

ABSTRACT SUBMISSION AIC 2016: #66

1. Title:

Sustained Implementation Support Scale: measuring program and workplace factors

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3. Key words:

Measure adaptation and development, evidence-based program practitioners, program and workplace factors, sustainability

4. Abstract text:

a. Background and aims

An evaluation measure of enablers and inhibitors to sustain evidence-based program (EBP) implementation could provide a useful tool to assess and enhance organizations' implementation capacity. This paper outlines preliminary validation of a measure of program characteristic and workplace functioning factors that predict sustained program implementation with a sample of 593 practitioners.

The validated measure was then used with 35 Aboriginal and Torres Strait Islander family support providers trained in Triple P – Positive Parenting Program and working in Indigenous child protection agencies. Implications of the measure and the study are discussed.

b. Methods

An expert informant and consumer feedback approach was used to tailor constructs from existing measures. The resulting 28-item scale consists of five subscales: Program benefits, Program burden, Workplace support, Workplace cohesion and Leadership style and has good reliability, and good convergent, discriminant and predictive validity.

c. Results

In the measure validation study practitioners sustaining implementation at least three years post training were more likely to have supervision/peer support, reported higher levels of program benefit, workplace support and positive leadership style, and lower program burden compared to practitioners who were non-sustainers.

The second study demonstrated that for implementation at 18 months there was a trend for implementing providers to report higher levels of perceived program benefit, workplace support and workplace cohesion.

d. Conclusion

Overall, these findings provide evidence to consider incorporating program and workplace variables in real world implementation models to improve the likelihood of EBP implementation and sustainment.