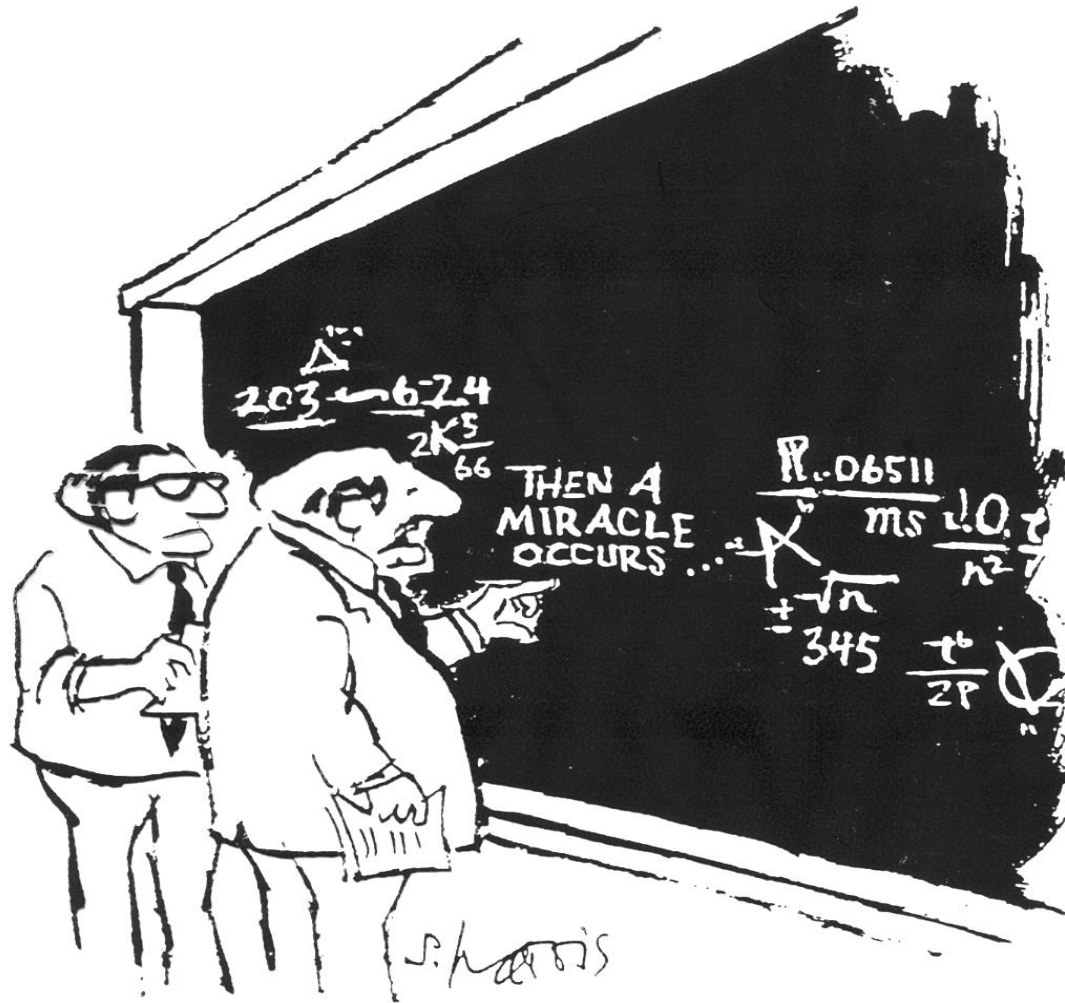
Scaling up

Scaling up has been defined as the process by which interventions are implemented on a small scale, validated and then implemented more broadly in real world conditions (Odom, 2009)



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"I think you should be more explicit here in step two."



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Level of Development	Criteria and Standards for Development	Dissemination Purposes
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="writing-mode: vertical-rl; transform: rotate(180deg); border: 1px solid black; padding: 5px;">MODELS</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg); border: 1px solid black; padding: 5px;">DEMONSTRATIONS</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg); border: 1px solid black; padding: 5px;">PRACTICES</div> </div>	<ol style="list-style-type: none"> 1. Functional relationship between intervention and a behavior 2. Operational definition and reliable measurement of the behavior 3. Definition and reliable use of the intervention 	<p>a. Information for adaption of intervention to fit user's purpose</p>
	<ol style="list-style-type: none"> 4. Consistency of effect across service consumers 5. Social significance of behavior change 6. Socially acceptable intervention methods 	<p>b. Generation of support for a service objective of method</p>
	<ol style="list-style-type: none"> 7. Socially valid relationship between intervention and behavioral result 8. Consistency of effects across users 9. Advantage over alternative service delivery 10. Fidelity of implementation 	<p>c. Dissemination for replication or adoption</p>

(Paine, Bellamy, & Wilcox, 1984)

Figure 2. Relationship between program development criteria and standards, dissemination purposes, and levels of development of innovative practices



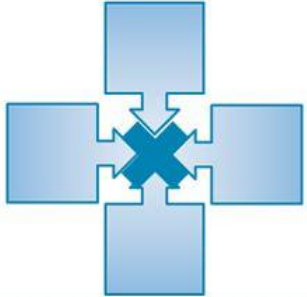
Relationship between program development criteria and standards, dissemination purposes, and levels of development of innovative practices

Level of Development	Criteria and Standards for Development	Dissemination Purposes
<p style="text-align: center;">MODELS</p> <p style="text-align: center;">DEMONSTRATIONS</p> <p style="text-align: center;">TECHNIQUES</p>	<ol style="list-style-type: none"> 1. Functional relationship between intervention and a behavior 2. Operational definition and reliable measurement of the behavior 3. Definition and reliable use of the intervention 	<p>a. Information for adaption of intervention to fit user's purpose</p>
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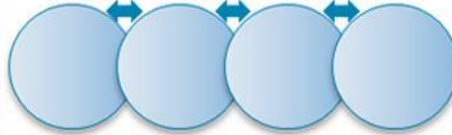
Implementation Science

Active Implementation Frameworks

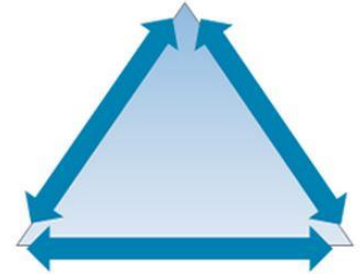
Usable
Interventions



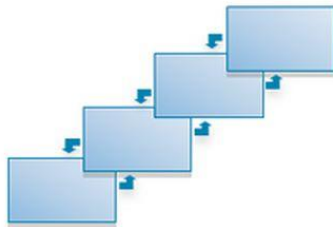
Stages



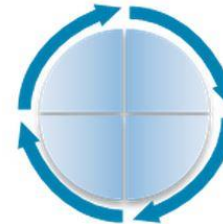
Drivers



Teams



Improvement
Cycles



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Systematic Review

1,945 studies defined as including actions and strategies used to implement innovations in new setting

25 Frameworks

Durlak & Wandersman (2012)

Phase 1:

- (1) engage key opinion leaders and decision-makers in the implementation process with a shared perception that the innovation is necessary and beneficial;
- (2) align the innovation with the host setting's broader mission and values;
- (3) reduce barriers, identify incentives and disincentives for innovation use; and
- (4) identify champions for the innovation.

Phase 2:

- (1) development of a clear plan and timeline for implementation; and
- (2) the identification of who will perform each task

Phase 3:

- (1) the provision of ongoing technical assistance to front-line providers;
- (2) monitoring ongoing implementation; and
- (3) the creation of feedback mechanisms to inform all involved parties of the status of implementation process

Phase 4:

- (1) an analysis of the implementation to reflect on the successes and needs of the host site for continued practice implementation.

Meyers, Durlak and Wandersman, (2012)

Phase 1

- (1) engage key opinion leaders and decision-makers in the implementation process with a shared perception that the innovation is necessary and beneficial;
- (2) align the innovation with the host setting's broader mission and values;
- (3) reduce barriers, identify incentives and disincentives for innovation use; and
- (4) identify champions for the innovation.

Phase 2

- (1) creation of an organized structure to oversee the implementation, including a clear plan and timeline for implementation;
- (2) the identification of who will perform each task



Phase 3

- (1) the provision of ongoing technical assistance to front-line providers;
- (2) monitoring ongoing implementation;
- (3) the creation of feedback mechanisms to inform all involved parties of the status of implementation process.



Phase 4

(1) an analysis of the implementation to reflect on the successes and needs of the host site for continued practice implementation.



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Implementation Science

- 1) clear description of the program;
- 2) clear description of the essential functions;
- 3) operational definitions of the essential functions;
- 4) a practical assessment of the performance of practitioners who are using the program.

Fixsen, et.al., 2013

- 5) evidence that the program is effective when used as intended.

Halle, et.al., 2015

Four Stages:

- exploration
- installation
- initial implementation
- full implementation of the full program or system

Core Elements:

- implementation teams
- data-based decision making for progress monitoring and improvement
- sustainable infrastructure for capacity building

Metz, Naoom, Halle, & Bartley, (2015)

PHASE ONE Exploration

Develop core planning team and project liaison

Complete the readiness tool for ECPC; the TA tracking tool and the self-assessment of the CSPD framework

Decide if ECPC intensive TA is a match for state needs, complete the memorandum of agreement

Identify stakeholders for strategic planning team

PHASE One: months 1-4

PHASE TWO Installation

Identify a date and location for strategic planning

Invite stakeholders to be part of strategic CSPD team

Facilitate a 1-2-day meeting to develop the state CSPD vision, mission, and work plans for work groups for each subcomponent of the CSPD

Establish meeting and reporting schedule for work groups and large strategic planning group

PHASE Two: months 5-6

PHASE THREE Implementation

Implement work plans for each CSPD subcomponent workgroup

Develop monthly reports on each CSPD workgroup's progress, to distribute across all groups

Meet monthly as a core planning team to review work group progress and give feedback and assistance

Meet with the CSPD strategic planning group quarterly to review progress and adjust work plans

PHASE Three: months 7-17

PHASE FOUR Standardization

Prepare integrated CSPD report of process and implementation plan

Implement all subcomponent activities

Evaluate all CSPD activities and modify as needed

Revise CSPD and plan for sustainability

PHASE Four: month 18 and ongoing



Vertical scaling-up:

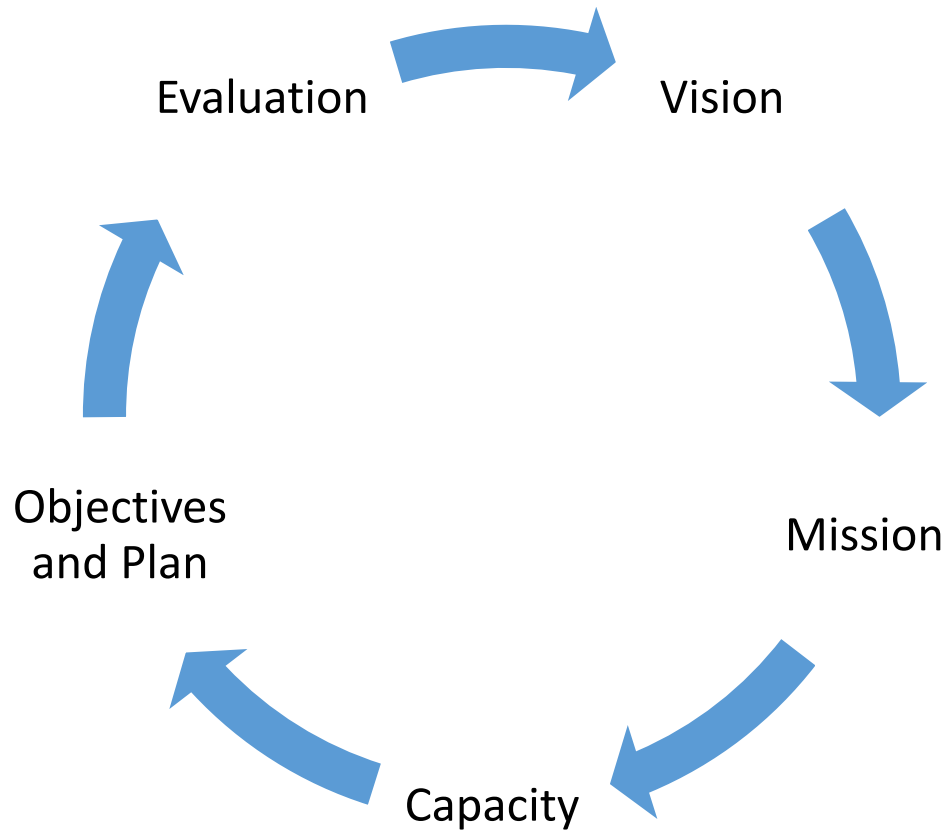
changes that have effected at all levels of a system (e.g., state level, program level, and person level) contributing to the adoption and sustained use of targeted practices (depth).

Horizontal scaling-up:

the spread in the use of targeted practices by end users that has typically accomplished by replications of replications, which have the effect of recreating the adoption and sustained use of targeted practices (breadth).

Simmons & Shiffman, (2006)

Strategic Planning



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Next Steps:

1. Break Out in Small Groups
2. Use The Self Assessment (where are you at?)
3. What is the Plan (where are you going?)
4. How Will You Get There (what is the plan?)
5. How Will You Get There (just do it!)

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*Change is not magic or
inspiration.*

*It's completing many
undramatic, small steps
successfully.*



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Danzel & Schoonover, 1988