

IMPLEMENTATION CLIMATE

Organizational factors that impact effectiveness of the implementation of selected EBPs.



1 FOCUS ON EBPs

Expresses prioritization of EBP implementation

Examples:

- Include EBP use in mission statement
- Identify the proper use (fidelity) of EBPs
- Send emails conveying importance of EBPs

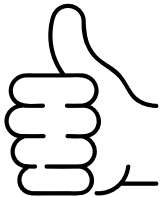


2 EDUCATIONAL & EXISTING SUPPORTS FOR EBPs

Increases educational opportunities and leverages pre-existing organizational processes to encourage EBP use

Examples:

- Provide conferences/workshops for selected EBPs
- Present EBP content to other teams in the agency
- Make EBP materials available



3 REWARDS & RECOGNITION FOR EBPs

Demonstrates appreciation for EBP implementation efforts

Examples:

- Provide the ability to accumulate compensated time for EBP use
- Establish a team/organization raffle linked to EBP use
- Publish staff EBP success stories in organization-wide communication

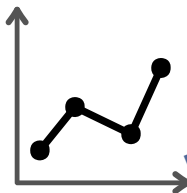


4 SELECTION FOR EBP & OPENNESS

Incorporates openness and EBP experience in hiring of staff

Examples:

- Select staff who value, and/or have experience with EBP
- Include questions about EBP experience in interview guides.
- Invite current staff members to interviews to ask questions about EBP

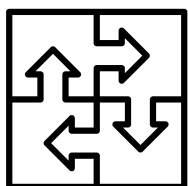


5 USE OF DATA TO SUPPORT EBP IMPLEMENTATION

Creates objective method to measure effects of EBP use

Examples:

- Collect data on how well EBPs are being implemented
- Provide data-driven feedback to staff about EBP use
- Make a standing meeting agenda item to review EBP-related metrics



6 INTEGRATION OF EBPs

Utilizes or develops supports to integrate EBPs into the agency

Examples:

- Structure pre-existing meetings to include discussion of EBPs
- Protect staff's time to continue to learn about and reflect on EBP use
- Provide follow-up support to help staff incorporate EBPs