

**2008 National TC Conference**  
 October 5-8 (Denver, CO)

Panel on Implementing Innovations in TCs:  
 Evidence for Readiness Assessments  
 and Process of Change

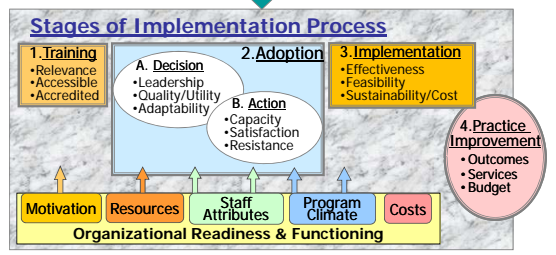
**Training and Organizational Assessments Related to Implementing Innovations**

Grace Rowan-Szal, Ph.D.  
 Institute of Behavioral Research  
 Texas Christian University, Fort Worth

1

### Innovation Implementation

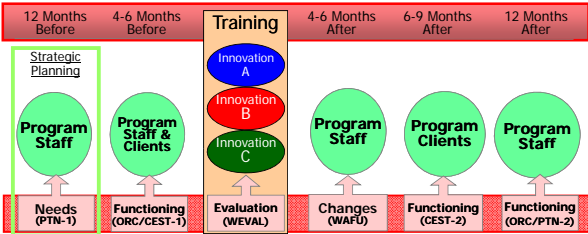
**Organizational Infrastructure**  
 1. Program needs/resources?  
 2. Structure/functioning?  
 3. Readiness for changes?



Simpson, 2002; Simpson & Flynn, 2007 (*Special Issues of JSAT*)

2

### Planning & Assessment Strategy



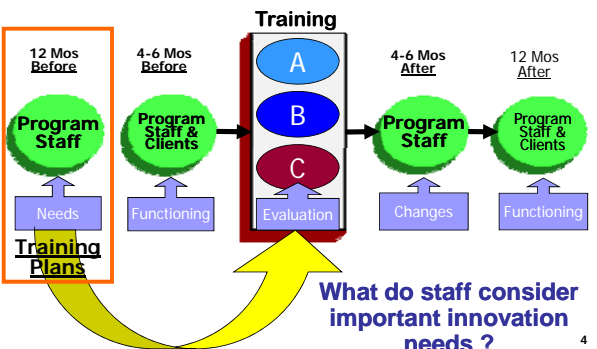
1. Is there staff agreement on innovation needs? What are they?  
 2. Is program functioning related to innovation readiness?  
 3. Is quality of training related to adoption decisions?  
 4. Is trial implementation related to staff training & barriers?  
 5. Do CLIENT RATINGS of program services improve?  
 6. Do staff perceptions of program needs change over time?

Chain of evidence "links" these needs/training/functioning components over time!

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

3

### Planning & Evaluating Change




What do staff consider important innovation needs?

4

### 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*)

5

### Major Resource Needs in Trt Programs

(Staff survey of training need; PTN n=589)

**Program Services (>75%)**

- ◆ Info on new medications
- ◆ Improving family involvement
- ◆ Dual diagnosis & services
- ◆ Brief tools for diagnostic screening
- ◆ Conceptual model of treatment process

**Counselor Training (>70%)**

Techniques for client –

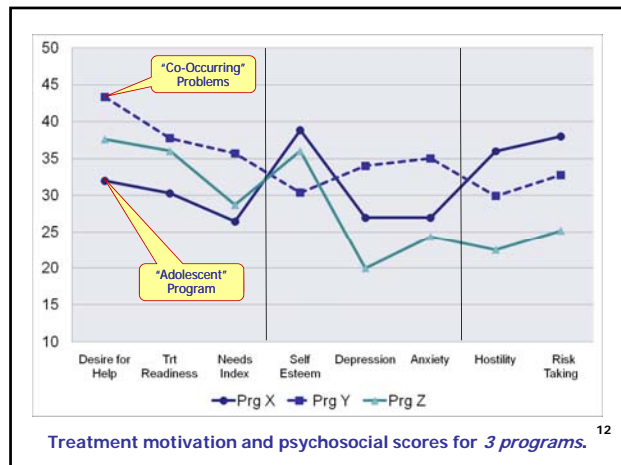
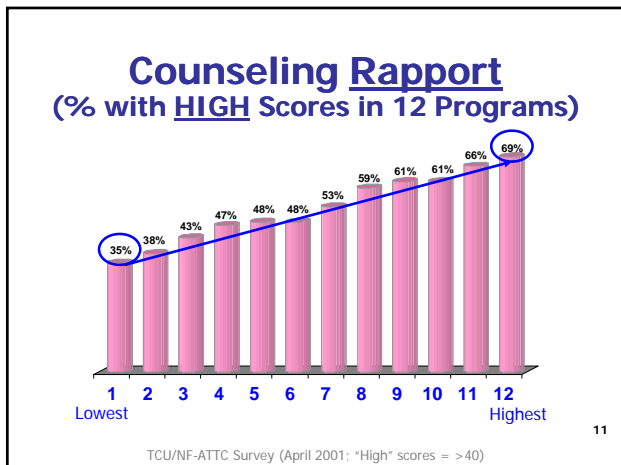
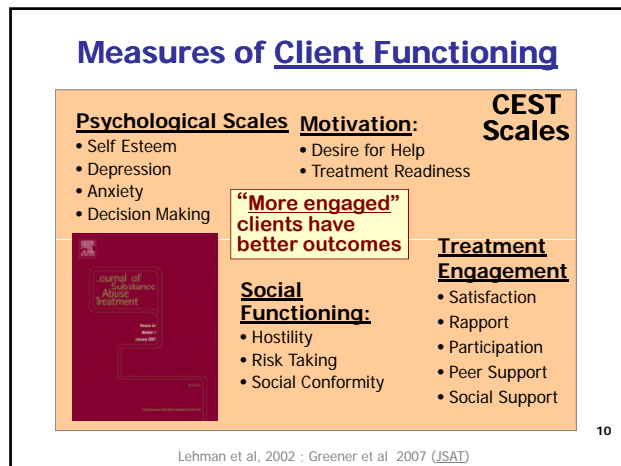
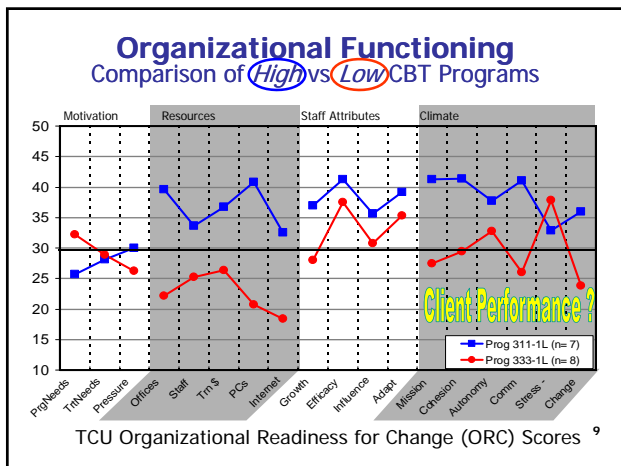
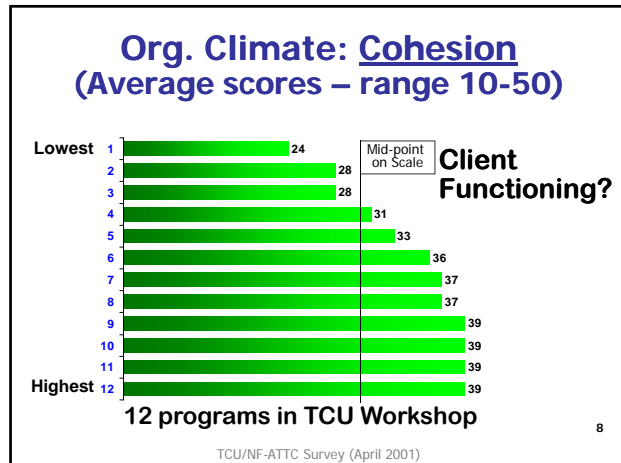
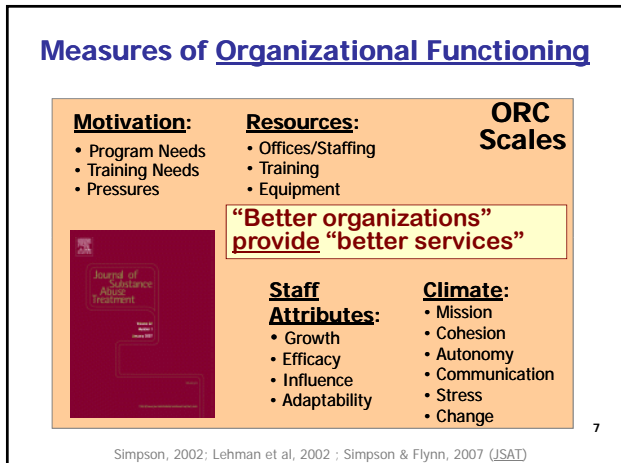
- Participation in treatment
- Thinking skills
- Problem-solving skills
- Cognitive focus

Resources on Internet  
 Info sharing between programs (>90%)

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

6

PANEL on Implementing Innovations in TCs: Evidence for Readiness Assessments and Process of Change



## ORC and CEST

- ◆ Organizational functioning and structure are key to engaging clients in treatment.
- ◆ Client measures of rapport, satisfaction, and participation are positively correlated with organizational climate.
- ◆ “More engaged” clients have better treatment outcomes.

Lehman et al., 2002; Greener, et al 2007 (JSAT)

13

## Training/Followup Assessments

- ◆ Assessments of relevance and quality after training.
- ◆ Higher ratings of relevance and adequacy of resources predictive of endorsement of materials.
- ◆ Major barriers counselors faced included lack of time and redundancy.

Bartholomew, Joe, Rowan-Szal, & Simpson, 2007 (JSAT)

14