

Implementation & Evidence-based Practices

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www.pbis.org www.scalingup.org www.swis.org



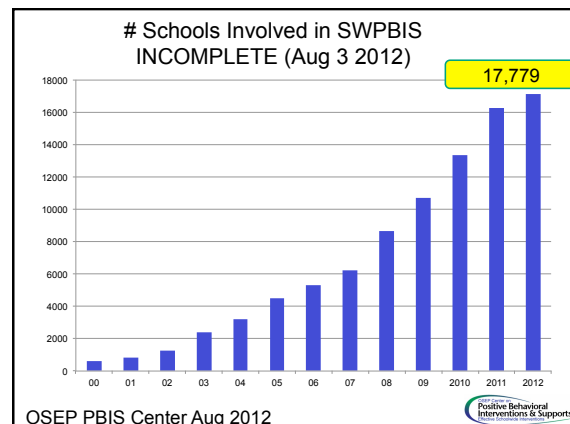
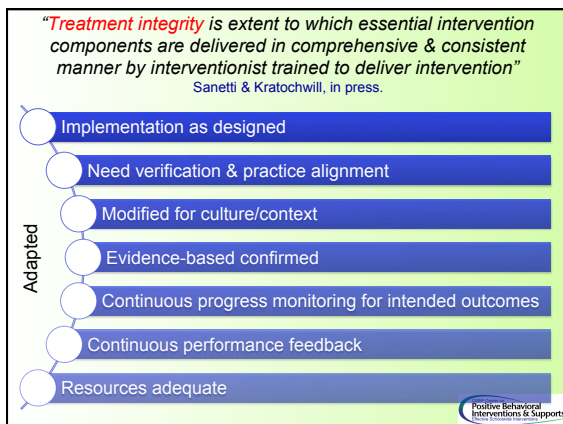
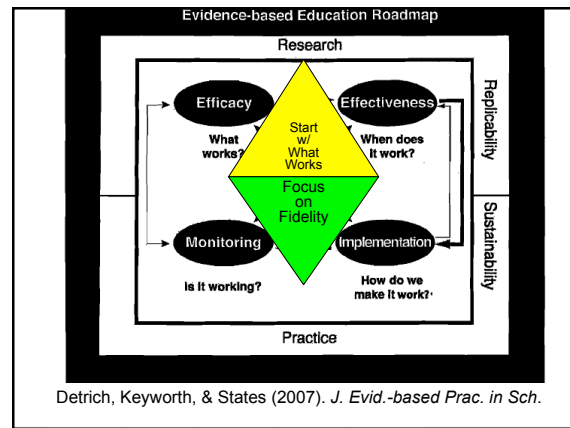
Problem Statement

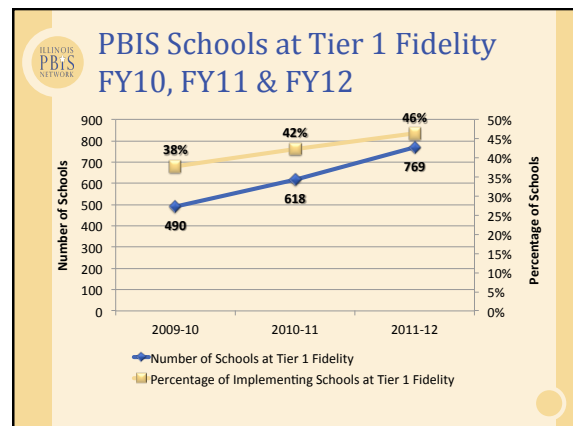
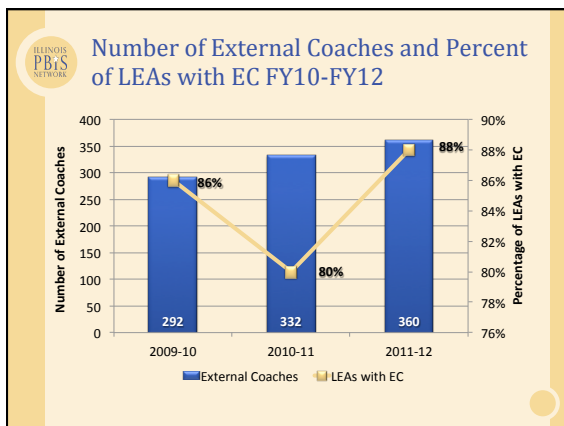
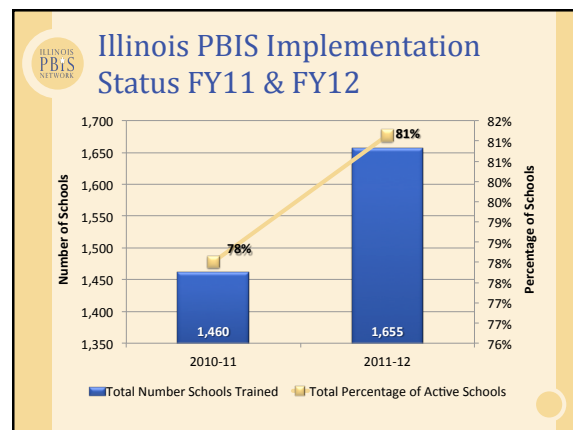
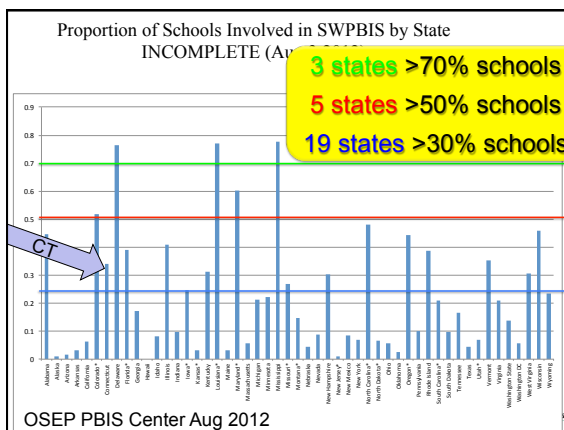
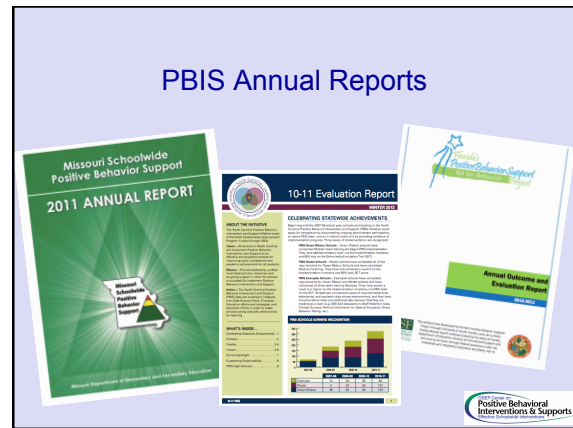
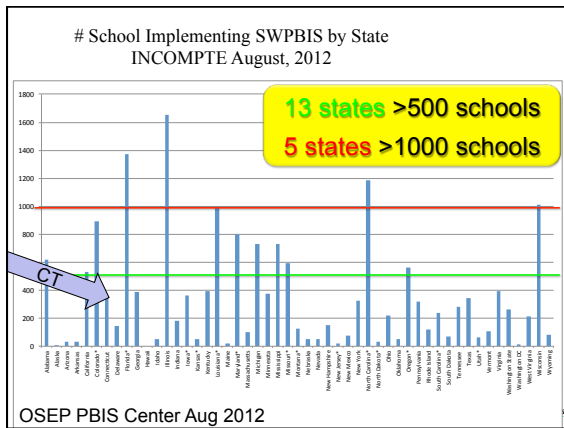
*"We give schools strategies & systems for improving practice & outcomes, but implementation is not **accurate, consistent, or durable**, & desired outcomes aren't realized. School personnel & teams need more than **exposure, practice, & enthusiasm**."*

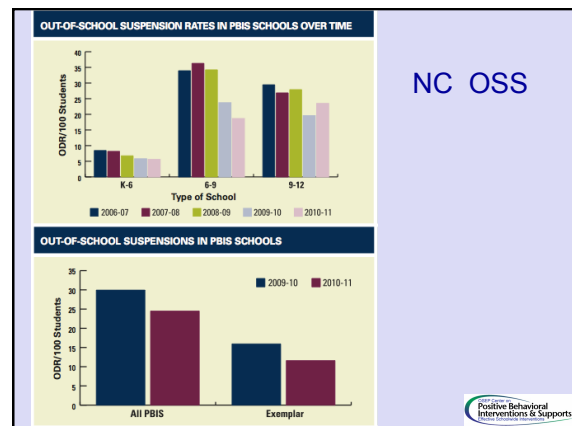
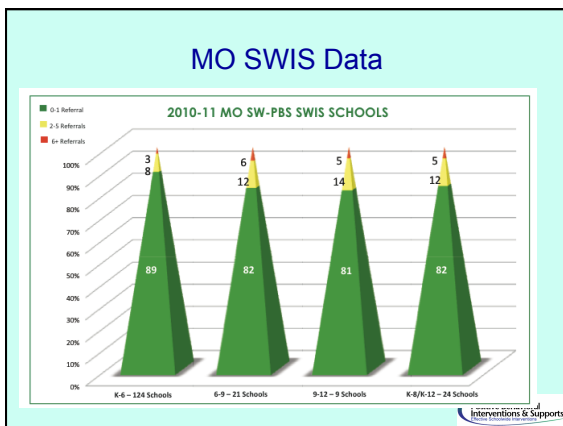
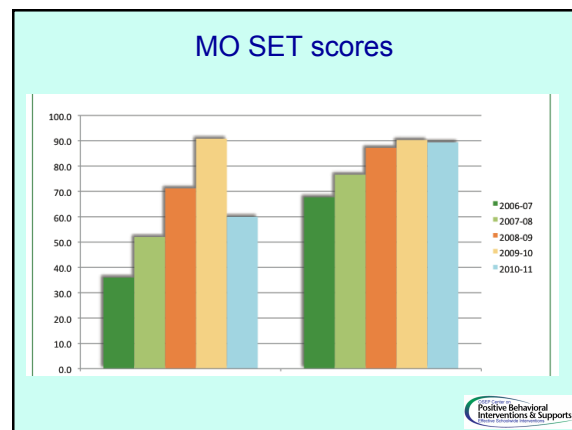
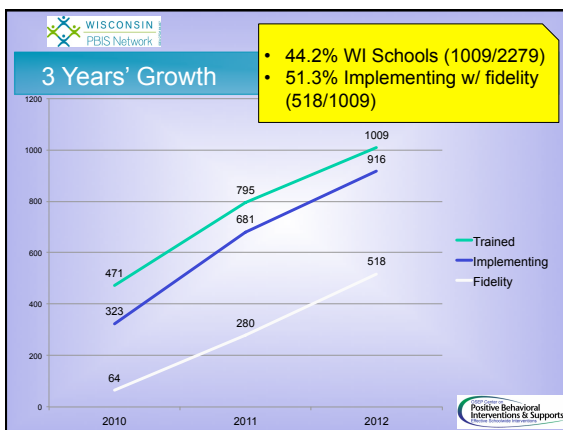
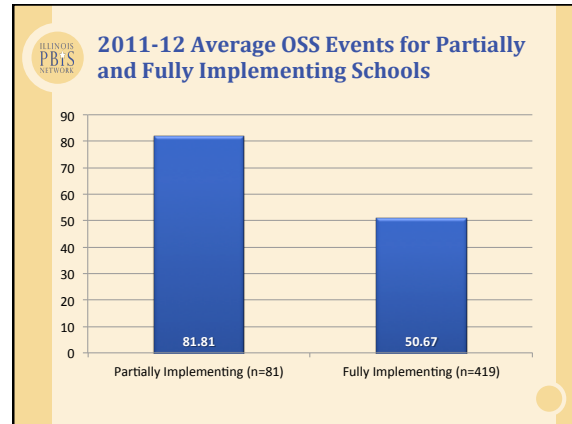
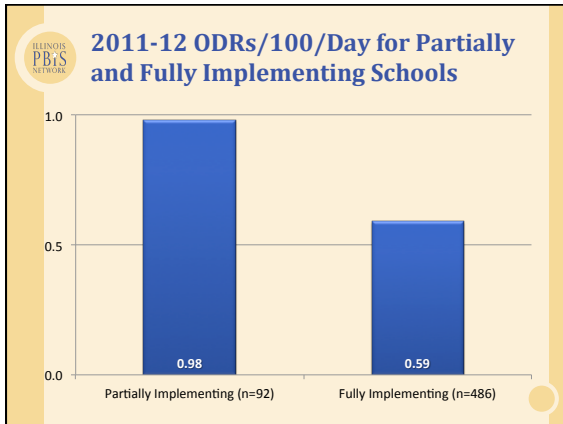


"Making a turn"		IMPLEMENTATION	
		Effective	Not Effective
PRACTICE	Effective	Maximum Student Benefits	MAKE LEFT →
	Not Effective	→ MAKE LEFT	MAKE LEFT →

Fixsen & Blase, 2009








Stages of Implementation

- Exploration
- Installation
- Initial Implementation
- Full Implementation
- Innovation
- Sustainability

2 – 4 Years


Fixsen, Naoom, Blase, Friedman, & Wallace, 2005



Where are you in implementation process?

Adapted from Fixsen & Blase, 2005

EXPLORATION & ADOPTION	• We think we know what we need, so we ordered 3 month free trial (evidence-based)
INSTALLATION	• Let's make sure we're ready to implement (capacity infrastructure)
INITIAL IMPLEMENTATION	• Let's give it a try & evaluate (demonstration)
FULL IMPLEMENTATION	• That worked, let's do it for real (investment)
SUSTAINABILITY & CONTINUOUS REGENERATION	• Let's make it our way of doing business (institutionalized use)




Stages of Implementation

Steve Goodman

Focus	Stage	Description
Should we do it	Exploration/Adoption	Decision regarding commitment to adopting the program/practices and supporting successful implementation.
Getting it right	Installation	Set up infrastructure so that successful implementation can take place and be supported. Establish team and data systems, conduct audit, develop plan.
Making it better	Initial Implementation	Try out the practices, work out details, learn and improve before expanding to other contexts.
	Elaboration	Expand the program/practices to other locations, individuals, times- adjust from learning in initial implementation.
	Continuous Improvement/Regeneration	Make it easier, more efficient. Embed within current practices.

Implementation Phase Considerations

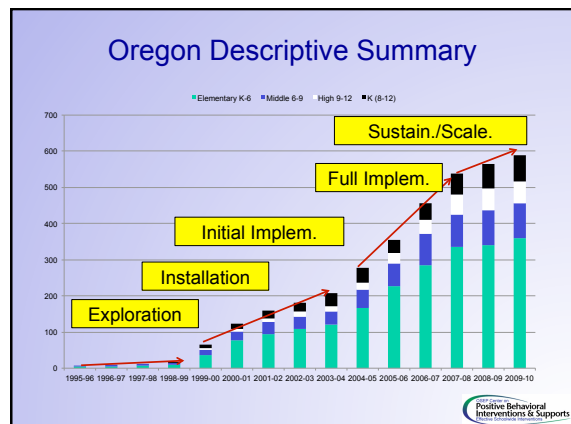
- Phases are about establishing expert local capacity
- Phases are general guideposts or markers
- Phases are based on implementation fidelity & outcome progress
- Phases are continuously overlapping, recycling, & regenerative

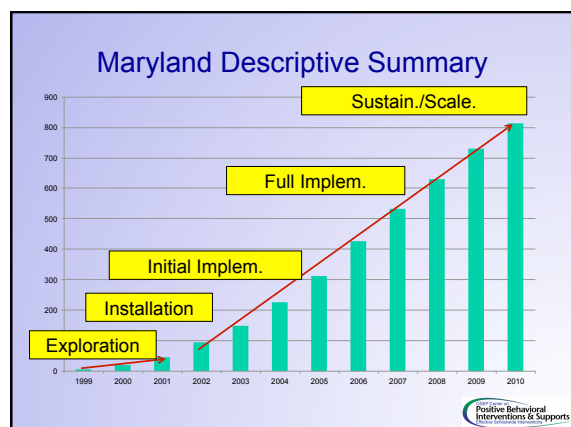
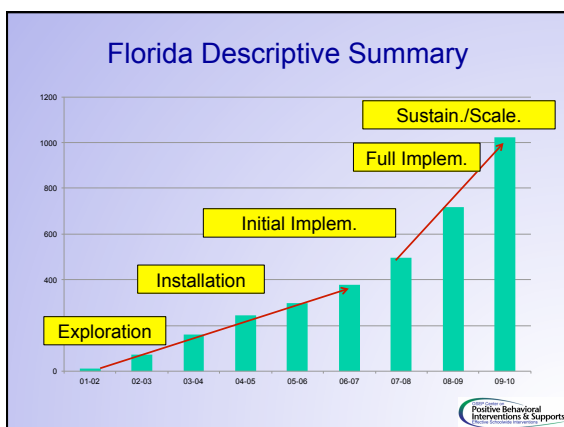
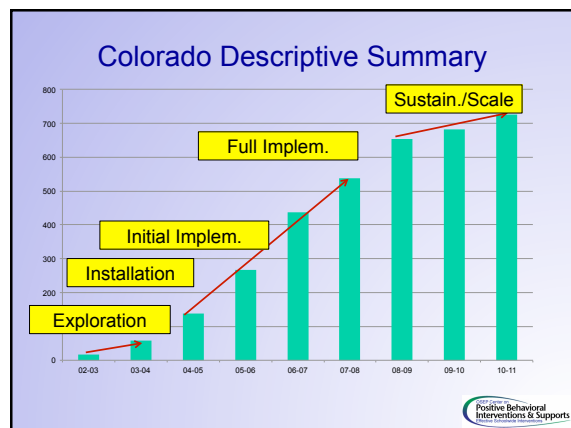
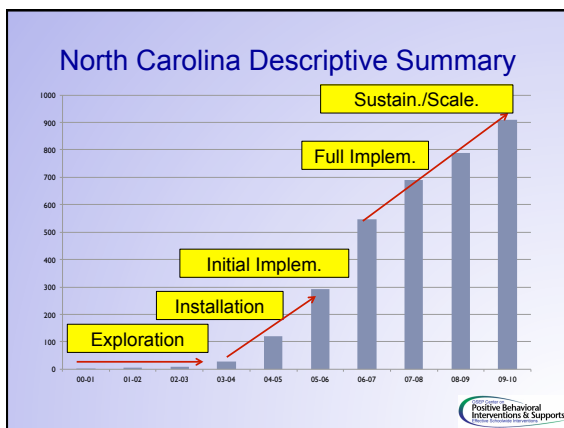
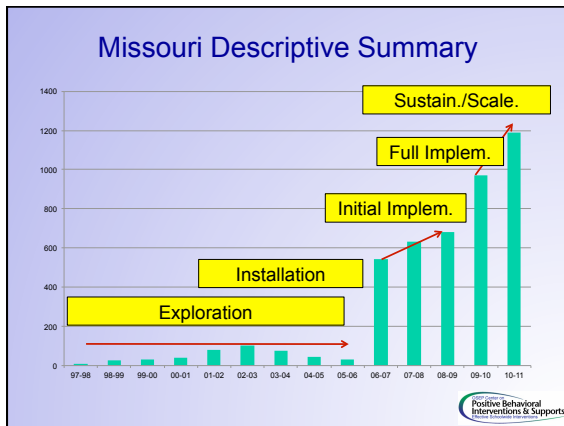


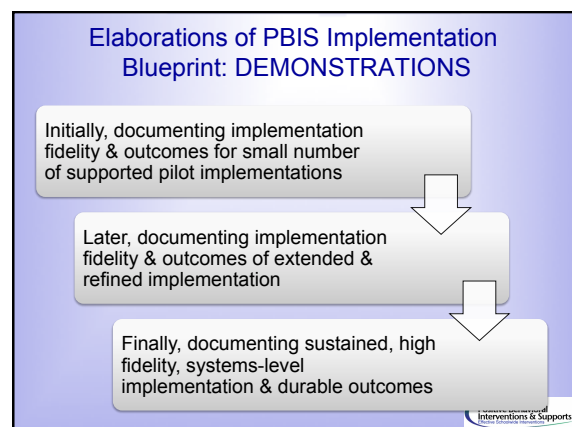
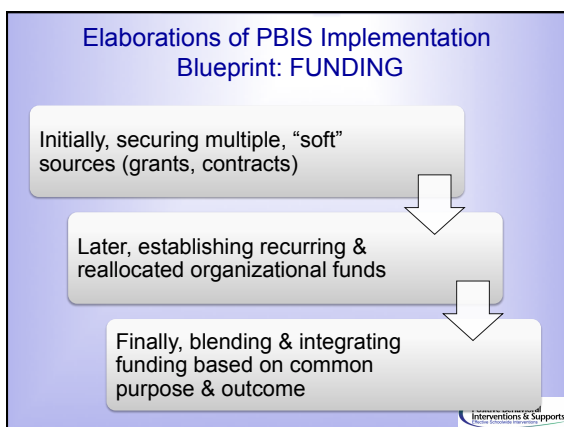
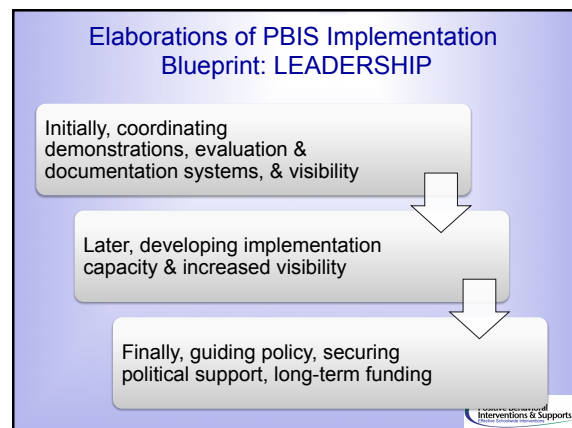
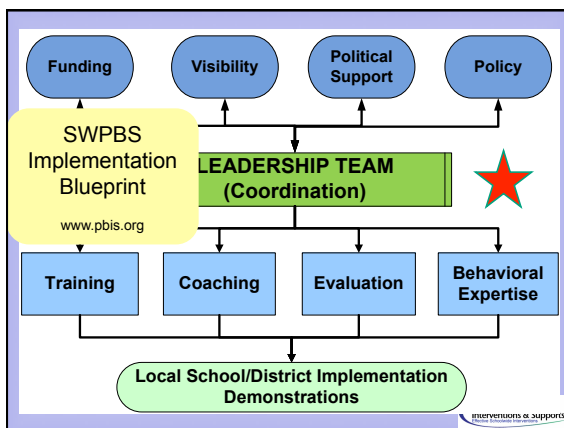
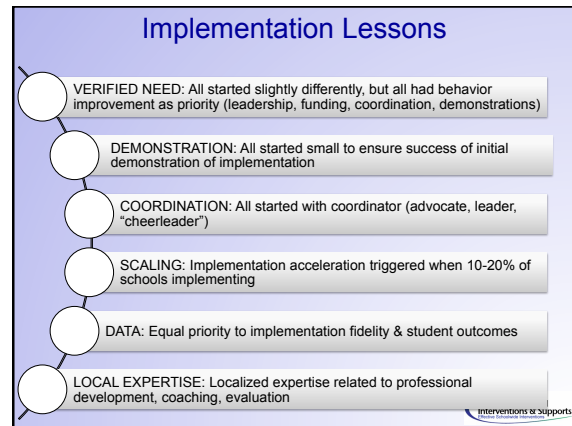
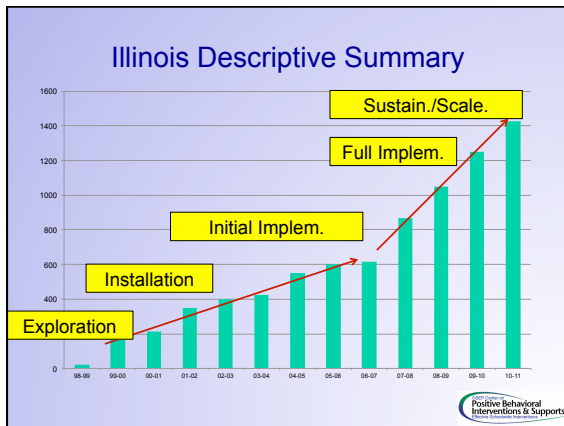
Sustainability =

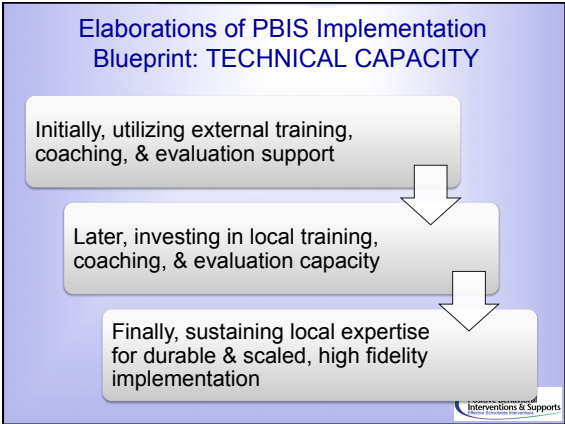
Organizational capacity for & documentation of

- Durable results with
- Accurate implementation (>90%) of
- Evidence-based practice across desired
- Context over
- Time w/
- Local resources &
- Systems for continuous regeneration & scaling







Scaling up School-wide PBIS:
The Experiences of Seven States w/ Documented Success
Don Kincaid, Rob Homer, George Sugai, Tim Lewis, Lucille Eber, Susan Barrett, Celeste Rossetto Dickey, Mary Richter, Erin Sullivan, Cyndi Boszco, Bob Algozzine, Heather Reynolds, Nancy Johnson

	Exploration	Installation	Initial Imp	Full Imp	Innovation	Sustainability
Leadership Team						
Funding						
Visibility						
Political Support						
Policy						
Training						
Coaching						
Expertise						
Evaluation						
Demos						

Positive Behavioral Interventions & Supports

