


A Strategic Perspective for Improving Addiction Treatment Resources and Implementation

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 Evidence-Based Practices Implementation Network
Assessing Organizational Readiness to Implement Innovation
 Richmond, VA; November 14, 2007



RBHA/VCU-IDAS EBP Implementation Network
 Assessing Organizational Readiness to Implement Innovation
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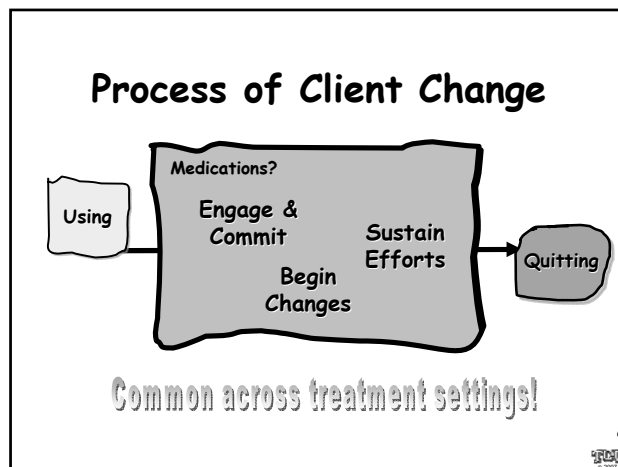
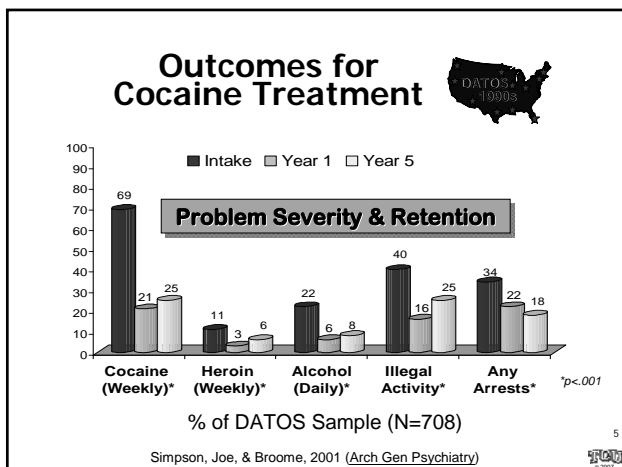
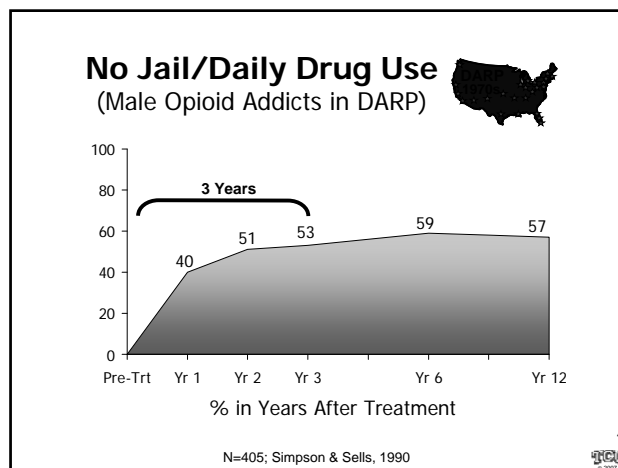
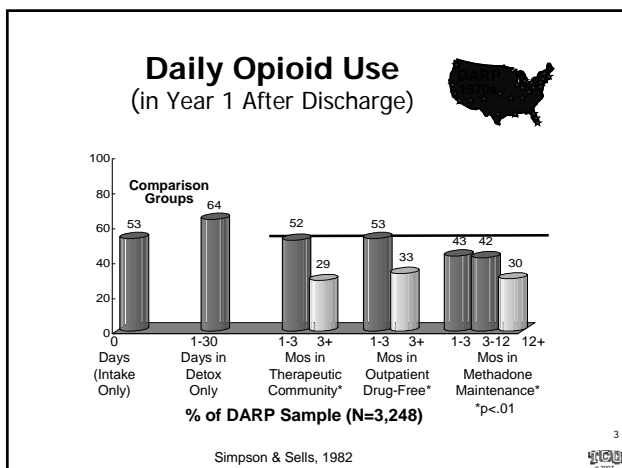
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A Strategic Perspective for Improving Addiction Treatment Resources and Implementation

- ◆ Evidence for TX effectiveness
- ◆ Identify TX components
- ◆ Prescribe a plan for action

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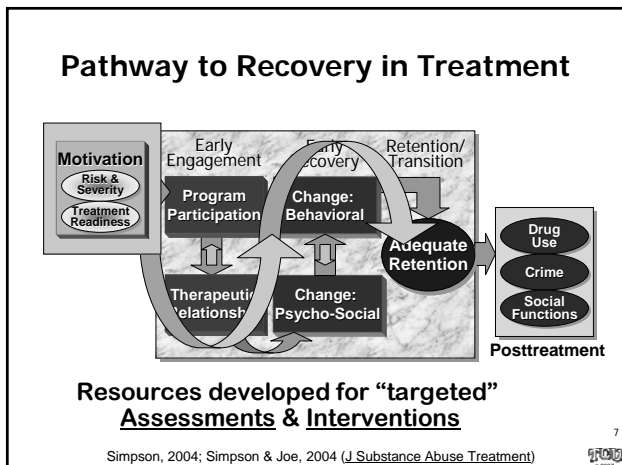
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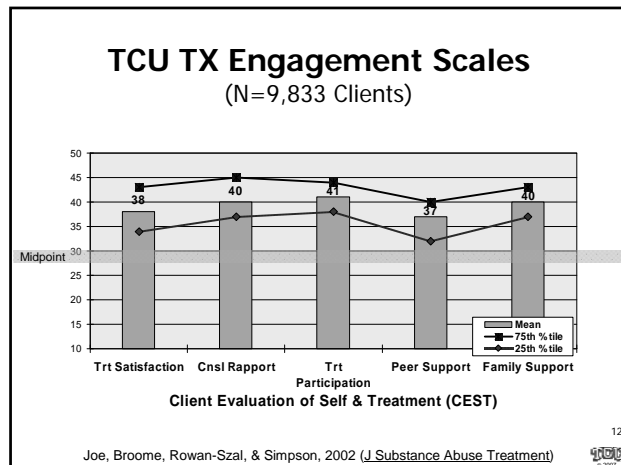
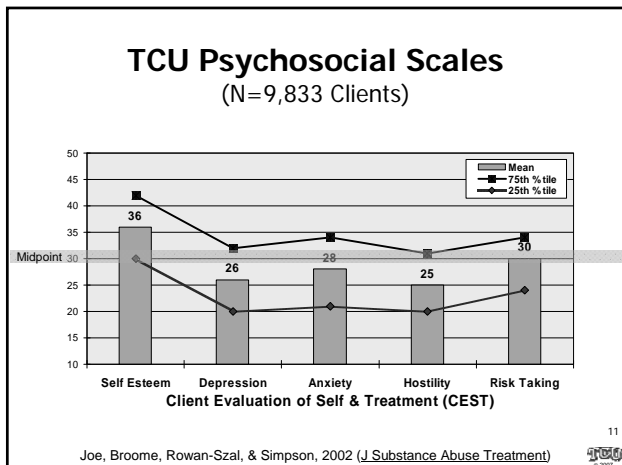
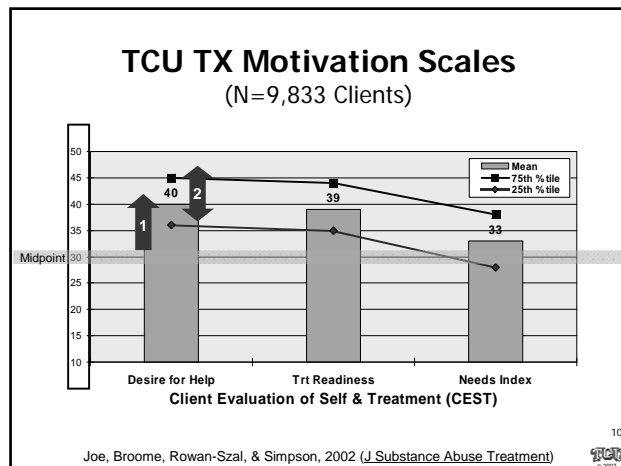
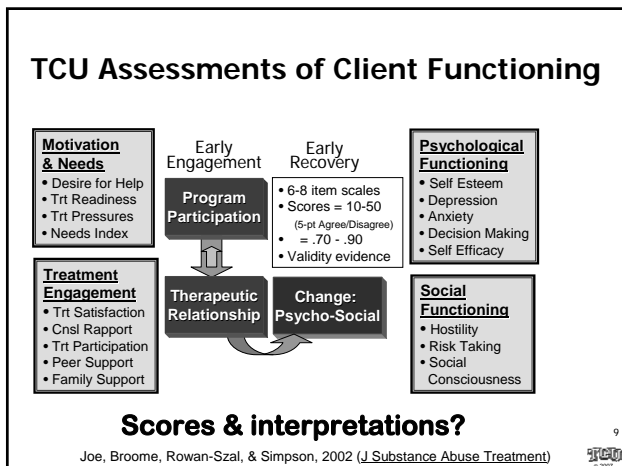
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- ◆ Screening & assessment tools
- ◆ TX strategies & interventions
- ◆ "Model" for integrated care



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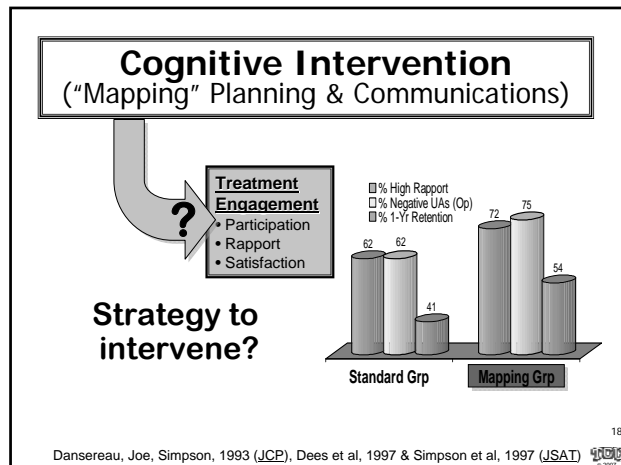
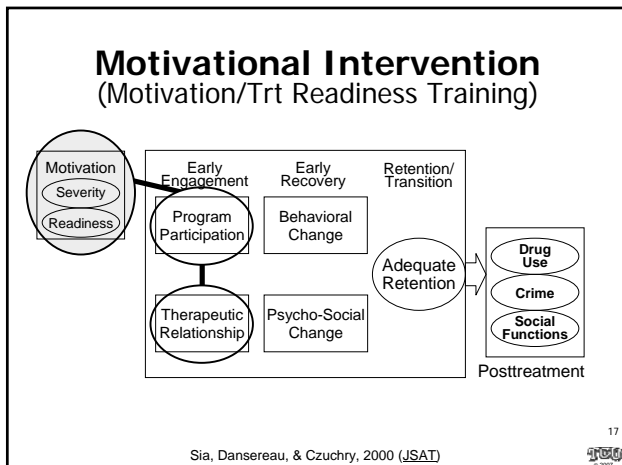
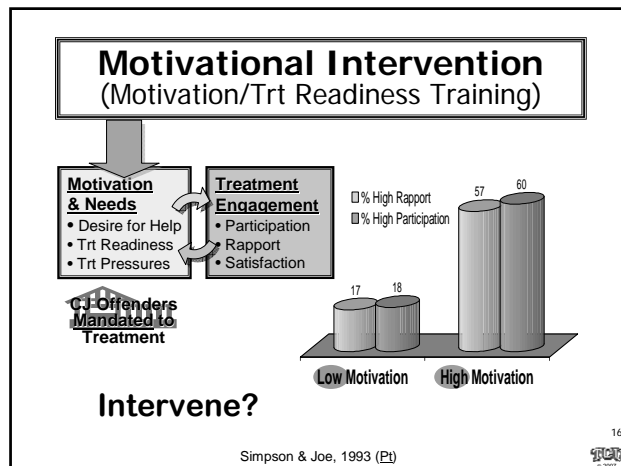
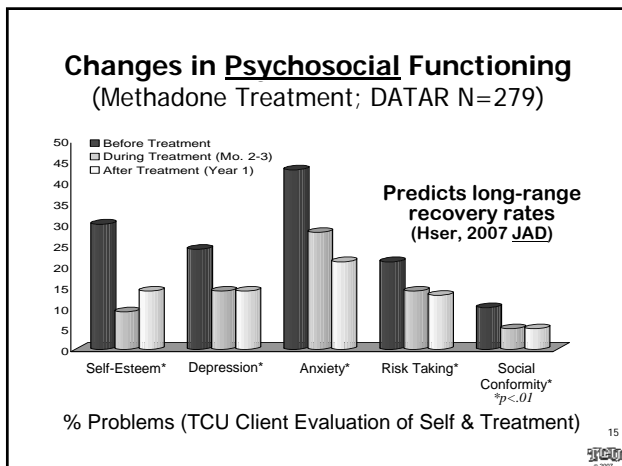
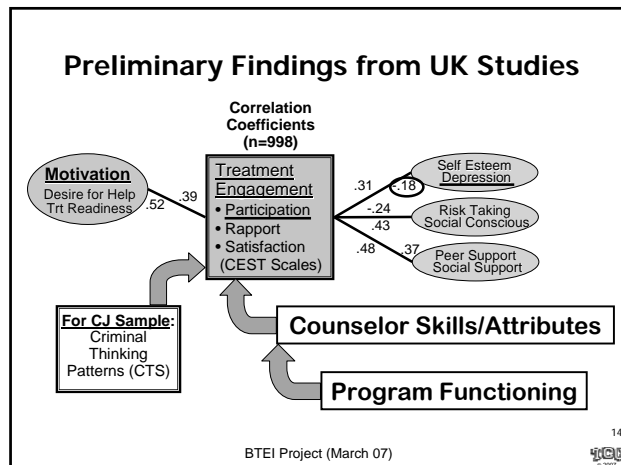
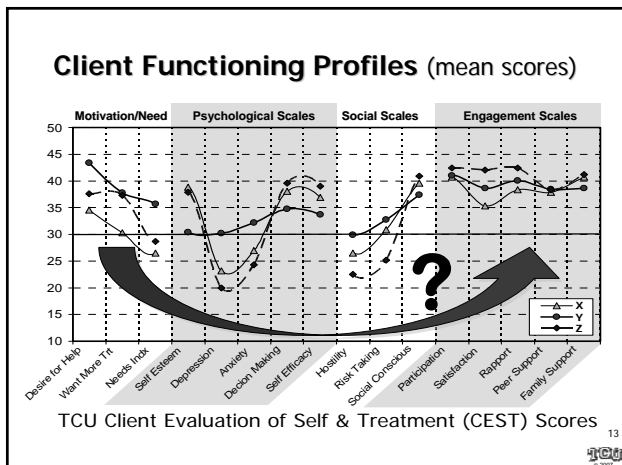
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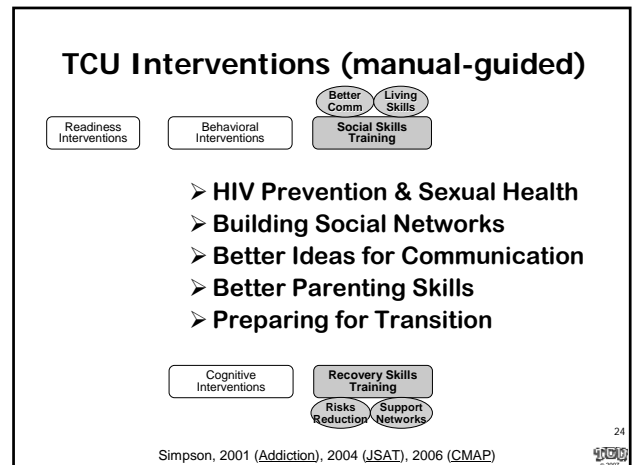
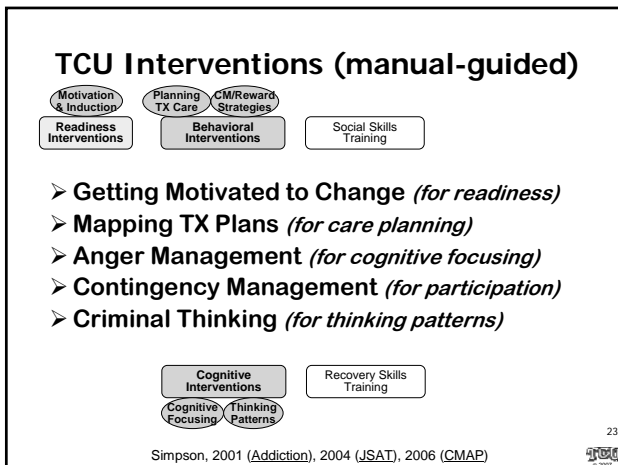
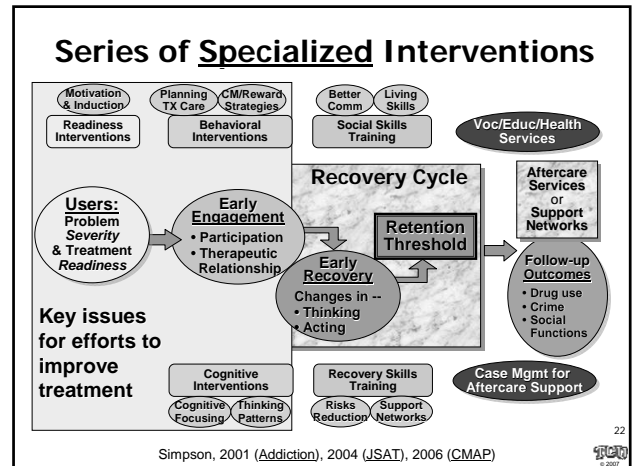
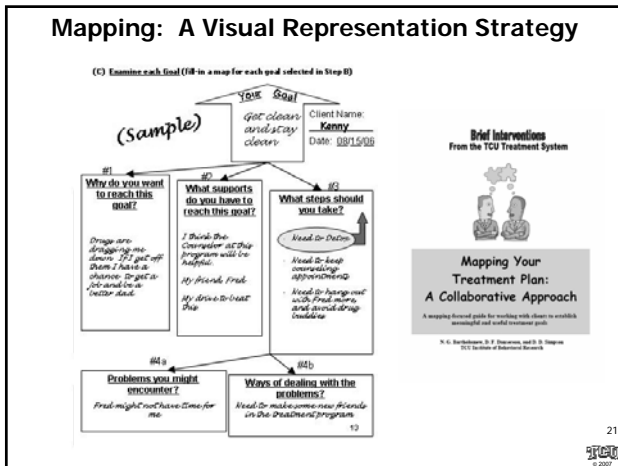
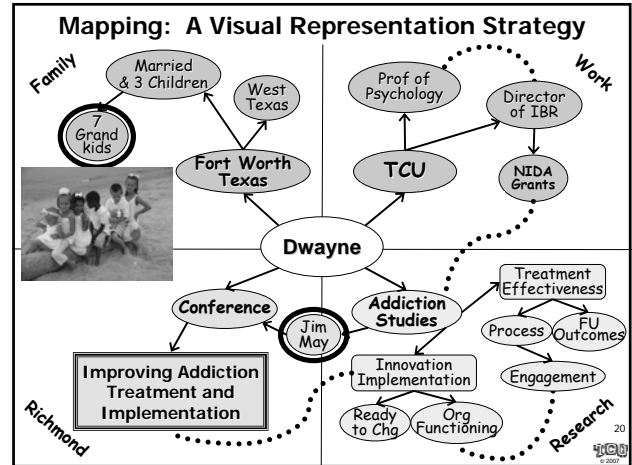
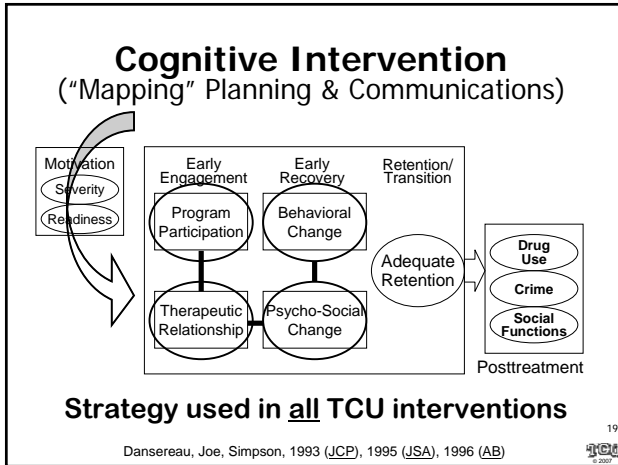
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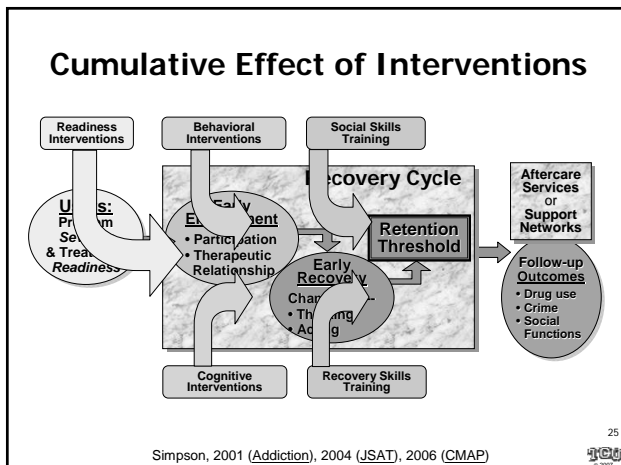




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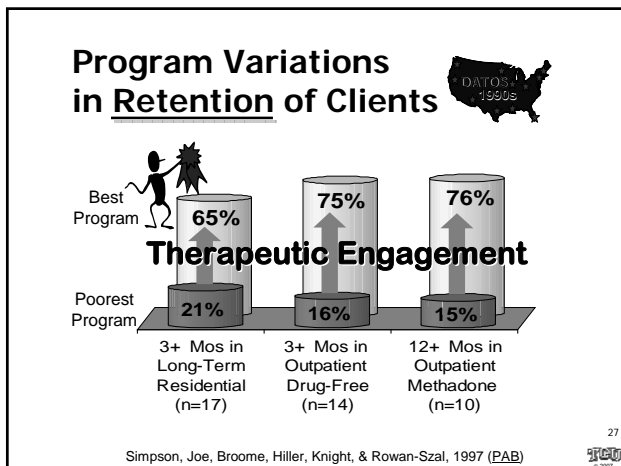
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- ◆ Evidence for program variations
- ◆ Model of “program change”
- ◆ Organizational assessment tool



Action Plan? Program Needs, Functioning, & Implementation “Process”

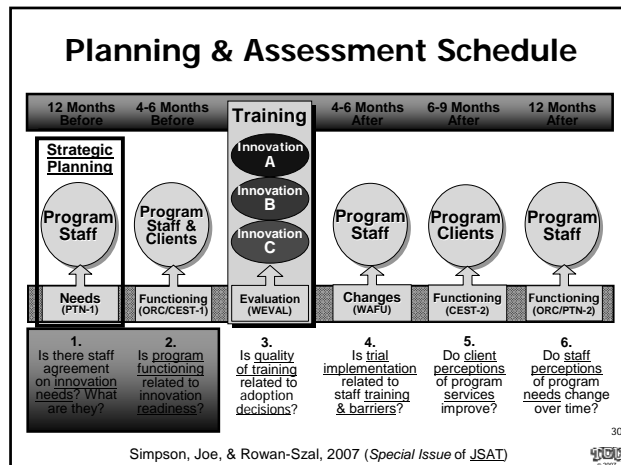
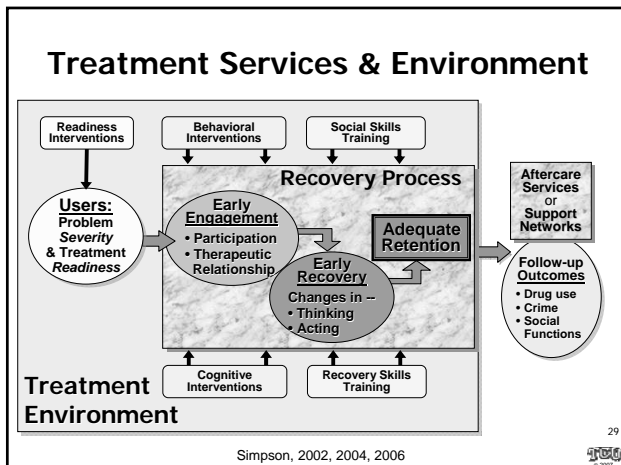
Staff attitudes & commitments –

- Program training needs
- Organizational readiness for change
- Innovation selections/training
- Innovation impact

Measures & applications?

- Assessments from staff/leaders/clients
- Guidelines for preparations/decisions
- Conceptual framework for implementation

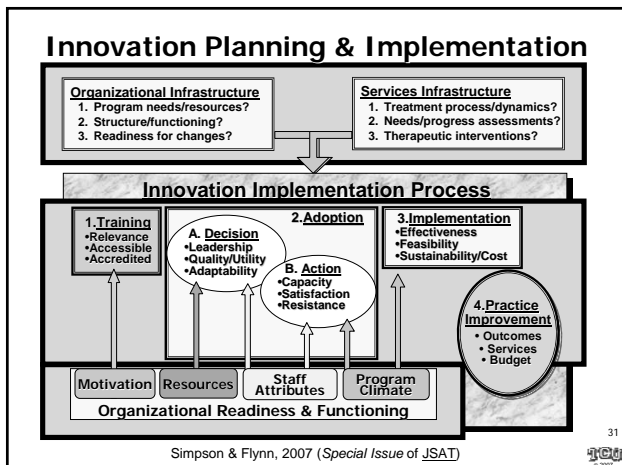
Simpson & Flynn, 2007 (*Special Issue of JSAT*)



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Measures of Program Training Needs

Staff attitudes & perceptions --

PTN Scales

1. Program Facilities/Climate
2. Satisfaction with Past Training
3. Preferences for New Training
4. General Training Needs of Staff
5. Preferences for Training Styles
6. Program Computer Resources
7. Training Barriers

Rowan-Szal, Greener, Joe, & Simpson, 2007 (Special Issue of JSAT)

Measures of Organizational Functioning

Motivation:
 • Program Needs
 • Training Needs
 • Pressures

Resources:
 • Offices/Staffing
 • Training
 • Equipment

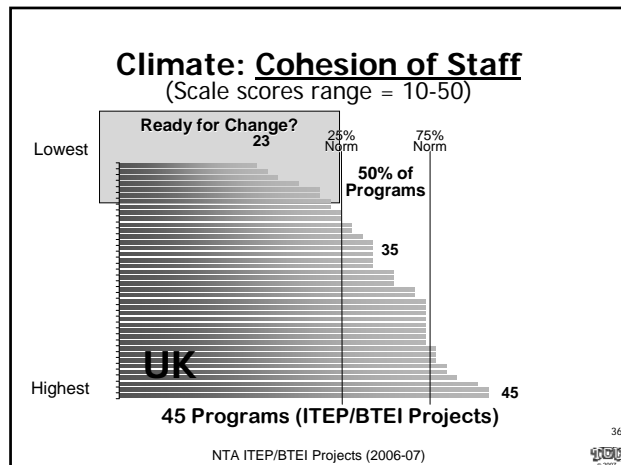
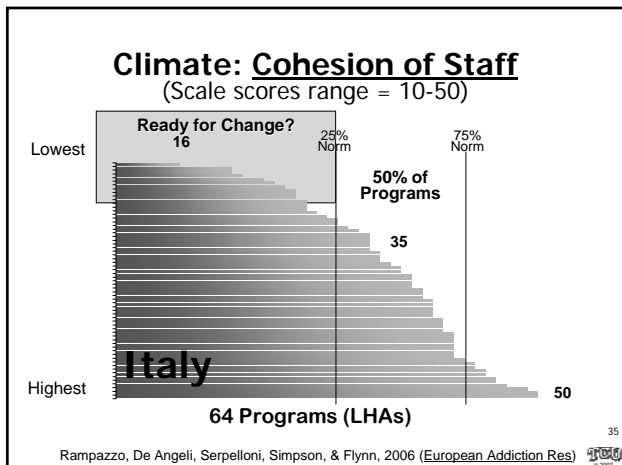
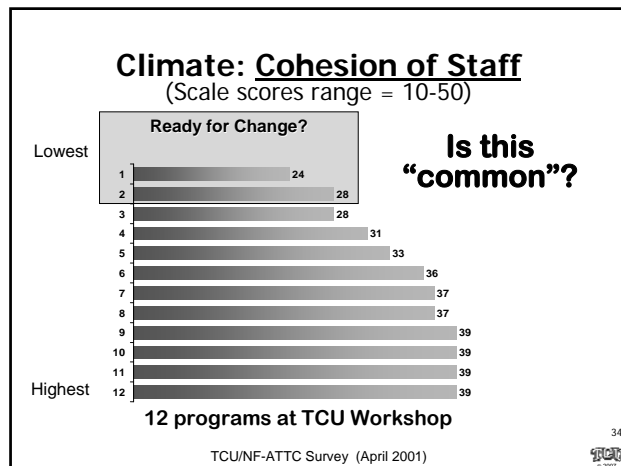
ORC Scales

“Better organizations” provide “better services”

Staff Attributes:
 • Growth
 • Efficacy
 • Influence
 • Adaptability

Climate:
 • Mission
 • Cohesion
 • Autonomy
 • Communication
 • Stress
 • Change

Simpson, 2002; Lehman et al, 2002 ; Simpson & Flynn, 2007 (JSAT)

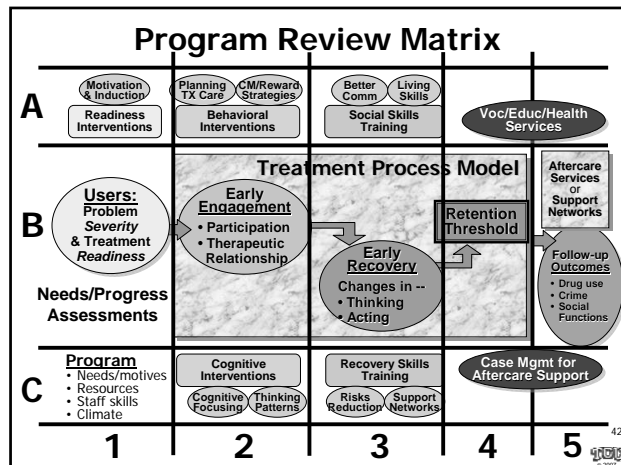
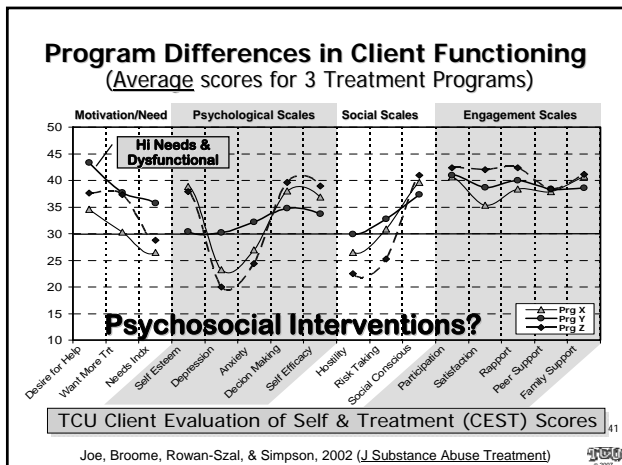
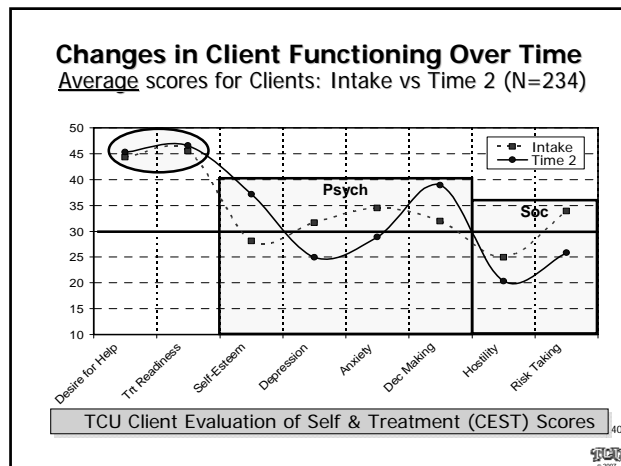
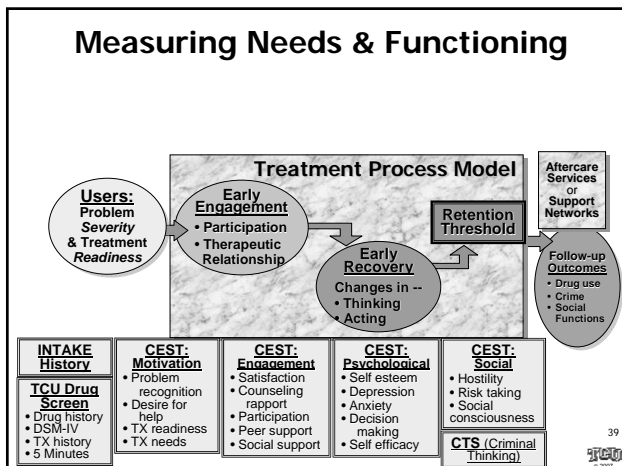
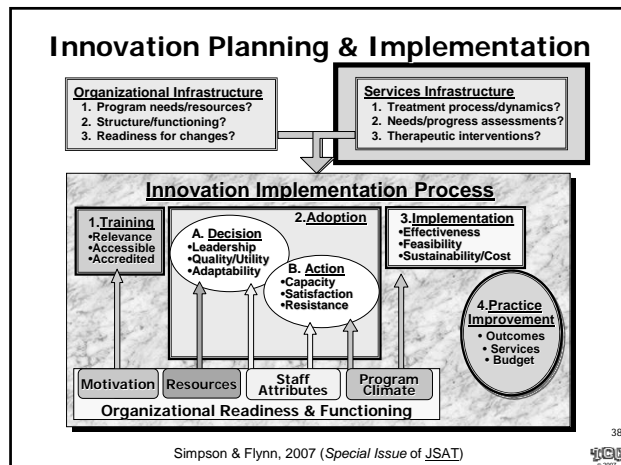
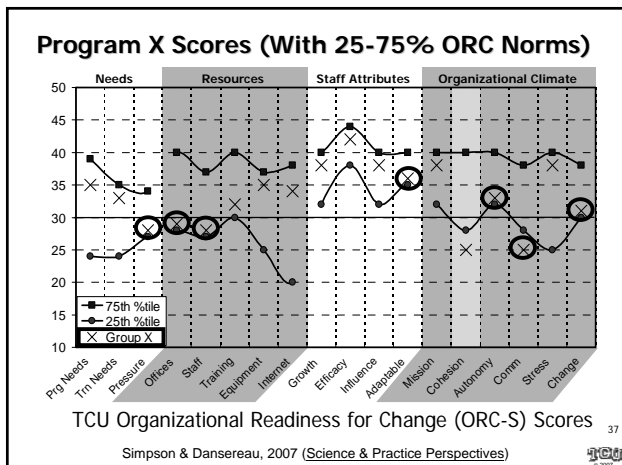


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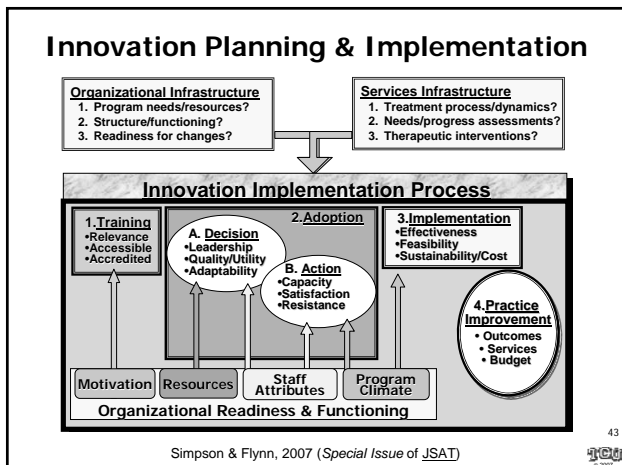
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- Assessment Fact Sheets

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- **Guide for Selecting from 20 Intervention Manuals**
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