

We strongly believe in Individual Integrated Employment

Critical Question:

How can a policy or practice be implemented

- It goes to **SCALE** (60% of beneficiaries)
 - Is **SUSTAINABLE**



Implementation Science

Implementation Research: A Synthesis of the Literature



Fixsen, D. L., Naoom, S. F., Blase, K. A., Friedman, R. M. & Wallace, F. (2005). *Implementation Research: A Synthesis of the Literature*. Tampa, FL: University of South Florida, Louis de la Parte Florida Mental Health Institute, The National Implementation Research Network (FMHI Publication #231).

Download all or part of the monograph at:

<http://www.fpg.unc.edu/~nirn/resources/detail.cfm?resourceID=31>

Lessons from Implementation Science

Initiatives that do not have a concrete operational plan disappear in **14 months**

It takes **4 years** or longer for an initiative
To become fully operational

Implementation Drivers: Training alone is never enough



Joyce and Showers (2002) study of implementing new education practices in the classroom

TRAINING COMPONENTS	OUTCOMES (% of Participants)		
	Knowledge	Skill Demonstration	Use in the Classroom
Theory and Discussion	10%	5%	0%
..+Demonstration in Training	30%	20%	0%
..+ Practice & Feedback in Training	60%	60%	5%
..+ Coaching in Classroom	95%	95%	95%

Effective Practice

Clear definition of WHAT it is and WHO it is for

Identify Critical Functions

Operational Each Function

Measure Fidelity of Implementation

Measure Outcome

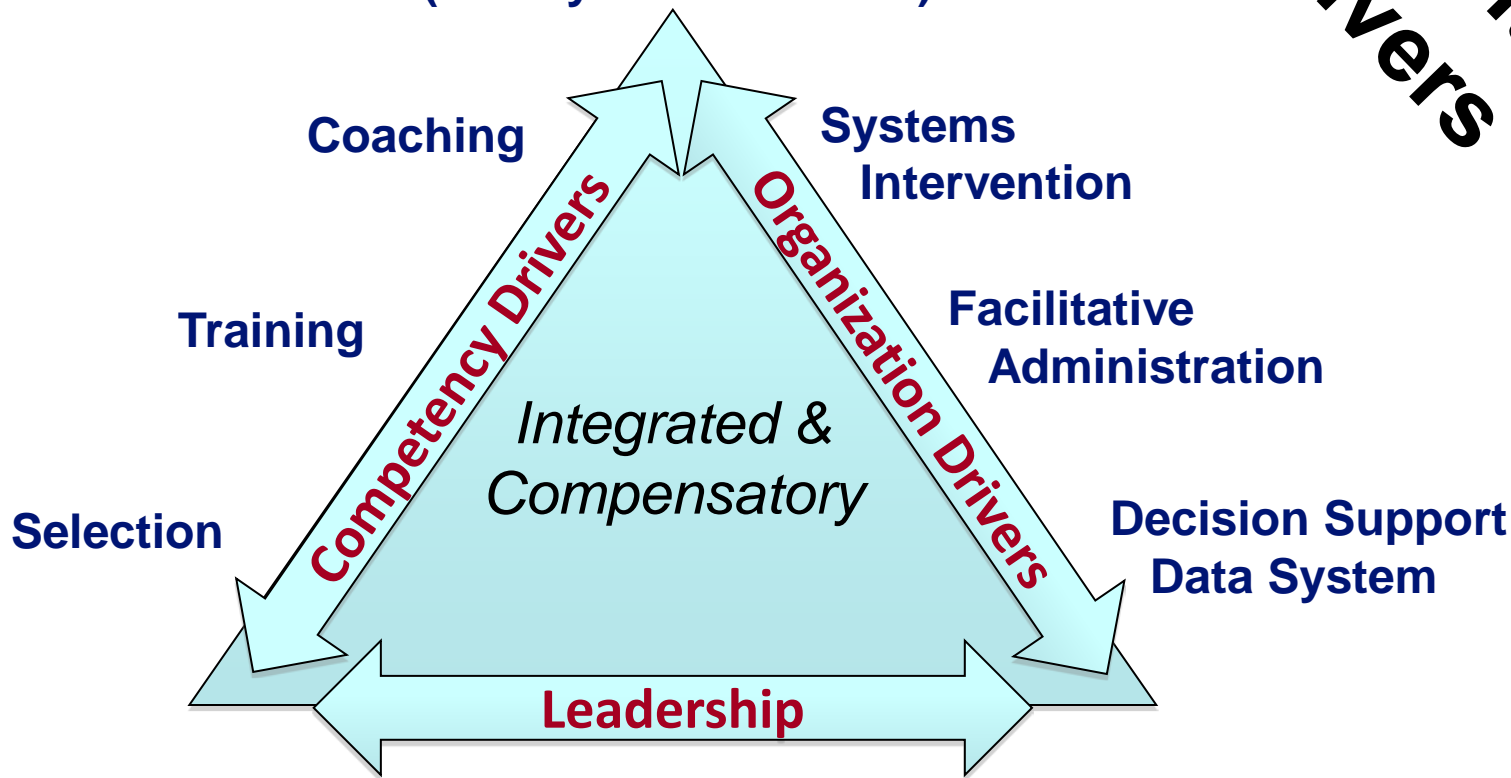


Improved Outcomes



Performance Assessment
(fidelity measurement)

Implementation
Drivers



Rhode Island Populations

Adolescents Transitioning from High School

Adults with less complex needs

Adults with more complex needs

Adults with long institutional histories

Adults who are elderly

