

Implementing EBPs:

Four Models from the Innovation Diffusion and Adoption Research Project (IDARP)

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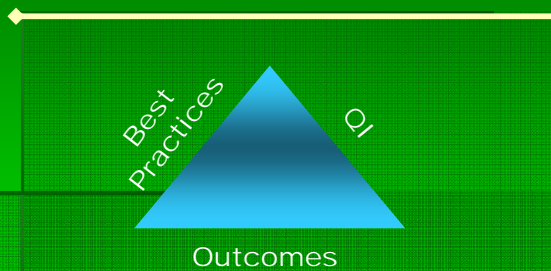
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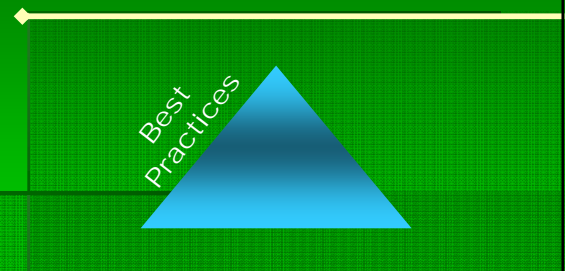
The Context: ODMH Alignment of Strategy, Technology & Structure with Vision

- **Vision:** Recovery Oriented System
- **Strategy:** Quality Triangle
- **Technology:** EBP (& BP)
- **Structure:** e.g., Coordinating Center of Excellence (CCOE)

Strategy: The Quality Triangle



Technology: Best Practices



Structure: Coordinating Centers of Excellence (CCOE)

- University or local partnership
- One best practice per CCOE
- Statewide service area

Role of CCOEs

- Elucidate **performance gaps**
- Propose EBPs as solutions
- Facilitate Implementation
 - **Build Know - how**
 - **Strengthen motivation**
 - **Remove obstacles**

Research Question*

What factors and processes influence the adoption, implementation and impacts of evidence-based practices?

* Numerous literatures drive assumptions and methods

Four EBPs studied

- Selection criteria:
 - Expected variability on explanatory variables
 - Maximization of generalizability
- 2 Team delivery models
 - IDDT
 - MST
- 2 Individual delivery models
 - OMAP
 - Cluster – based planning

Design, Methods, Sample

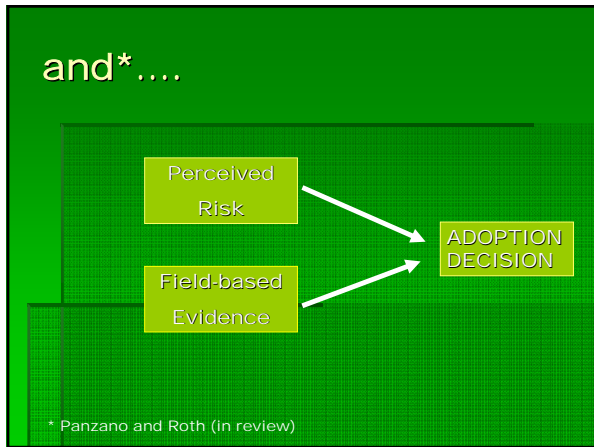
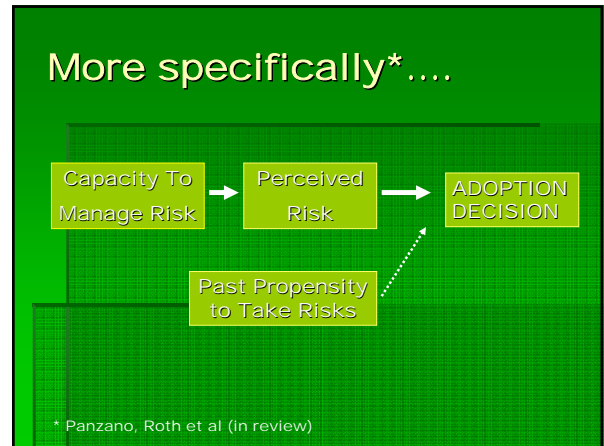
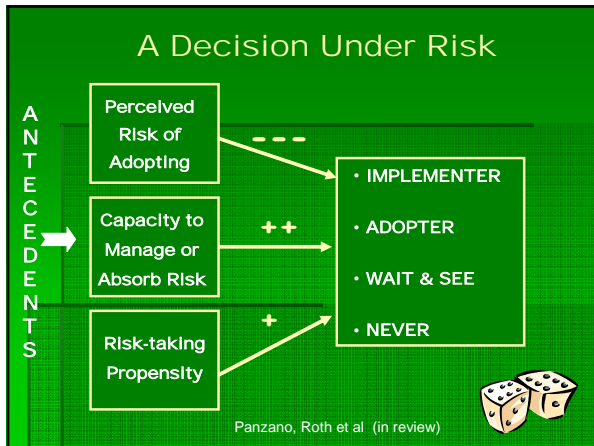
- **Design:**
 - Longitudinal
 - Multi-level model
- **Methods:**
 - Interview
 - Survey
 - Archival
- **Sample:**
 - 90 projects
 - Multiple key informants

Four IDARP Models

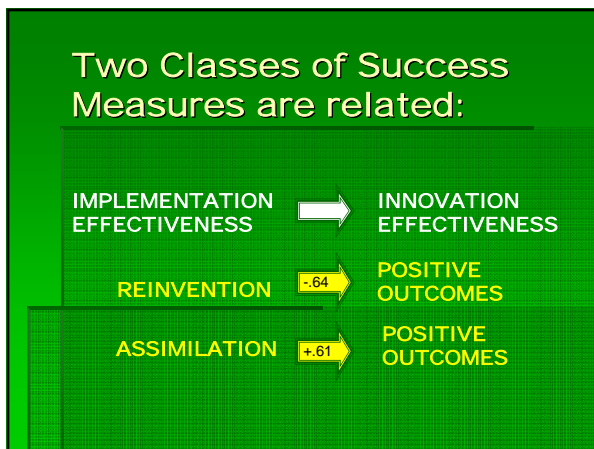
- 1: Adoption Decision
- 3: Implementation Success

To what extent do the data support our four models?

Model 1: Adoption Decision is a Decision Made under Risk



Models 2 - 4 : Implementation Success



Model 2: Multi-level factors influence implementation success

Success measure: Assimilation

DYAD:	Communication quality	+ .45
ORG:	Learning culture	+ .30
	Centralization	+ .43
PROJECT:	Dedicated resources	+ .52
	Ease of use	+ .40
INNOV:	Fit w/Tx philosophy	+ .45

Dependent Variable: Assimilation*

* Extent practice seen as part of permanent operations; indicator of Implementation Effectiveness

Success Measure: Positive Outcomes

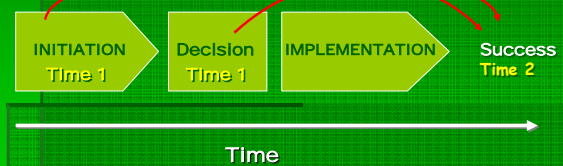
DYAD:	Identification	+ .48
ORG:	Risk management capacity	+ .37
PROJECT:	Performance monitoring	+ .63
	Access to TA	+ .69
	Reinvention	- .50
INNOV:	Scientific evidence	+ .53

Dependent Variable: Positive Outcomes*

* 25 item composite scale

Model 3: Cross Phase effects found on implementation success

Model 3: Factors from earlier stages impact success



Initiation-Phase Effects

Expected Benefits	+++
Relative Advantage	+++
Trust CCOE	+++
Results Demonstrability	+++

SUCCESS

* Assimilation scale; Global positive outcome scale

Decision-Phase Effects

Objective decision	+++
Information access	+++
Internal influence	+++
Commitment	+++

SUCCESS

* Assimilation scale; Global positive outcome scale

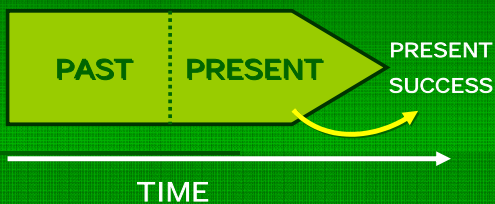
Model 4: Effects of Implementation Climate* on Success

* EBP - SPECIFIC

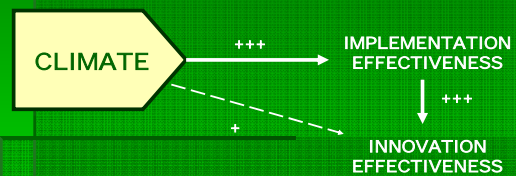
Components of Climate for Implementing the EBP

- Top management support
- Access to training
- Freedom to express doubts
- Goal clarity
- Rewards/recognition for implementing
- Removal of obstacles
- Performance monitoring
- Dedicated resources

Model 4 : Expected Effects of Climate on Success



CLIMATE AND SUCCESS*



* based on 2nd data; further analyses pending

4 Models: 4 Messages

- The EBP adoption decision is made in a context of risk assessment.
- Attention must be given to factors at multiple levels (i.e., meso paradigm) & to 2 types of success measures.

4 Models: 4 Messages

- Aspects of early phases of the process have enduring impacts on success.
- The "climate" for implementing a specific EBP is important and must be maintained.