

Implementation Success Factors



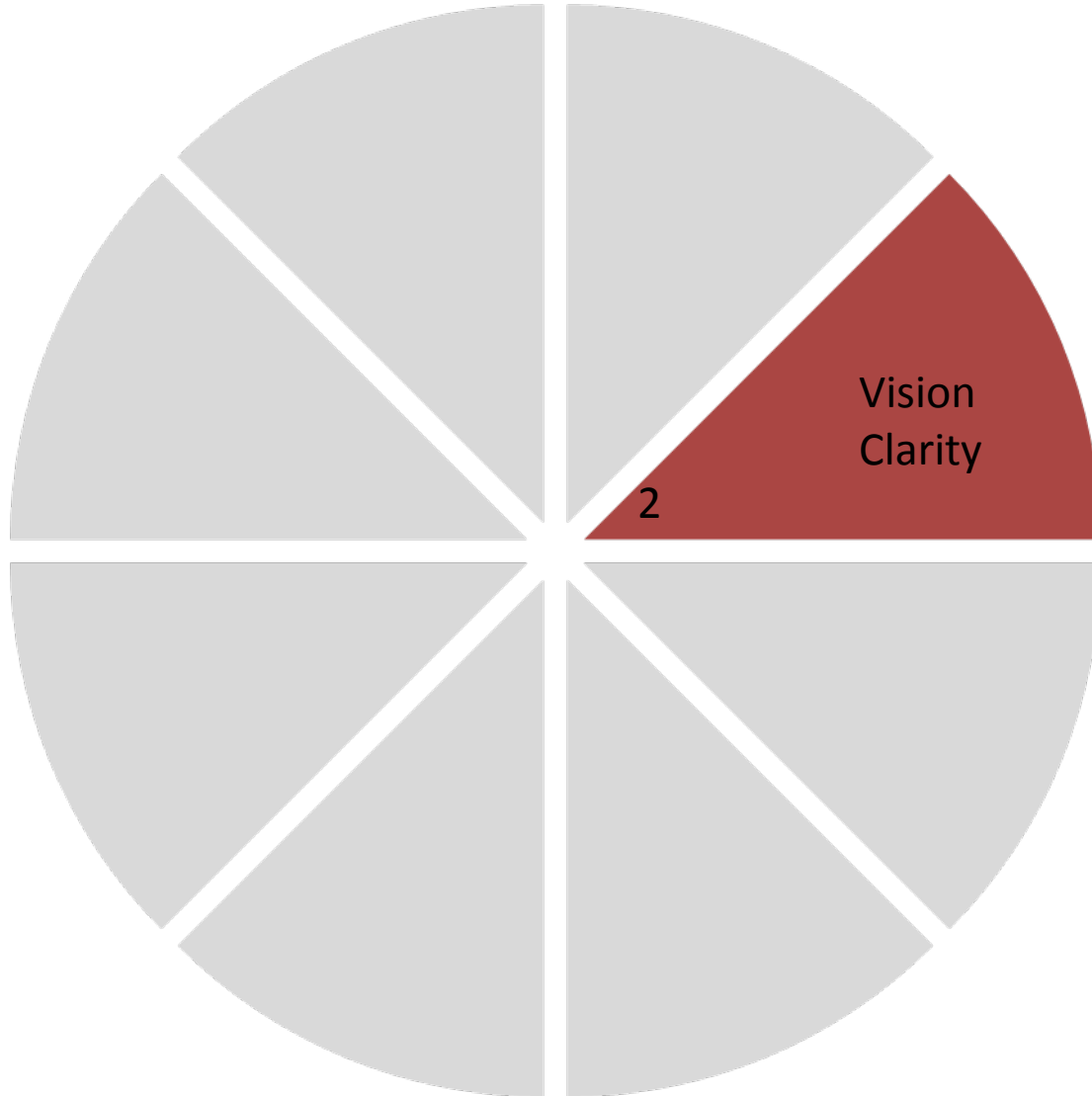
Implementation Success Factors



Powerful Business Case

	No (0)	Beginning (1)	In Process (2)	Complete (3)
Our agency has reviewed the research and practice behind EBP.				
Our agency demonstrates an understanding of the principles of EBP.				
Our agency has completed a thorough assessment of how we can improve outcomes through EBP.				
Our agency has presented a powerful business case for using EBP.				
TOTAL				

Implementation Success Factors



Vision and Clarity

	No (0)	Sometimes (1)	Often (2)	Always (3)
Our vision, mission and values reflect a commitment to EBP.				
We use an inclusive process that elicits agency-wide and stakeholder participation.				
It is posted throughout our organization.				
We consistently reference statements in decision-making and day-to-day operations.				
TOTAL				

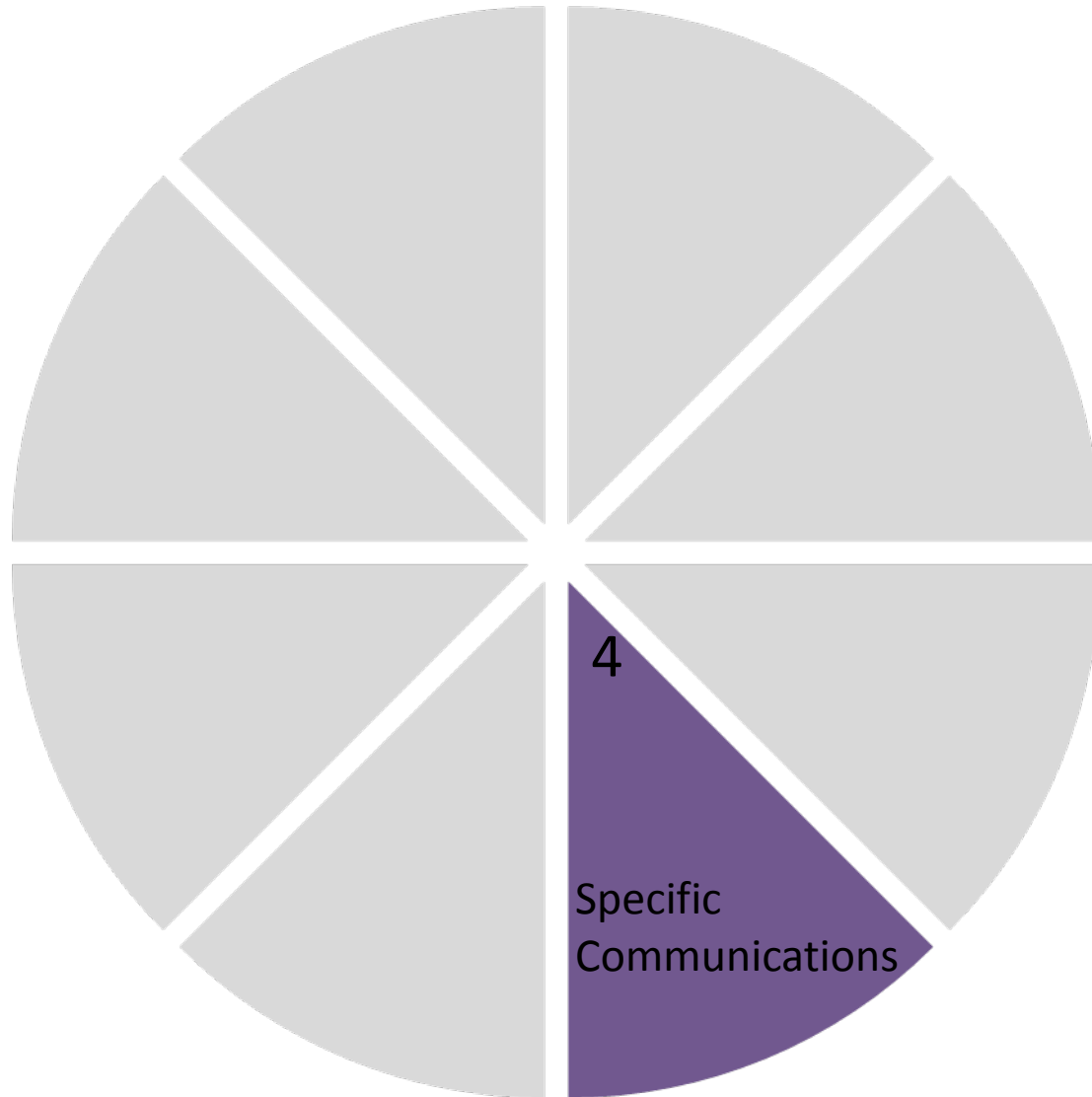
Implementation Success Factors



Leadership and Accountability

	No (0)	Sometimes (1)	Often (2)	Always (3)
Our leadership is committed to implementing EBP and has the skills necessary to implement EBP.				
Our budget priorities align with EBP.				
We use identified EBP champions throughout the organization to promote EBP.				
Our policies and procedures reflect the principles of EBP.				
TOTAL				

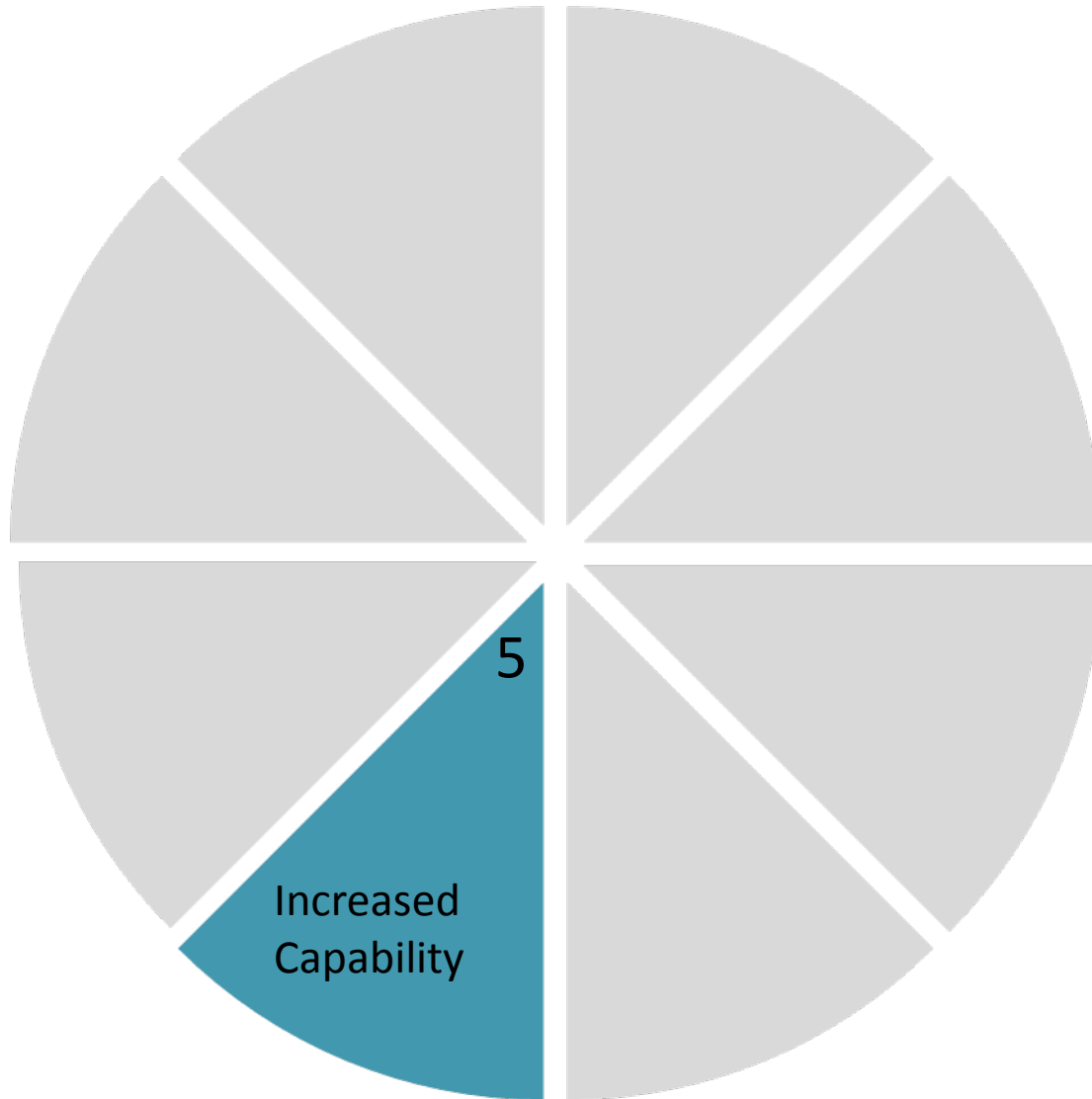
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Specific Communications

	No (0)	Beginning (1)	In Process (2)	Complete (3)
We have a plan/strategy for communicating information regarding EBP implementation.				
Our plan/strategy includes external organizations and stakeholders.				
The contents of our plan/strategy is communicated to our staff.				
The contents of our plan/strategy is communicated to external organizations and stakeholders.				
TOTAL				

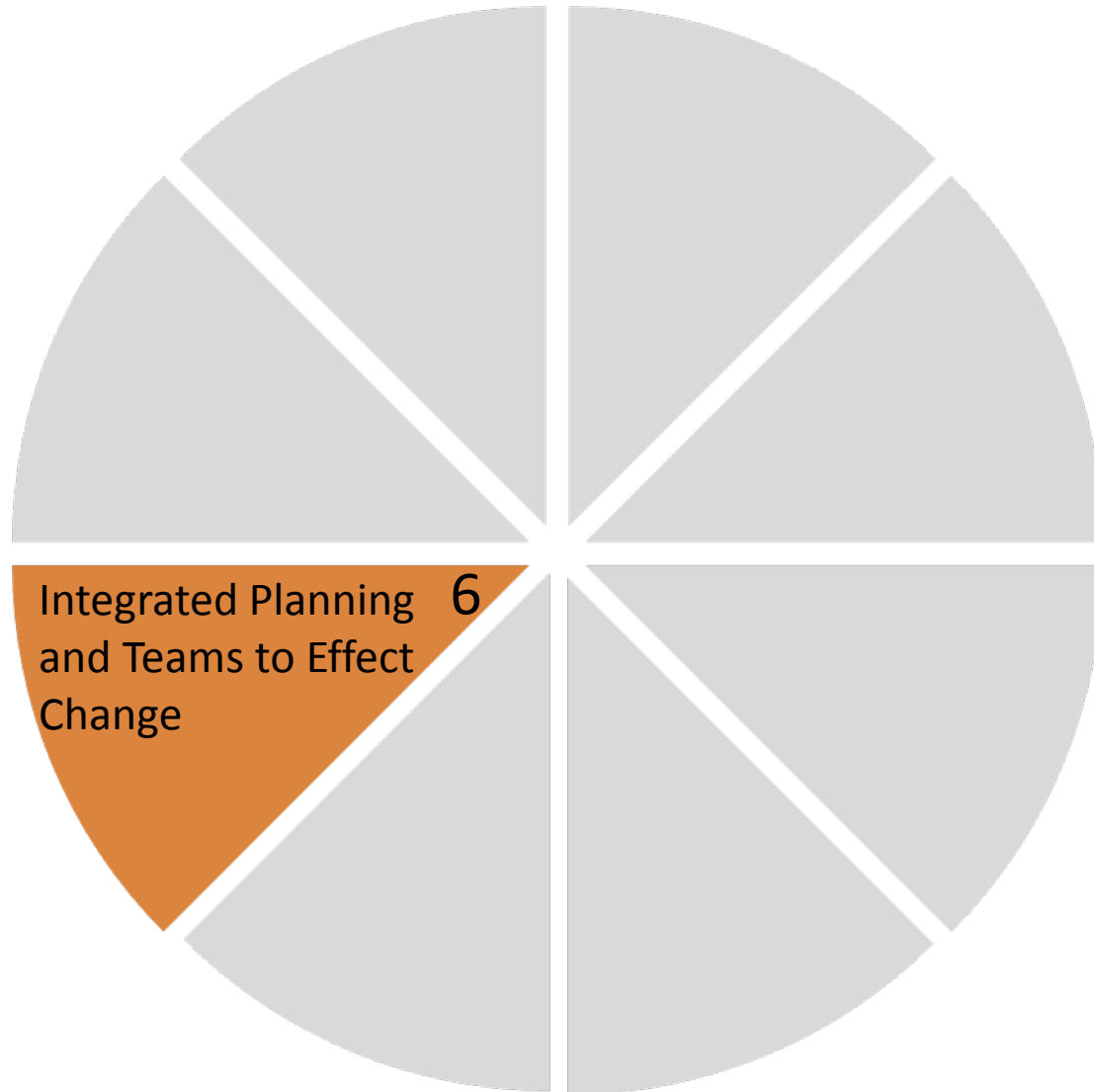
Implementation Success Factors



Increased Capability

	No (0)	Beginning (1)	In Process (2)	Complete (3)
Our training plan incorporates training all agency staff on the principles, philosophy and implementation of EBP.				
Management and supervisors are trained in leadership and change management.				
Staff are trained on administering assessment tools and using motivational interviewing techniques.				
Supervisors conduct ongoing performance monitoring and case audits.				
TOTAL				

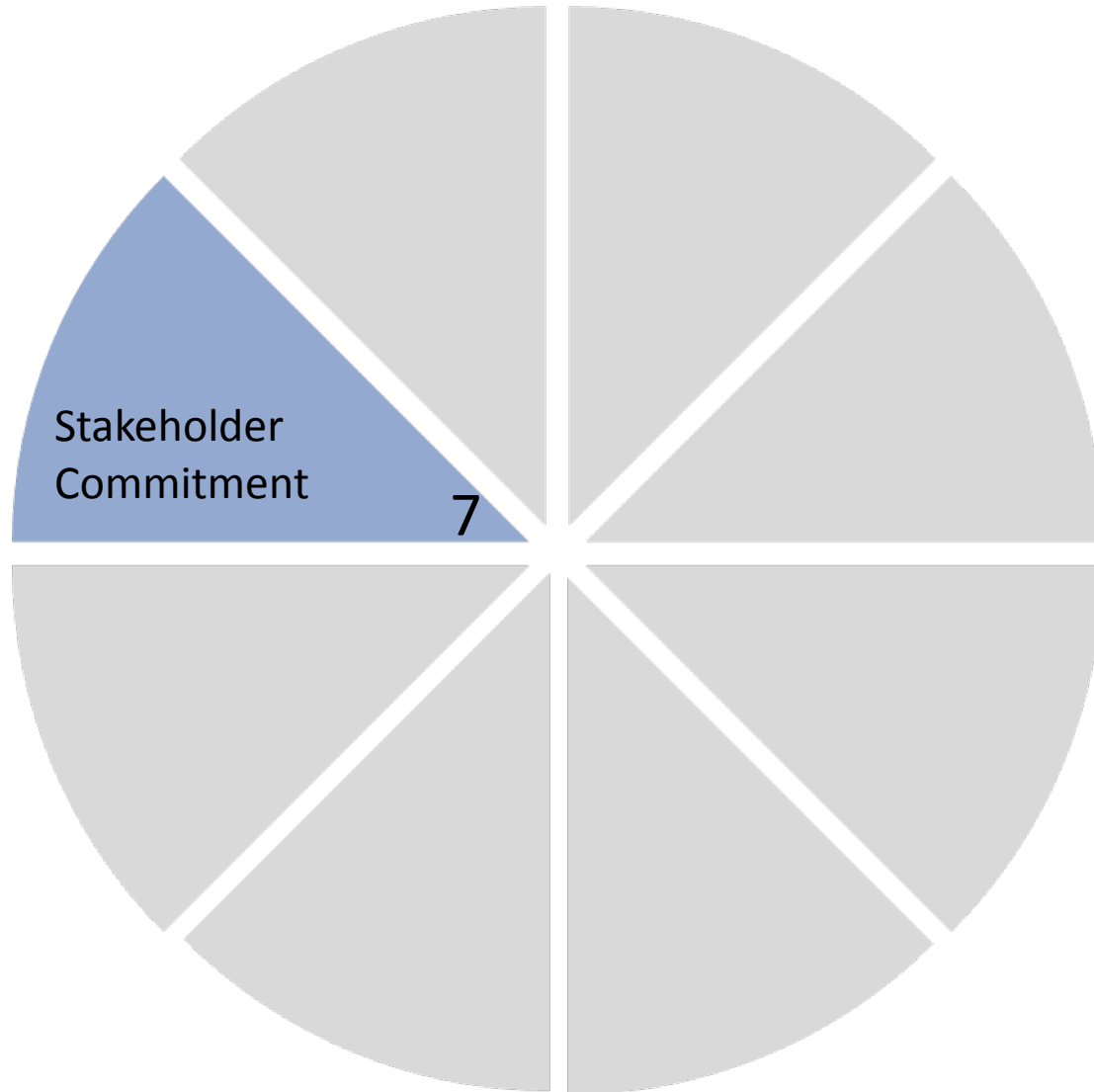
Implementation Success Factors



Integrated Planning and Teams

	No (0)	Beginning (1)	In Process (2)	Complete (3)
We have established policy and work teams to guide the implementation of EBP.				
Our teams consist of management and staff.				
Our teams have a clear direction for what must be accomplished and can define successful EBP implementation.				
Our teams have established timelines and methods for measuring progress.				
TOTAL				

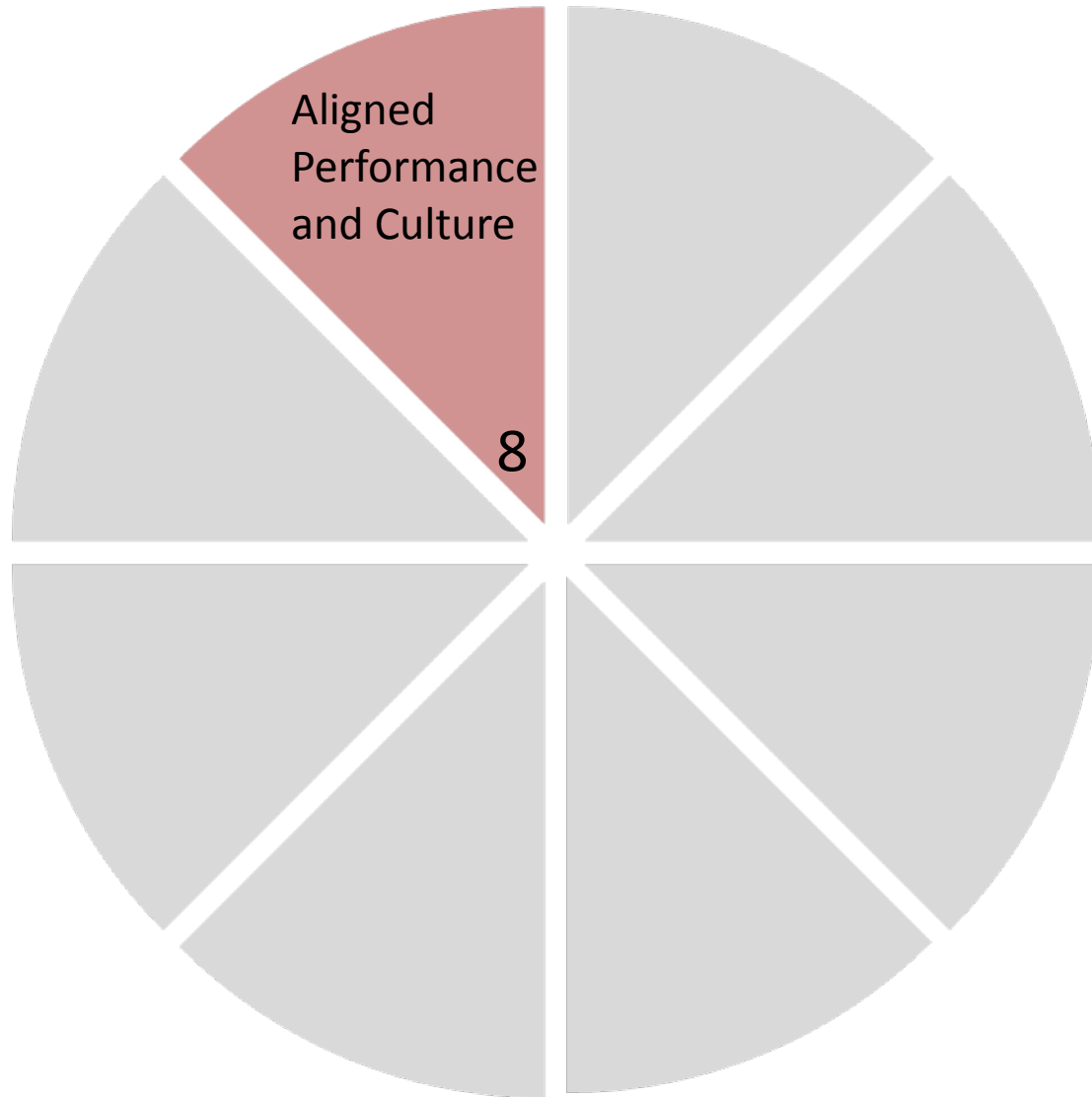
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Stakeholder Commitment

	No (0)	Beginning (1)	In Process (2)	Complete (3)
We have involved system stakeholders and service providers in the planning and implementation process.				
Our contractual agreements reflect the principles of EBP.				
We have a system for monitoring and providing feedback to our service providers/contractors.				
We provide opportunities for our stakeholders and service providers to attend our EBP training.				
TOTAL				

Implementation Success Factors



Aligned Performance and Culture

	No (0)	Sometimes (1)	Often (2)	Always (3)
Our job descriptions and hiring practices reflect our commitment to EBP.				
Our performance evaluations reflect the principles of EBP.				
We regularly monitor staff performance and provide consistent feedback.				
We promote staff based on their knowledge, skills, ability and attitude related to EBP.				
TOTAL				

Other Critical Areas

	No (0)	Beginning (1)	In Process (2)	Always (3)
We have a management information systems to allow us to measure offender change and effectiveness of our EBP strategies.				
We regularly use data to inform our decision making and for continuous improvement.				
We have an evaluation model in place to ensure fidelity to our implementation plan.				
Our EBP strategy incorporates assessment, case planning, interventions and supervision.				
TOTAL				

Totals

Powerful Business Case	Vision and Clarity	Leadership and Accountability	Communications	Increased Capability	Integrated Planning and Teams	Stakeholder Commitment	Aligned Performance and Culture	Other Critical Areas
TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL
/4	/4	/4	/4	/4	/4	/4	/4	/4

3 = Excellent, continue to monitor, revise, improve

2 = Making good progress, continue efforts

1 = Review your strategy, push forward

0 = Develop a plan for action