

# Studying Evidence-Based Practice Implementation in Mental Health and Social Services

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# What I'll Cover

- Some issues to consider in implementation research
- Two Studies
  - Theory development study
  - Implementation study
- Getting funded

# What color is your paradigm?

## ■ Dissemination

- To scatter widely, as in sowing seed.
- To spread abroad; promulgate
- To become diffused; spread.

## ■ Implementation

- The act of accomplishing some aim or executing some order
- The act of implementing (providing a practical means for accomplishing something);
- Carrying into effect

# Defining the Implementation Question

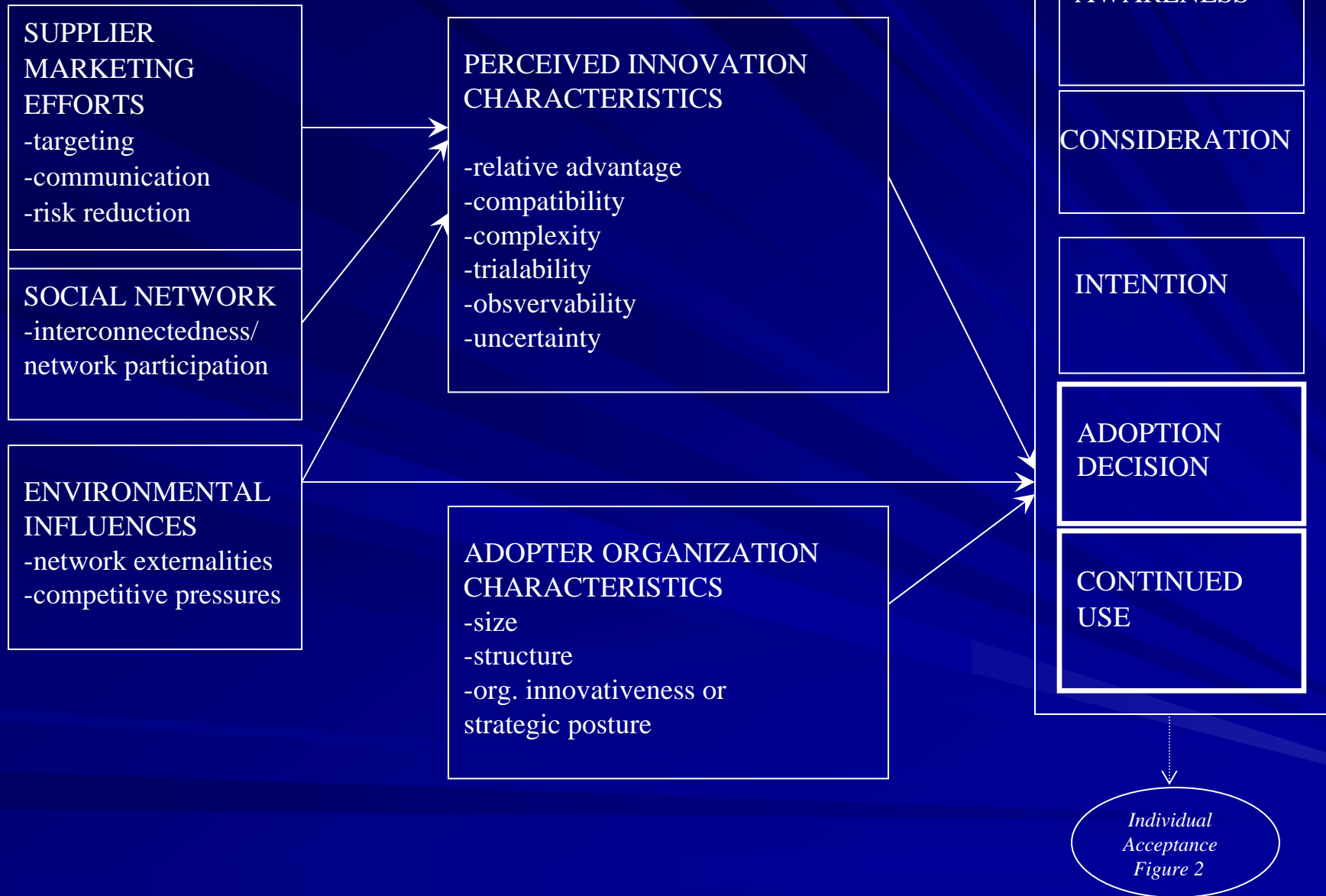
- Look outside of health and mental health literatures
- Consider how other models can inform the understanding of your implementation context
- Build a multidisciplinary team
  - “interdisciplinary cooperation” and “trans-disciplinary collaboration”
  - Consumers: clients, patients
  - Users: providers, physicians, therapists, case-managers
  - Research perspectives: business, anthropology, management, marketing, social marketing
  - Sectors: Health, mental health, social services, justice, schools
- Consider the context
  - System
  - Organizational
  - Cultural

# Characteristics within Levels

- Organizational characteristics
  - Structure
  - Leadership
  - Culture, climate
  - Management and Organizational Support
  
- Individual characteristics
  - Demographics
  - Individual differences
    - Personality
    - Adaptability
    - Attitudes toward EBP (Aarons, 2004, 2005)

# Levels in Implementation Models

- Organization adoption
  - How the organization makes the decision to adopt
    - e.g., Decision under risk (Panzano)
  
- Individual adoption
  - Impact of individual characteristics on implementation effectiveness and outcomes
  
- Interaction
  - Bi-directional influences of person and organization



Conceptual framework for organizational innovation adoption  
(Frambach & Schillewaert, 2002)

# R03 Concept Mapping of Readiness for EBP

- Mixed Qualitative/Quantitative study
  - Exploratory, bottom-up process, theory generation
  
- Multiple stakeholder
  - Policy, agency, program, clinician, admin, consumer
  
- Focus group/brainstorming
  
- Generate data
  - Item generation
  - Item sorting
  - Item rating
  
- Analyses
  - Multidimensional Scaling
  - Cluster analysis
  - Descriptive rating data

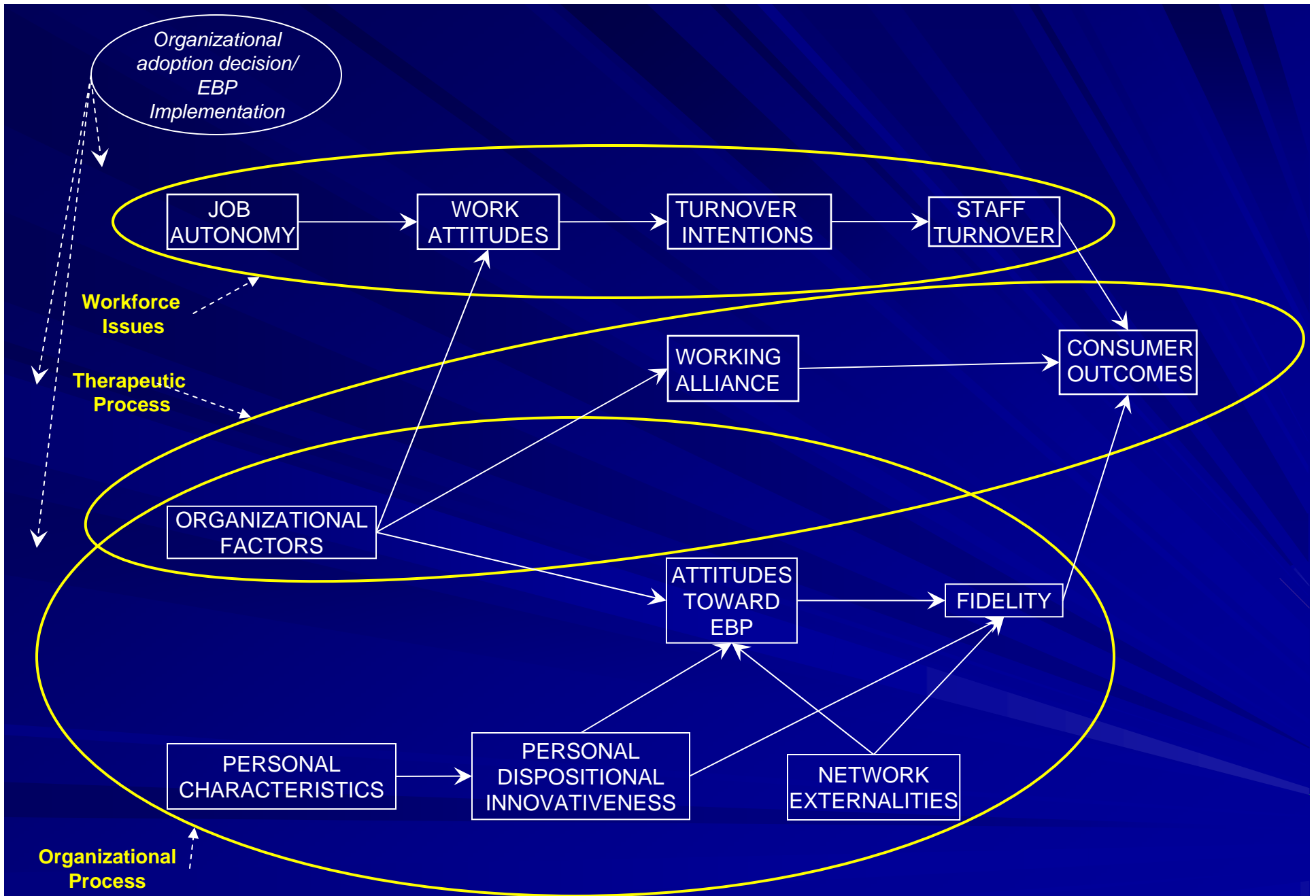


# AGGREGATE IMPORTANCE RATINGS for READINESS DOMAINS



# R01 Mixed-Methods Study of Statewide EBP Implementation a

- Theory/Hypothesis Driven
- Mixed Methods
- Longitudinal
- Equal quantitative and qualitative components
- Trans-disciplinary team
  - Investigators
    - Psychology, anthropology, sociology, biostatistics
  - Agency representatives
    - Social work, child-welfare
  - Consultants
    - Organizational psychology, economics



**Figure 1.** Integrative Model for Study of Implementation of EBP in Human Service Organizations. (Adapted from Aarons, Woodbridge, & Carmazzi, 2003; Frambach & Schillewaert, 2002; Knudsen, Johnson, & Roman, 2002); Note: SC-ES=SafeCare Effectiveness Study

# Quantitative Methods

- Web-based organizational surveys
  - Provider level data collection
- Sample Size
- Nested Data
  - Case managers
  - Supervisors
  - Regions
  - Agencies
- Experimental group / control group

# Quantitative Results

- 94.2%-96.6% response rates (across four waves)
- Predictors of provider attitudes toward adopting EBP
  - Organizational factors
    - Culture (w/ Openness, Appeal)
    - Climate (w/ Openness)
  - Individual factors
    - Years in Children's Services (w/ Requirements)

# Qualitative Methods

- Interviews, focus groups, observation
- Providers, supervisors, program managers, agency directors
- Transcription
- Content analysis based on grounded theory (Glaser & Straus, 1967)
  - Coding
  - Consensus
  - Co-occurrence
  - Comparison

# Qualitative Results: Service Provider Perspectives

(Aarons & Palinkas, In press)

- 6 primary factors appear to be associated with EBP implementation in this study
  - Fit of the EBP to the caseworker and to the family
  - How appropriate the EBP is to the needs of the family
  - Caseworker motivations for using the EBP
  - Experiences with being trained in EBP
  - Extent of support for EBP from organization
  - Impact of EBP on process and outcome of case management

# Getting Your Study Funded

- Innovation
- Relevance
- Theory-based
- Appropriate methods