




Texas Assistive Technology Leadership Module Part 3: Participant Note Taking Guide



**Leadership:
Making Quality Assistive
Technology Services
Sustainable**

Framing the Leadership Module

- Building Systemic Capacity in AT
 - ▶ Leading the Change Process
 - ▶ Assessing AT Service Delivery
 - ▶ **Determining Implementation Stage**
 - ▶ Reaching Sustained Implementation



**Determining
Implementation Stage**

Objectives

Participants will:

- ▶ Learn about the stages of implementation
- ▶ Use the Stages of Implementation Analysis tool for reviewing current practice
- ▶ Plan stage related activities to improve practice with the goal of sustainable implementation



Stages of Implementation

- ▶ Five Stages of Implementation
 - Exploration
 - Installation
 - Initial Implementation
 - Full Implementation
 - Sustainability

Fixsen, D. L., Naoom, S. F., Blase, K. A., Friedman, R. M., & Wallace, F. (2005). Implementation research: A synthesis of the literature.



Exploration

- Assessing the needs for intervention
- Identifying possible programs and practices to meet those needs
- Considering the fit and feasibility of implementing and sustaining the identified programs



Action Steps for Exploration

- ▶ Get key stakeholders involved
- ▶ Form an implementation team
- ▶ Identify solutions
 - Assess needs
 - Identify possible solutions (programs and practices) to address needs
 - Determine if there is a fit between the need and solution.



Installation

- ▶ Developing communication pathways
- ▶ Ensuring financial and human resources are in place
- ▶ Finding physical space
- ▶ Purchasing equipment and technology
- ▶ Developing practitioner competency



Action Steps for Installation

- ▶ Training, coaching and data systems are put in place
- ▶ Training and supports are put into place for those who need to be involved in implementation

Well-prepared educators will feel more confident and more able to implement programs and practices with fidelity.



Activity

- ▶ Read Case Study 3.
- ▶ Don't worry about the questions yet!



Initial Implementation

Begins when the new program or system is put into place.

- ▶ Support the team with intensive coaching as they learn new ways to do their work
- ▶ Address barriers as they emerge
- ▶ Develop systemic solutions rather than allowing problems to re-emerge



Action Steps for Initial Implementation

- ▶ Ensure support from the practice level (coaches)
- ▶ Ensure support from the organizational level
- ▶ Ensure support from the implementation team





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Full Implementation

- ▶ 50% or more of practitioners skillfully employ new skills
- ▶ Infrastructure is in place to support teachers
- ▶ New learning integrated at all levels
- ▶ Timeframes will vary across systems in moving from initial to full implementation



Action Steps for Full Implementation

- ▶ Verify that changes in practice are happening (fidelity checks)
- ▶ Keep gathering data to ensure change is monitored
- ▶ Analyze data to confirm if anticipated results are achieved
- ▶ Ensure that new team members have high level skills



Sustainability

Plan for sustainability at every stage to include:

- ▶ Financial sustainability
- ▶ Programmatic sustainability
 - Continue training, coaching and fidelity measurement processes for continuous improvement
 - Ensure that policies and procedures support and facilitate full implementation



Action Steps for Sustainability

- ▶ Celebrate success
- ▶ Replicate what worked
- ▶ Don't rest on your laurels!
- ▶ Continue to move forward with new initiatives to continue growth



Implementation Stage Analysis

The team should regularly assess -

- ▶ What stage are we in?
- ▶ Are we moving smoothly to a new stage or are we stuck?
- ▶ Did we miss any steps in the last stage?
- ▶ Are we planning for the next stage?

Stage of Implementation Analysis Tool

<http://implementation.fpg.unc.edu/resources/stages-implementation-analysis-where-are-we>



Keep in Mind that ...

- ▶ Phases overlap
- ▶ Activities that may fall into more than one phase
- ▶ Each phase is critical
- ▶ The work must be supported at multiple levels of the organization



Activity

- ▶ Review Case Study 3
- ▶ Discuss the questions with a table partner or your team.



It's Your Turn

- ▶ Review the improvement plan developed with your team in Section 2.
- ▶ Use the Stages of Implementation Analysis tool to review the actions in the Exploration and Installation stages.
- ▶ What supports and strategies do you have in place?
- ▶ What supports and strategies need to be put in place?



What's Next

Building Systemic Capacity in AT

- ▶ Leading the Change Process
- ▶ Assessing AT Service Delivery
- ▶ Determining Implementation Stage
- ▶ Reaching Sustained Implementation