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Improving Outcomes Using Implementation Science

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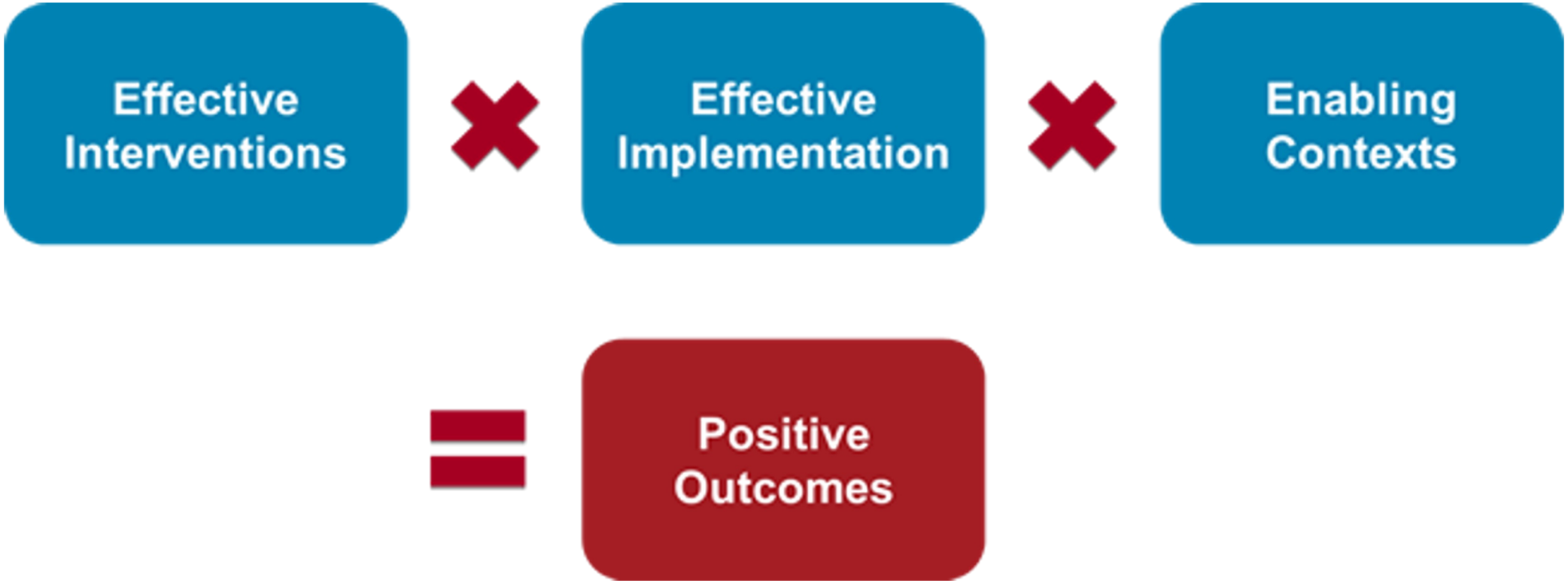
Addressing Challenges Related to Transition



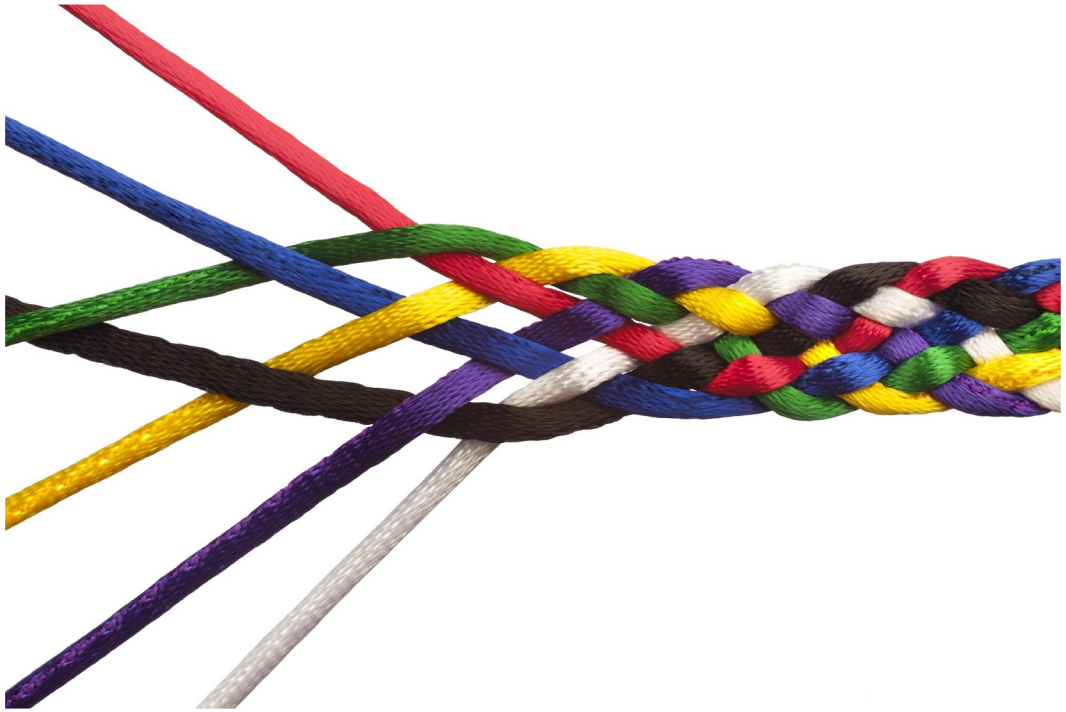
Positive Supports Defined

Refers to all practices that include the following characteristics:

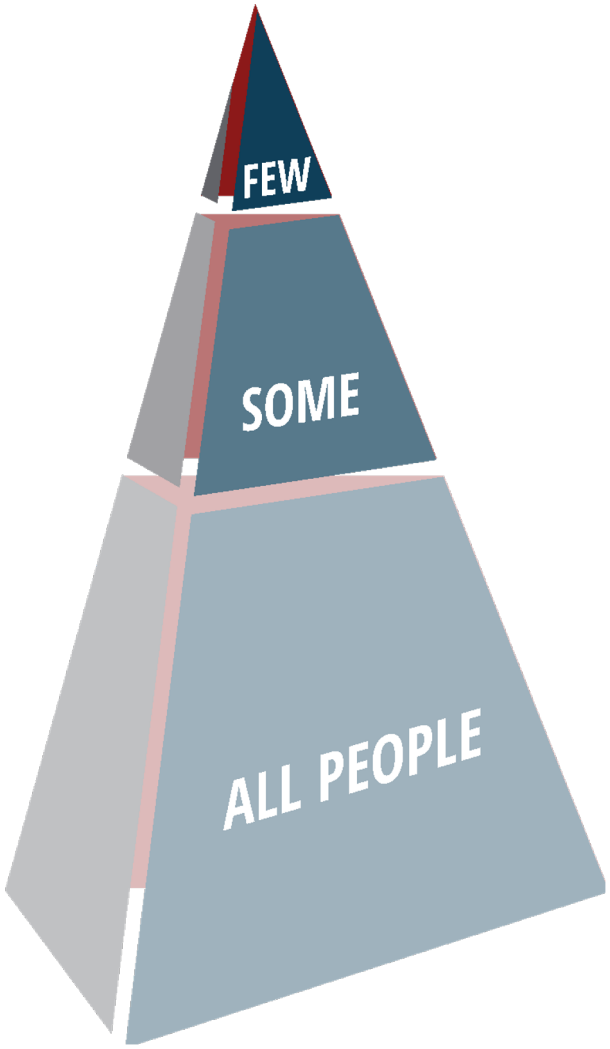
1) Person-centered and culturally responsive strategies that respect human dignity
2) Based on evidence-based & promising research studies
3) Include ongoing assessment and monitoring at individual and organizational levels
4) Are often implemented in combination with more than one practice

Examples of Positive Supports

- Person-centered thinking/planning are foundational values
- Positive behavior support
- Applied behavior analysis
- Assertive community treatment
- Cognitive behavior therapy
- Dialectical behavior therapy
- Motivational interviewing
- Wraparound planning/ Systems of care
- Trauma informed practices
- School- linked mental health



Using a Public Health Model to Organize Resources



Tier 3
Help us create a plan when things are complicated and transitions are needed

Tier 2
Get a little more support when you need it before challenges escalate

Tier 1
Create a climate where we all work together to prevent challenges

Implementation Science

"Implementation science helps close the gap between what we know and what we do."

How Implementation Science Started….

- **Researchers assessed what contributes to effective and sustained practices:**
  - Behavioral health
  - Disability
  - Education
  - Child and family services

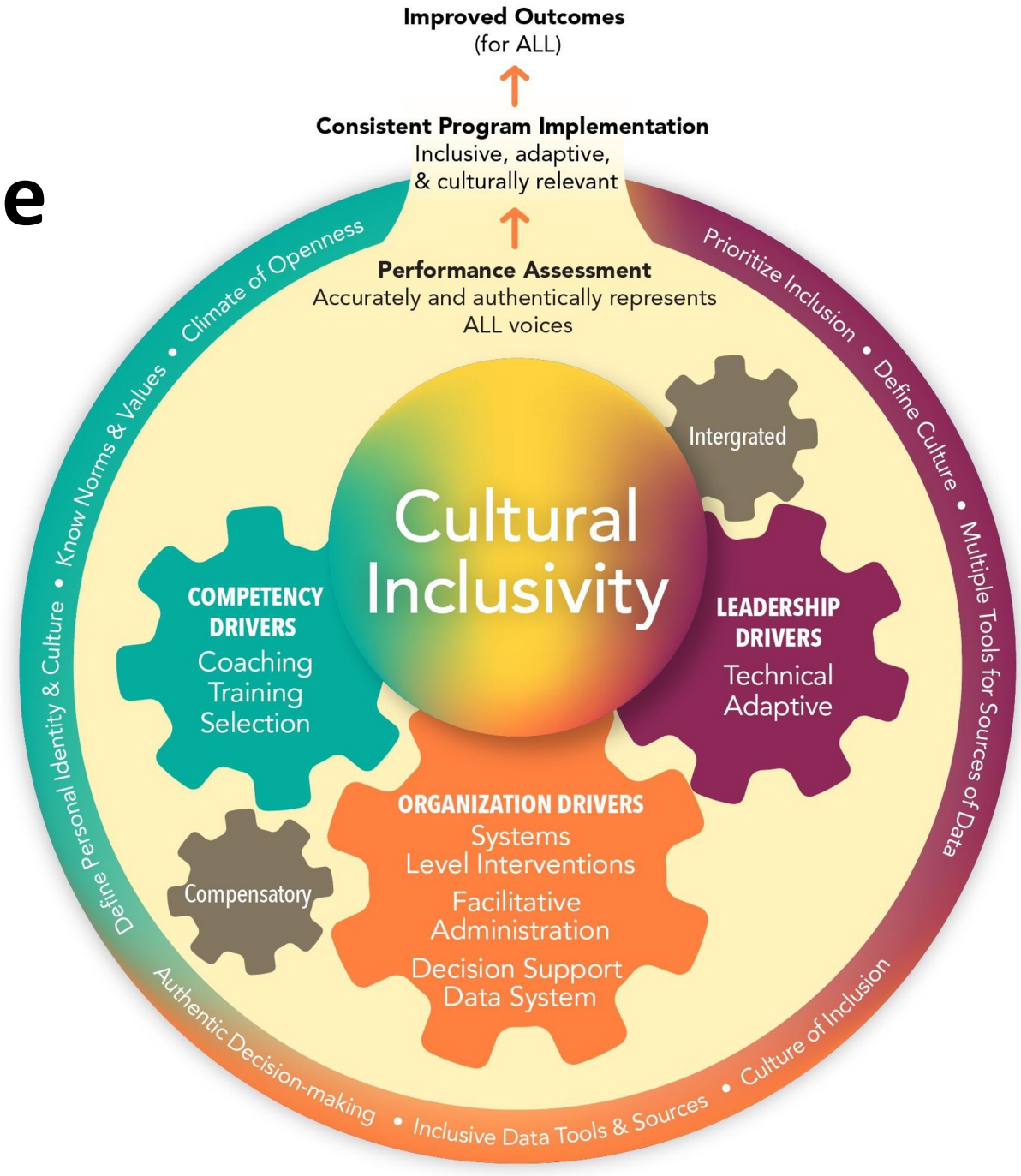
- **Organized the most effective strategies used in implementation**

- **Created strategies to help organizations to:**
  - Improve outcomes
  - Contribute to long-term sustainability

Key Elements of Implementation Science

Integrate Culturally Responsive & Person-Centered Practices Into….

- *Performance Assessment*
- *Competency Drivers*
- *Organization Drivers*
- *Leadership Drivers*



Key Elements of Implementation Science

- **Performance Assessment – "Are we doing what we said we would do"**

  (Evaluating extent to which we represent diverse perspectives)

- **Competency Drivers – "Are we selecting trainers, creating training and supporting learning practices over time?"** *(recruiting diverse trainers, teaching empathy and awareness of cultural bias, celebrating diverse cultures)*

- **Organizational Drivers - "Do we have active leadership, evaluate progress, and considering policies and systems that help or hinder our efforts?"** *(Creating an inclusive & open climate, using data & tools for assessing equity)*

- **Leadership Drivers – "Do our leaders have the ability to problem solve everyday issues as well as deeper social challenges?"**

  (Defining identify & culture, prioritizing inclusivity, active authentic listening)

Why Implementation Science is Important for Improving Barriers to Transition

+ **When positive supports are done well they can….**
  - Improve transitions into the community
  - Reduce barriers to inclusion
  - Increase staff retention
  - Reduce costs related to workers compensation

- **When implemented poorly positive supports…**
  - Communication is fragmented across systems
  - Are not adapted to each person's culture
  - Do not feel person-centered
  - Rely on a "Train and Hope," "One-shot workshop" approaches

Working Together can Create a Community

Summarized Data Across Regions

Summarized Data for More than One Organization

Regional Teams

Regional Quality Council Leadership

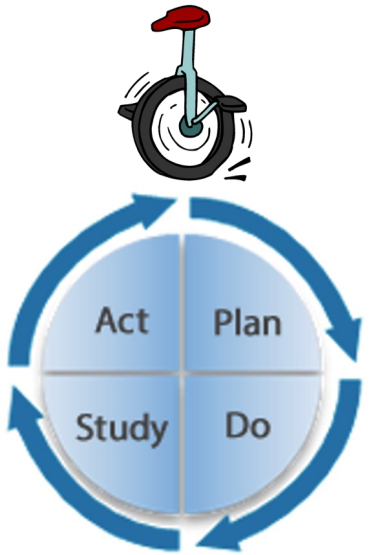
Summarized Data for Each Organization

Organizational Implementation Team

Local Level Advocate Leadership

Workforce and Organizational Fidelity & Outcome Measures

- Quality of life
- Incidents/restraint/injury
- Staff attrition/retention
- Climate surveys
- Fidelity of implementation



Improvement Cycles

Implementation and the Acute Care Transition Advisory Council

- Included in advisory council language and intended to inform report recommendations
- Will use to improve transitions from hospital and out-of-home placements across:
  - Statewide
  - Regional
  - Local
- Understand how to change policies and procedures in ways that will promote effective and sustained use of positive supports

MNPSP.ORG Website

Learn More About Implementation Science

Resources

- State Implementation and Scaling-up of Evidence-based Practices Center (SISEP)
- National Implementation Research Network (NIRN)
- Implementation Science Active Implementation Hub

References

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Thank you for your time!

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