

## Implementing EIP and PART

This section is intended to guide you as you begin the process of implementing evidence-informed practice (EIP) and PART within your agency.

Before you begin ensure that:

- You are familiar with the concept of EIP.
- You are comfortable in navigating the PART website and are familiar with the range of PART resources available.
- You are familiar with the following PART documents:
  - Key Concepts in Evidence-informed Practice
  - Key Organizational Concepts in Evidence-informed Practice
  - Self-efficacy: A Key Concept for Individual Evidence-informed Practice
  - Leadership

### Link PARTner Implementation Strategies

The PART *Link PARTner Implementation Strategies* document will provides concrete implementation ideas for both the individual and organizational levels. We recommend discussing these ideas with any colleagues who are supporting the implementation of EIP and setting goals for each implementation strategy that fills a gap in your organization. This document is downloadable from the Link PARTners Hub on the PART website.

### Critical Considerations

#### Leadership

- Have senior leadership demonstrated their commitment to PART and EIP? If so, how can you leverage this support? If not, who can you approach for their support?
- As Link PARTner, consider scheduling monthly meetings with your supervisor to discuss your progress and challenges with implementing EIP.

#### Make sure the technology works

- Ensure staff have access to appropriate infrastructure to access and make the most of the PART website: computers, speakers, bandwidth, no firewalls, etc.
- Consult with your IT department to connect directly to the PART website through agency intranet, bypassing the need for individual username and

password entry. If this is not possible, consider printing login cards for the members of your organization with the PART username and password.

### Consider the gaps in use of evidence in your organization

Critically think about the current use of evidence in your organization by considering the following:

- How does this organization currently use evidence?
- Where are our strengths? Where do we need to develop?
- Do we use organizational strategies (e.g., implement evidence-informed interventions, policy development)? Do we use individual strategies (e.g., decision-making, supervision, community referrals, case conferences, with foster caregivers)?

### Develop your implementation plan

Considering at least one implementation strategy, ask yourself these questions:

- Does this strategy align with our overall vision? Our evidence-informed practice goal? How?
- Has this strategy been attempted in the past? Has it worked? Why or why not? Was there an issue with implementation?
- How do I think this strategy will promote the use of EIP? Is my decision evidence-informed? Who have I talked with about this strategy? Who *can* I talk with about this strategy?
- What are some possible challenges I will encounter? Is this strategy feasible?
- What are the strengths of this strategy?
- Who will be a leader for this implementation strategy? Who are some other individuals that will support this initiative and share the work?
- What do I need to begin implementation?
- What is a realistic timeline for implementation?

### Solidify your implementation plan

In order to promote the chances of a successful implementation consider the following stages and associated activities. It is important to maintain focus on the implementation effort. Consider completing the *EIP Implementation Management Work Sheet* and posting it where you will visually be reminded of your leadership on this project.

#### Planning phase

##### Lead group

- Who will make up the lead group for this implementation strategy? Build a group that consists of both formal and informal leaders. Those with decision-making power will help move the strategy forward, while informal leaders will communicate what is working and the areas where more support is needed.
- Develop terms of reference for the group, schedule regular meetings, and assign individual roles and tasks.
- Ensuring meaningful discussion during meetings and clear roles and responsibilities are key to moving the implementation forward.

### **Vision**

- The lead group should develop the implementation vision.
- “Test” out your vision with a few people who are aware of your strategy and consider their feedback. Also “test” your vision with some people who know little about EIP and your goal. Adjust the vision wording to ensure clarity and accessibility to individuals at all levels of the organization. A strong vision goes a long way in communicating a message to many people.

### **Concrete Tasks**

- Decide on the immediate concrete tasks that need to be assigned in order to get the implementation started.
- Assign tasks to lead group members (e.g., does information need to be printed? Emails need to be sent?).

### **Executing phase**

#### **Communication**

- How will you communicate your implementation? Develop a clear and sustainable plan.
- Consider various types of learning styles and incorporate this into your communication strategy. With information overload you will have to think of innovative ways to inform people of your strategy and what to expect.
- What type of communication has worked best in your organization in the past? Can this be replicated? Can this be improved upon?
- How will you infuse your communication with a sense of urgency? People should feel the change is coming and welcome the improvements it will bring.
- Solicit feedback on your communication and recruit volunteers to become involved. Adjust your communication plan to reflect feedback.

#### **Remove of barriers and promote facilitators**

- Hypothesize some potential barriers that you will experience. Are there barriers currently in the organization that will hinder implementation?
- Identify these issues at the outset and look for barriers throughout the course of implementation. While these barriers could pose an issue to a successful implementation, if addressed early on they may be relatively simple to remedy.

- Challenge lead group members to reconsider barriers as opportunities for change and brainstorm ways to overcome these issues as a team.

### **Short-term wins**

- Celebrate your successes!
- Communicate your accomplishments within the lead group and throughout your organization.
- Think about successful modes of communication and let people know what a great job they are doing with EIP.
- Also note areas for potential change. If you have had feedback about challenges, communicate both recognition of the feedback and how you intend to address these challenges.
- Ensuring communication about short-term wins will help people recognize the new practice and alleviate some of the anxiety that comes with change.

### **Sustaining phase**

#### **Momentum**

- How will you maintain momentum?
- Present your implementation progress to teams and groups, including senior management. Be sure to highlight your successes and the measures taken to address challenges and incorporate feedback.
- Maintaining support for your strategy will go a long way for successful implementation.
- Ensure momentum is maintained within the lead group. Sometimes it's difficult to maintain energy about something new for a sustained period of time. Being a strong leader means addressing the ups and downs of group dynamics in conjunction with your group's goals.

#### **Anchoring**

- How will you anchor the new practice?
- Evaluate your strategy and implementation process. Present your findings to the wider organization.
- Communicate, communicate, communicate the success! New practice must be aligned with the current state of the organization or else the old culture and behaviour will reappear. Continue to remind individuals across the organization of the benefits of the new practice for child and family outcomes.