Step 8

Assess Organizational Readiness for Maintaining Evidence-Based Practices

The checklist below on assessing organizational readiness for maintaining evidence-based practices (EBPs) is the final one in the series of eight and is designed to help agencies determine whether they can support and maintain use of EBPs. Agencies (or organizations) that support staff taking risks, being innovative, and identifying solutions to work processes are known as "learning organizations." These kinds of agencies are best suited for supporting and sustaining implementation of an EBP.

Create a learning culture within the agency.

1. Do open discussions about EBP implementation occur?

☐ Has leadership developed internal change teams that include members from across the agency? The teams will focus on various topics to implement continuous quality improvement processes (see the Step 7 checklist).

☐ Develop a plan for continually examining new research in the field and gathering additional information about implementation challenges/successes from staff.

☐ Determine how to incorporate these findings into training and coaching protocols, as well as how to share with the field more broadly, such as in feedback loops with the developers of EBPs.

Determine whether structural supports are necessary to further the use of EBPs within the agency.

2. Have necessary processes been identified to build the infrastructure of the agency so that it can support EBP implementation? Such processes include training, the distribution of work, useful paperwork, clear direction, and staff evaluation support.

☐ Provide training and coaching to staff on implementation of the EBP.

☐ Review the distribution of work to ensure that workloads for staff implementing the EBP(s) are balanced.

☐ Review existing policies and procedures and determine if any modifications are necessary to ensure they support implementation of the EBP.

☐ Ensure that performance evaluations cover staff implementation of the EBP.

☐ Ensure that process and performance data about the EBP are available in a timely manner and used to improve staff performance.

☐ Create staff development plans related to implementation of the EBP.

Align recruitment, hiring, and promotional processes with core competencies necessary for implementing the EBP.

3. Are recruitment, hiring, and promotion practices skill and competency based?

☐ Align the criteria for implementing the EBP with job descriptions to ensure that staff are capable of handling the new job requirements.

☐ Modify the staffing structure of the agency, if necessary, to support implementation of the EBP. This may require changes to supervision structures within the agency.

☐ Ensure that the agency supports staff growth and development so that staff feel supported in implementing EBPs.

Use data to improve EBP implementation.

4. Is data and information being used effectively to monitor the progress of the agency in implementing the EBP?

☐ Assess the capability of the management information system to generate relevant data to support decision-making.

☐ Improve the management information system to ensure that data can be generated for each decision point of the EBP.

☐ Train staff on how to use data to make decisions.

☐ Ensure that data is presented clearly.

☐ Work with other agencies to create data linkages to examine how individuals use services in various agencies.

☐ Allow staff to design reports for different work processes related to the EBP.

Develop action research partnerships.

5. Have research partnerships been identified and leveraged to support improvements to implementation of the EBP?

☐ Identify how research partnerships can be used throughout the agency.

☐ Develop action research partnerships with local research entities to identify challenges or limitations in the EBP and design solutions to swiftly address these challenges.

☐ Ensure that research partnerships are sufficiently funded to illustrate a commitment to such partnerships and improve transparency to both the public and officials in the jurisdiction.

☐ Widely disseminate research findings, including with agency staff, the implementation team, and the interagency workgroup.

Establish stakeholder panels to obtain feedback on the implementation progress of the EBP.

6. Does leadership engage internal and external stakeholders to provide feedback on the implementation team efforts?

☐ Create internal and external stakeholder panels to support the feedback process.

☐ Ensure the panels include staff and stakeholders with varied perspectives, including individuals with lived experience either with the criminal justice system and/or with mental illness or substance use disorders.

☐ Disseminate findings from stakeholder panels to staff.

☐ Use stakeholder panel findings to modify existing action plans to improve the implementation quality of the EBPs.

Resources

Developing Sustainability, Success Stories from the Field ↗ discusses how funding streams other than federal grants can be leveraged, and partnerships developed, to help sustain a program.

Implementation Science Toolkit: Equipping Justice Agencies with the Tools to Facilitate the Change Process ↗ provides strategies to help practitioners learn to adopt and adapt evidence-based practices and treatments for their agency and ultimately improve agency outcomes.

Implementing Evidence-Based Practices ↗ provides an overview of the core features of how EBPs can be delivered effectively.

Strengthening Correctional Culture: Eight Ways Corrections Leaders Can Support Their Staff to Reduce Recidivism ↗ highlights eight ways corrections leaders can set their staff up for success in implementing approaches that have been shown to reduce recidivism, including examples of how grantees of the Second Chance Act Statewide Adult Recidivism Reduction Program have applied these strategies in practice.

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