




Implementing EBPs in State Systems

RTC 2007



Dean L. Fixsen, Ph.D.
National Implementation Research Network
Louis de la Parte Florida Mental Health
Institute

The Problem

**"... the mental health delivery system
is fragmented and in disarray ...
lead[ing] to unnecessary and costly
disability, homelessness, school
failure and incarceration."**



New Freedom Commission on Mental Health,
2003

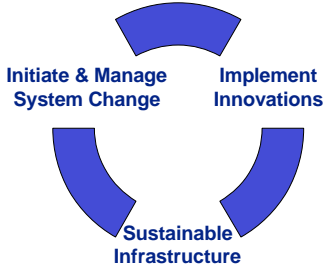


The Problem

**Human services are characterized by
highly variable, often ineffective, and
sometimes harmful services to
consumers**

Institute of Medicine, 2001;2006; U.S.
Department of Health and Human Services,
1999; 2001; New Freedom Commission, 2003
Reporting on health, mental health, substance
abuse, emergency services






Transformation

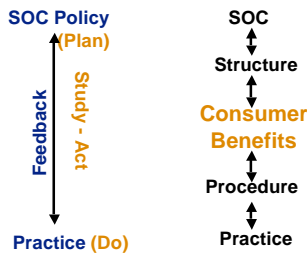




Initiate & manage change


- ✦ Cannot change a whole system at one time
- ✦ Manage the old while creating the new
- ✦ Retain the best (of the old) while changing the rest
- ✦ Reduce impact of mistakes (minimize damage, increase flexibility, repair rapidly)

Policy - Practice - Feedback



Form follows Function



Decision Support Data

- Need real time information that is regularly shared and analyzed to determine both successes and problems
- We may not like our results but at least we know what they are and can make changes until they improve
- Leadership is key – committees that examine issues at the front line and proactively respond to trends / issues
- Decision-guidance system – approximations to the goals




Copyright © Dean L. Finsen and Karen A. Blase, 2007

Transformation

“Systems trump programs.”

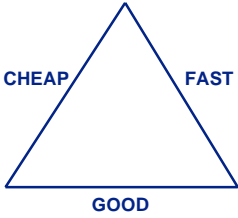
Patrick McCarthy
Annie E. Casey Foundation

Using EBPs requires work at the systems levels




Copyright © Dean L. Finsen and Karen A. Blase, 2007

Wexelblatt’s Scheduling Algorithm



When developing a program you may pick any two.



Copyright © Dean L. Finsen and Karen A. Blase, 2007


Stages of Implementation

Implementation occurs in stages (SOC+):

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

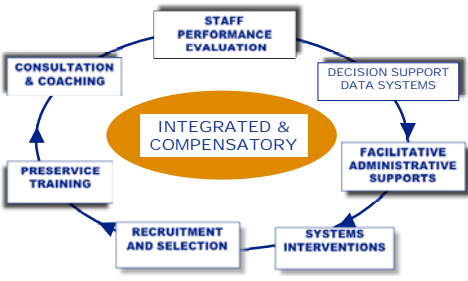

2 – 4 Years

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



Copyright © Dean L. Finsen and Karen A. Blase, 2007

Implementation Drivers


Copyright © Dean L. Finsen and Karen A. Blase, 2007

Implementation


- The act of accomplishing some aim or executing some order
- To put into practical effect; carry out
- Pursue to a conclusion

– Dictionary.com

A lot of hard work!




Copyright © Dean L. Finsen and Karen A. Blase, 2007



System Change

- ▶ Change the behavior of adult human service professionals
- ▶ Change organizational structures, cultures, and climates
- ▶ Change the thinking of system directors and policy makers

Successful and sustainable implementation of EBPs *always* requires organizational and systems change



Copyright © Karen L. Fixsen and Karen A. Blase, 2007



For More Information

Karen A. Blase	Dean L. Fixsen
▶ 813-974-4463	▶ 813-974-4446
▶ kblase@fmhi.usf.edu	▶ dfixsen@fmhi.usf.edu

National Implementation Research Network
At the Louis de la Parte Florida Mental Health Institute
University of South Florida

Download the implementation monograph at:
<http://nim.fmhi.usf.edu/resources/publications/Monograph/index.cfm>



Copyright © Karen L. Fixsen and Karen A. Blase, 2007