

# TCU WEVAL D4-AIB

## Post-training Workshop Evaluation for Adoption and Implementation Barriers Expected

### *Item Scoring Guide and Scales*

**Scoring Instructions.** Items shown below from this assessment are *re-grouped by scales*, and response categories are 1=Strongly Disagree to 5=Strongly Agree. Scores for *each scale* are calculated as follows (and no more than half of the items for any scale can be missing).

1. Find and reverse the scoring for *reflected items* (i.e., those designated with ®) by –
  - a. subtracting the response value (1 to 5) for this item from “6”,  
(e.g., if the response is “2”, the *revised* score is “4” [i.e., 6-2=4]),
2. Sum the response values of all non-missing items for each scale,
3. Divide the sum of item responses by the number of items included (yielding an average),
4. Multiply this average by 10 (in order to *rescale* the score so it ranges from 10 to 50)  
(e.g., an average response of “2.6” for a scale therefore becomes a score of “26”).

#### **PART A: Adoption and Implementation Potential** (repeated in WAFU D4-AIB Form)

##### **Quality and Utilization**

1. You were satisfied with the materials and ideas presented.
2. The materials are relevant to the needs of your clients.
3. You will feel comfortable using them with your clients.
4. You expect the things you learned will be useful to you and your clients.

##### **Resources and Skills**

5. Your program has enough staff capacity to implement these materials.
6. Your program has adequate office space and budget to implement these materials.
7. You will have enough preparation time to use these materials.
8. Most counselors in your program are not likely to implement these materials effectively. ®
9. Counselors in your program have adequate background and training needed to use these materials.

##### **Training**

10. This training included effective practice sessions that give you confidence in using it.
11. This training included good instructions and examples for adapting the materials to your client needs.
12. Based on what you learned, you will be able to train others to use these materials.
- [13. A follow-up training session will be needed to really use these materials.] (*unscored item*)

##### **Support and Commitment**

14. Your program director (or clinical supervisor) will support and encourage use of these materials.
15. Other staff at your program will be interested in learning to use these materials.
16. Staff at your program like to help one another when using new materials like these.
17. Your clients will benefit from and encourage your use of the materials.
18. You can find a way to make these materials a regular and sustained part of your program.

## **PART B: Barriers Expected (repeated in WAFU D4-AIB Form)**

### **You might not use these materials because –**

19. you have a lack of time.
20. you already use things you like better.
21. they do not fit with your counseling style.
22. your agency does not have the time or resources needed.
23. they will not work with your clients.
24. you do not feel properly trained to use them.
25. they seem cumbersome and difficult to use.
26. they do not comply with the treatment philosophy at your agency.

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### **Sources:**

1. Bartholomew, N. G., Joe, G. W., Rowan-Szal, G. A., & Simpson, D. D. (2007). Counselor assessments of training and adoption barriers. *Journal of Substance Abuse Treatment, 33*(2), 193-199.
2. Greener, J. M., Joe, G. W., Simpson, D. D., Rowan-Szal, G. A., & Lehman, W. E. K. (2007). Influence of organizational functioning on client engagement in treatment. *Journal of Substance Abuse Treatment, 33*(2), 139-147.
3. Lehman, W. E. K., Greener, J. M., & Simpson, D. D. (2002). Assessing organizational readiness for change. *Journal of Substance Abuse Treatment, 22*(4), 197-209.
4. Rowan-Szal, G. A., Greener, J. M., Joe, G. W., & Simpson, D. D. (2007). Assessing program needs and planning change. *Journal of Substance Abuse Treatment, 33*(2), 121-129.
5. Simpson, D. D. (2002). A conceptual framework for transferring research to practice. *Journal of Substance Abuse Treatment, 22*(4), 171-182.
6. Simpson, D. D. (2009). Organizational readiness for stage-based dynamics of innovation implementation. *Research on Social Work Practice, 19*(5), 541-551.
7. Simpson, D. D., & Dansereau, D. F. (2007). Assessing organizational functioning as a step toward innovation. *Science & Practice Perspectives, April*, 20-28.
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9. Simpson, D. D., Joe, G. W., & Rowan-Szal, G. A. (2007). Linking the elements of change: Program and client responses to innovation. *Journal of Substance Abuse Treatment, 33*(2), 201-209.

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