

Preparing for Implementation

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Framing Question:

- What are the challenges in your community in implementing evidence based best practices?



Challenges

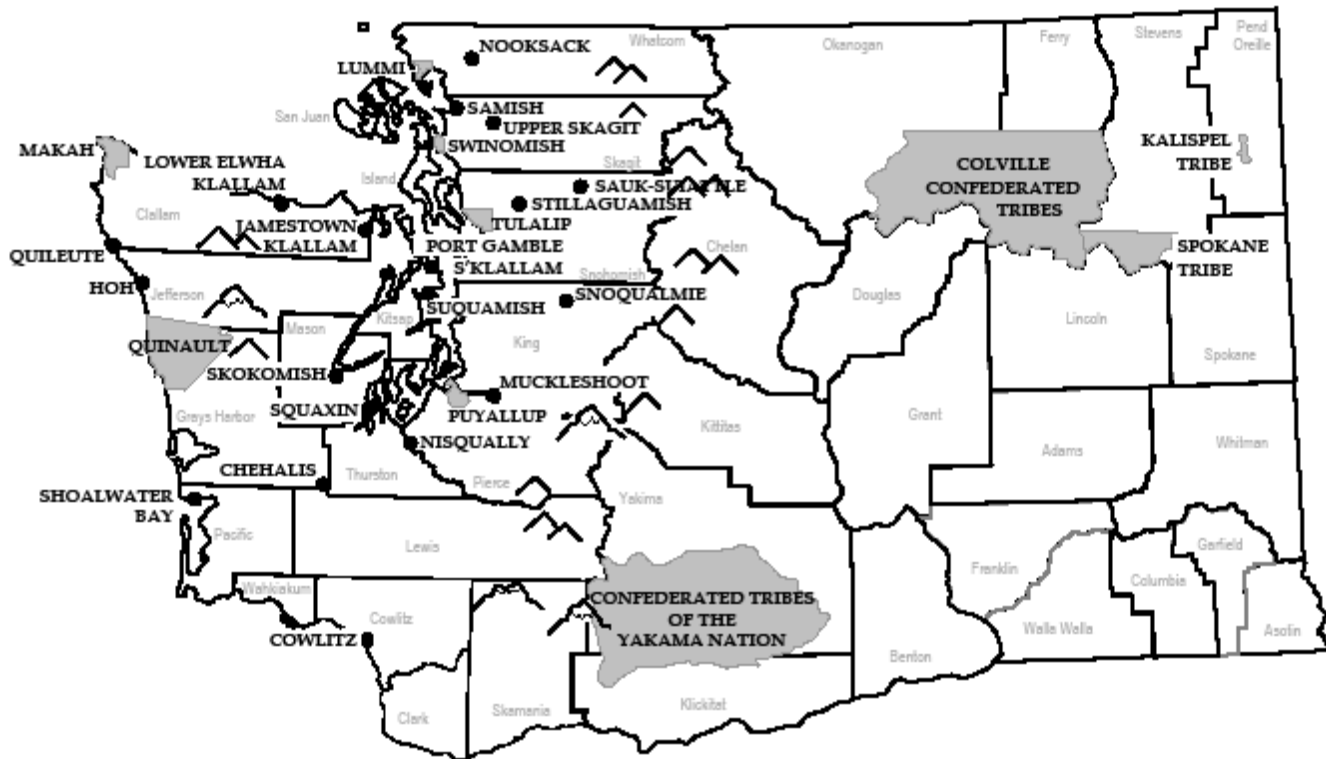
- Turn over in key staff-grant cycles short
- Turn over in tribal leadership
- Lack of understanding
 - Program Requirements
 - Cultural knowledge
- Unrealistic expectations
- Time
- Frequent changes



We work through challenges!

- Visualize your end results, this keeps you focused to work through the rough patches.
- Share your passion for this work/program, it's contagious!





FEDERALLY RECOGNIZED TRIBES OF WASHINGTON STATE



Establish & Formalize Relationship

- Hold a few meetings with the key players from each partner early in the development of program
- Clearly define outcomes, roles and responsibilities
- Designate the administrative leads for each agency for conflict resolution purposes
- Work together to draft MOU that clearly defines the work and responsibilities of each partner- Signed by top administration to ensure compliance



Implementation Team

- In our organization this team consists of the administrator, coordinator, evaluator and direct supervisors involved in program service delivery.
- We meet monthly and track progress on goals, review reports, tackle any challenges, and review responsibilities.



Hiring the right people

- Staff need to have the heart and passion to serve the population and program
- Staff and clients need to respect and trust each other to make program successful
- Staff must understand and support program for implementation to be successful
- Don't rush implementation, invest the time in staff training.



Program Fidelity

- Establish relationship with program evaluator
- Know the non-negotiable program elements upfront
- Work closely with program developers



Build a peer network

- Utilize a mentor-someone who is familiar with program that can give suggestions or just listen to you
- Ask the developers for others who have implemented program in a similar community or may have had similar challenges.



Evaluation

- Data collections: ensure staff understand why data is being collected
- Prepare staff in how the data is to be collected
- Do a training on data collection specific to the program, and then review
- Use evaluation for Quality Improvement purposes



Communicate

- Establish routine meeting times, in beginning it may be once a week, then decrease as needed to once a month
- If staff from each agency have a good relationship with each other they are more likely to cooperate and not compete. Facilitate this and model this behavior.
- Check in with staff to see how things are going, check in with your counterpart at other agency as well.
- Resolve conflict immediately.



Validate

- Acknowledge the work, and progress being completed by all in your joint meetings
- Celebrate the successes with your partners
- Start each meeting off with a success story-sets the tone for the meeting



Visibility

- Go to community events, get involved, learn the traditions.
- Alternate meeting places, so everyone gets to see the others space.
- When your in the area stop in and say hello.
- Do program presentations to tribal council, and other tribal programs to get buy in and support.



Commitment

- Stay committed to your work, remind others of the commitment that was made.
- Renew the commitments each year with a new MOU.



Lesson's Learned:

- Devote the resources to make program successful(both financial and staff time)
- Hire qualified staff that have the heart and passion to serve your population and program
- Everybody needs to understand the programs fidelity so we can support and make it successful
- Do program evaluations and evaluate the staff delivering program



Lesson's Learned

- Clients must feel connected and trust staff so they can fully engage in program
- Work through hurdles that arise as a team, administration support the staff implementing program
- Staff have a good working relationship with EBP's developers so you can go to them with issues, work on modifications together





Summary

- As Native Americans we have to walk in two worlds. Both worlds have valuable knowledge and lessons for us, and at times they do conflict. I understand that these programs wanting evidence and research to back them up can be challenging, but be patient. These programs work. They are worth the time and energy needed to implement them. I have seen families repaired, children returned to their parents, parents learning skills to become even better parents.

