

Research on the Implementation Process

Implementation Process

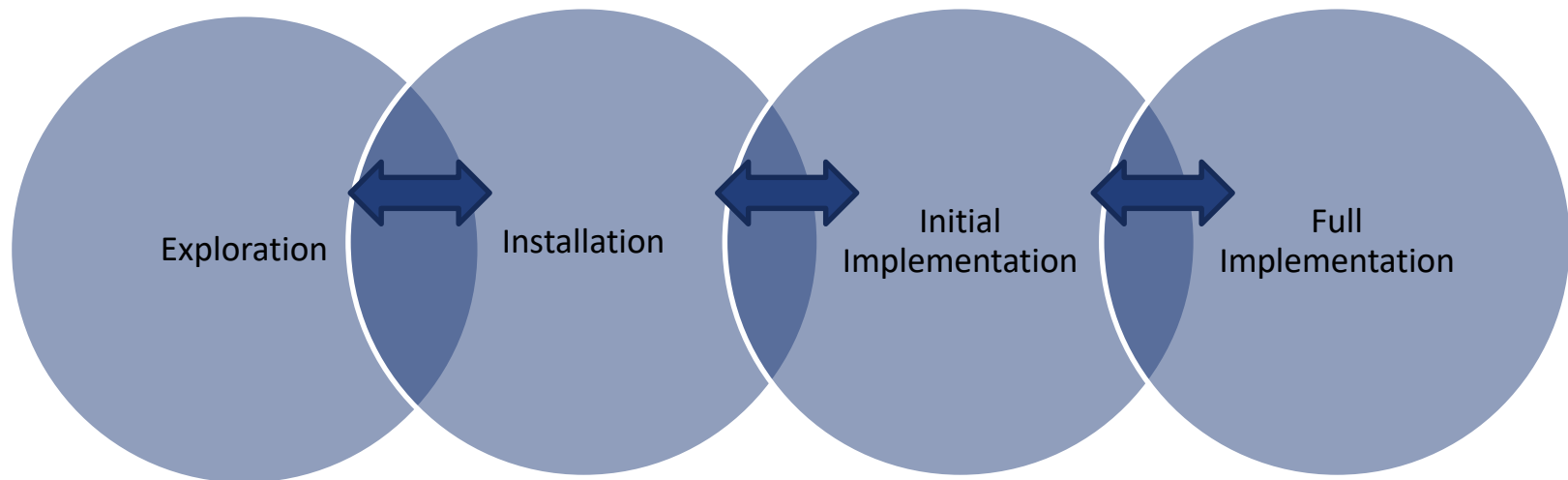
- Implementation begins immediately following policy approval and will continue for several years
 - *Agencies must be careful to not focus solely on policy deadlines*
- For implementation to be successful and sustained, it requires a long-term commitment to
 - Planning
 - Training
 - Using data
 - Collaborating

Implementation Process: Stages

- Implementation happens in stages
 - 1) Exploration Phase (months 1 to 6)
 - 2) Installation Phase (months 6 to 12)
 - 3) Initial Implementation Phase (months 12-24)
 - 4) Full Implementation Phase (months 24-48)
 - 5) *Innovation Phase* (*)
- Each stage has relevant tasks needing completion

Stages of Implementation

If one or more stages is incomplete, it can disrupt the fidelity of implementation and impact long-term sustainability



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Implementation Progress: Exploration

- Exploration Stage (first 6 months)
 - Assemble committees and workgroups
 - Identify key policy areas for attention
 - Select key policies for development and implementation

Implementation Progress: Installation

- Installation Stage (6-12 months)
 - Establish policy development plan
 - Include policy details, vetting process, data collection and QA plans, and approval plans/timeline
 - Finalize and approve policies
 - Establish agency training plan
 - Include SB 367 training, capacity-building training, policy-specific training, and annual training plans
 - Conduct trainings
 - Develop and finalize inter-rater agreement processes for risk assessments

Initial Implementation

- Initial Implementation (12+ Months)
 - Pilot draft assessments and begin inter-rater agreement process
 - Test and monitor data collection and QA processes
 - Review instruments using recidivism data and inter-rater agreement process
 - Go live with policies
 - Regularly and widely report progress with risk tools, programs, and other changes with staff and stakeholders

Sustaining Full Implementation

- Full Implementation (24+ Months)
 - Begin initial evaluation and program assessment process
 - This is where you see benefits from implementation fidelity (training, implementation, inter-rater agreement, and data collection processes)
 - Conduct full validation process for risk assessment (long-term)
 - Conduct program evaluation
 - Programmatic
 - Process
 - Outcome
 - Strength of implementation fidelity is key to this process

Sustaining Full Implementation

- Full Implementation (24+ Months)
 - Modify policies, instrument, and programs, as needed, following risk assessment validation and program evaluation processes
 - Continue with capacity-building and annual trainings according to training plans
 - Maintain communication with staff and stakeholders

Effective Dates

- Effective dates are not the dates in which full implementation is completed
- Ensuring that the stages are completed with fidelity is the most important part of this process

Stages of Implementation Review

- Stages
 - Exploration phase
 - Installation phase
 - Initial implementation phase
 - Full implementation phase
- Importance of establishing plans, adhering to plans, and ensuring fidelity throughout the process
 - Impacts long-term implementation success
- Importance of communication with internal and external stakeholders
 - Collaborate and share resources