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Improving Outcomes Using Implementation Science

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Addressing Challenges Related to Transition



Positive Supports Defined

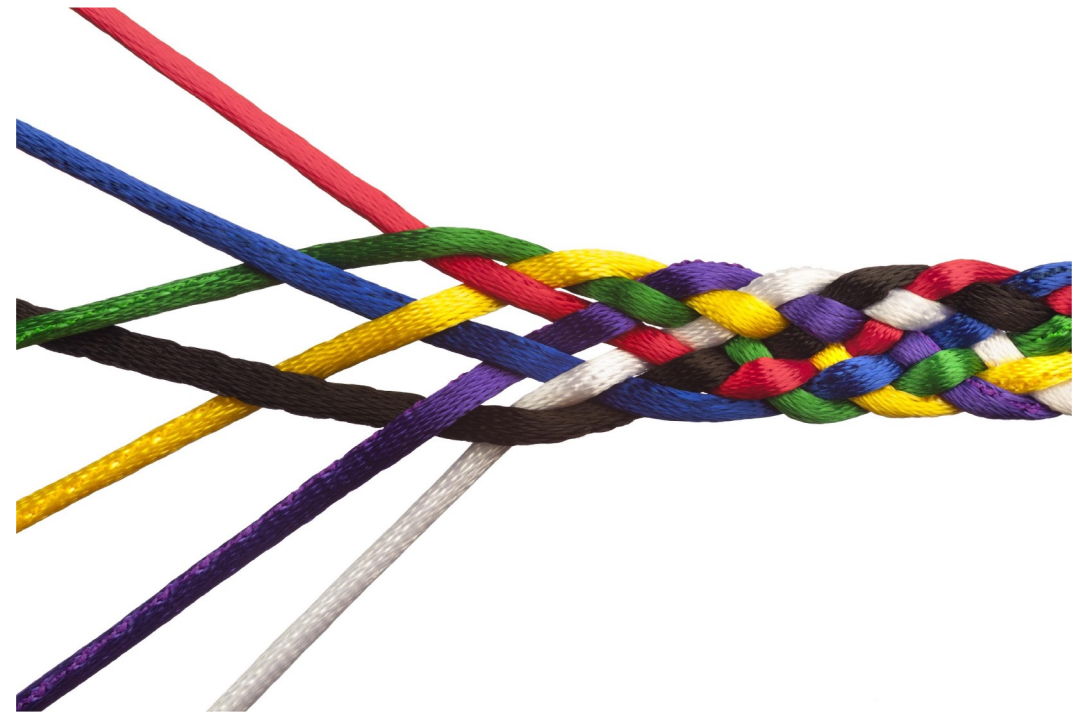
Refers to all practices that include the following characteristics:

- 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

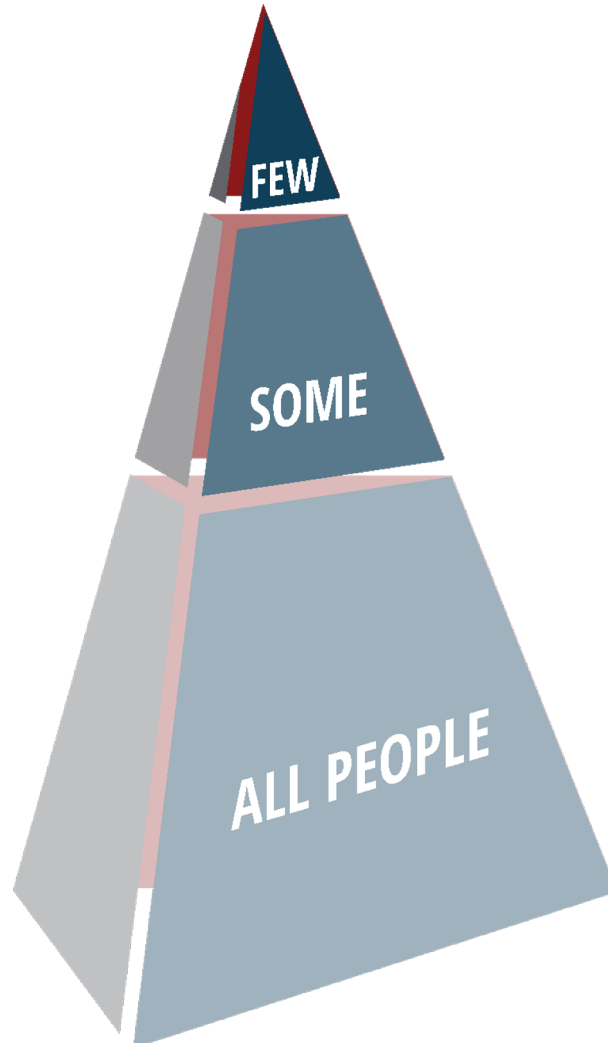


Examples of Positive Supports

- 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.”



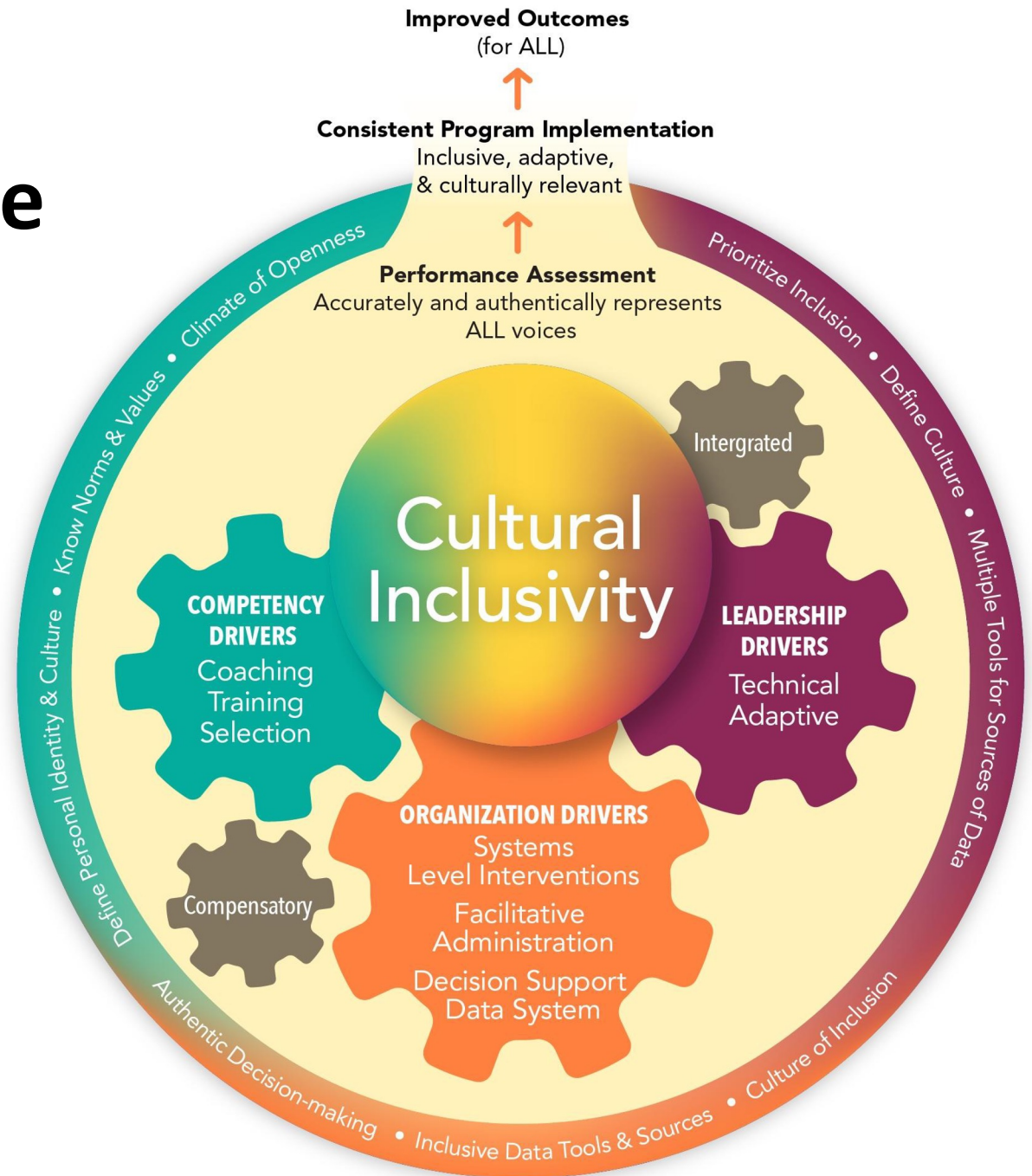
How Implementation Science Started....

- **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 for Each Organization



Local Level Advocate Leadership

Summarized Data for More than One Organization



Regional Quality Council Leadership

Summarized Data Across Regions



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

Overview ▾ What's New Site Map Events

Positive Supports
MINNESOTA

Search ...

Home Topic Areas ▾ Positive Support Practice ▾ **Training Materials ▾**



Home

Welcome to Minnesota Positive Supports Website

This website is for:

- ✓ Mental health providers
- ✓ Disability services providers
- ✓ Social Workers
- ✓ Educators
- ✓ Anyone in the helping profession
- ✓ You are a person receiving services
- ✓ A parent or a loved one of a person receiving services

All people want to be respected, have choices, and feel safe.

Positive supports are approaches that are used to help people using a variety of proven support strategies that do not include punishment or seclusion.

But positive supports are much more than that. Positive supports are about respecting the dignity and rights of every person while offering individualized and effective services.

Whether someone is receiving mental health, housing, educational, disability, or any other services meant to improve a person's life, positive supports:

- Build on a person's unique strengths, assets, interests, expectations, cultures, and goals,
- Respect the rights and individuality of each person, and

Recent Events and Presentations

Upcoming Event

[Register for 2019 AAIDD Annual Conference June 24-27 in Minnesota](#)

Opportunity for Minnesota Families

Are you supporting family member with a disability?  An online opportunity is now available for families

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

- Fixsen, D., Blase, K., Metz, A., & Van Dyke, M. (2013). Statewide implementation of evidence-based programs. *Exceptional Children, 79*(2), 213-230.
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Thank you for your time!

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