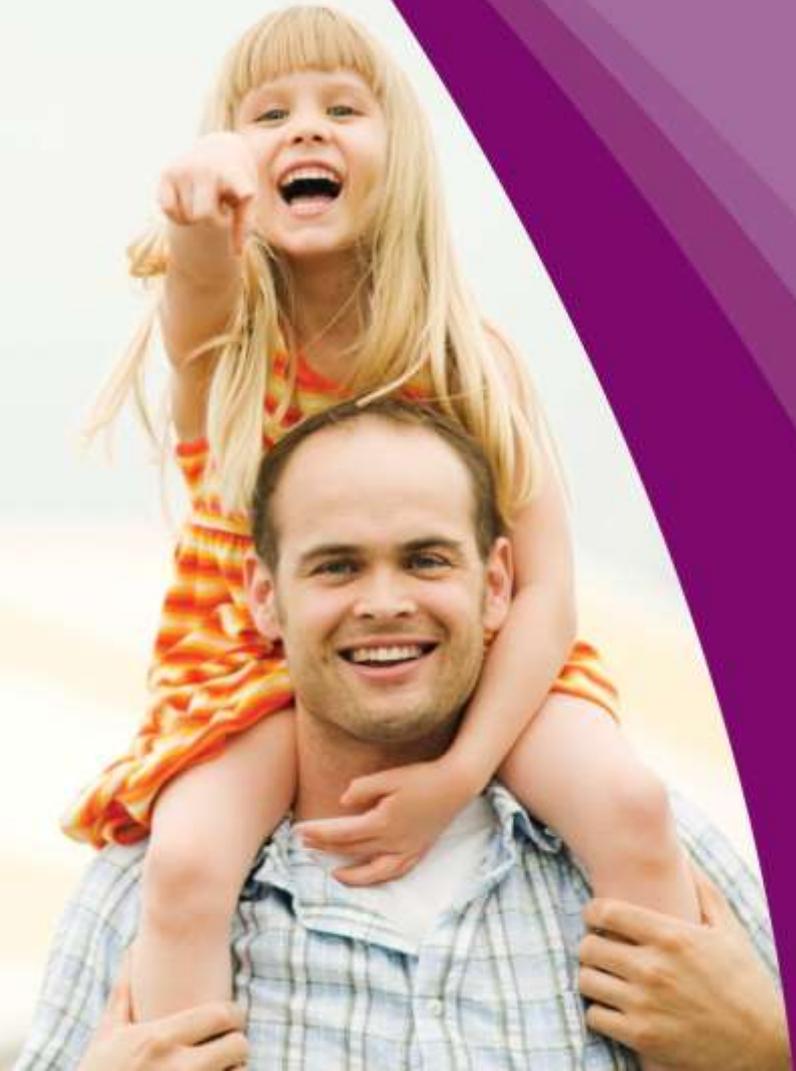


Linking research to practice – working towards better outcomes for vulnerable families

Pauline Dixon – March 2014



Knowledge to Implementation Cycle (based on Fixsen et al 2005)





Development and adoption

The 4 phases of development and adoption include:

1. Clarify desired aims and outcomes of the project or service.
2. Collect and summarise the evidence base and map practice.
3. Select and adapt knowledge to local context.
4. Select, tailor and/or design program or practice framework.

Wanslea Practice Framework

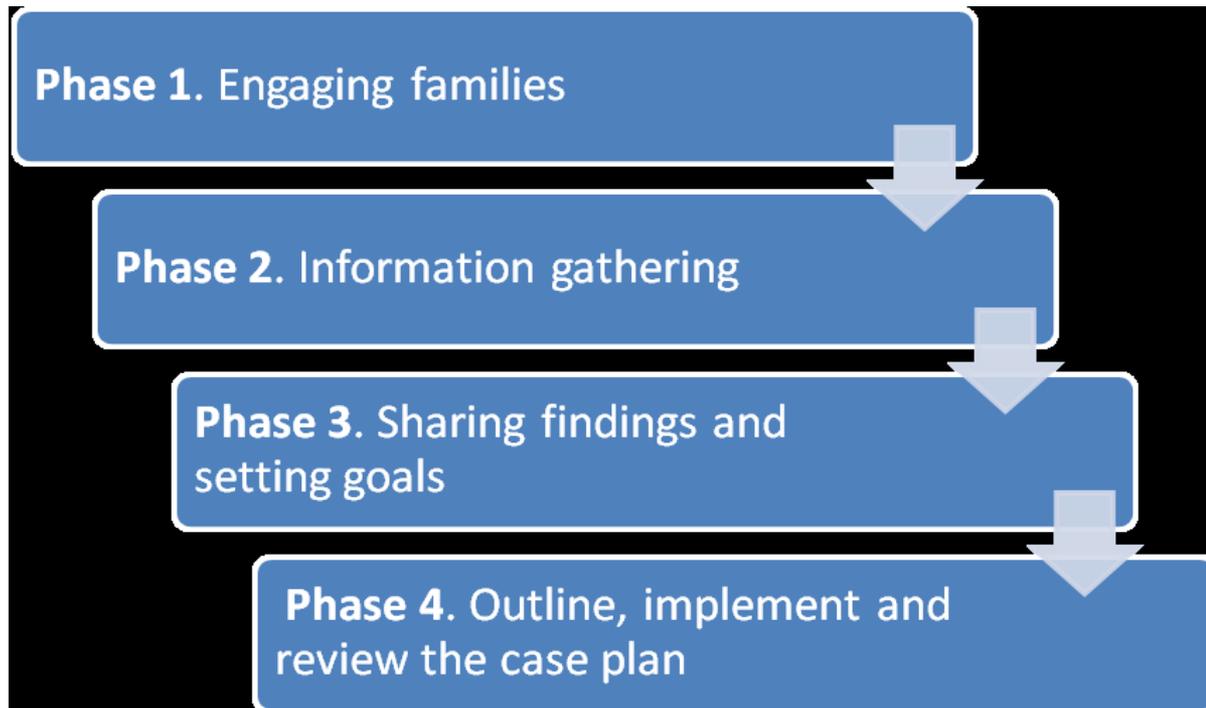


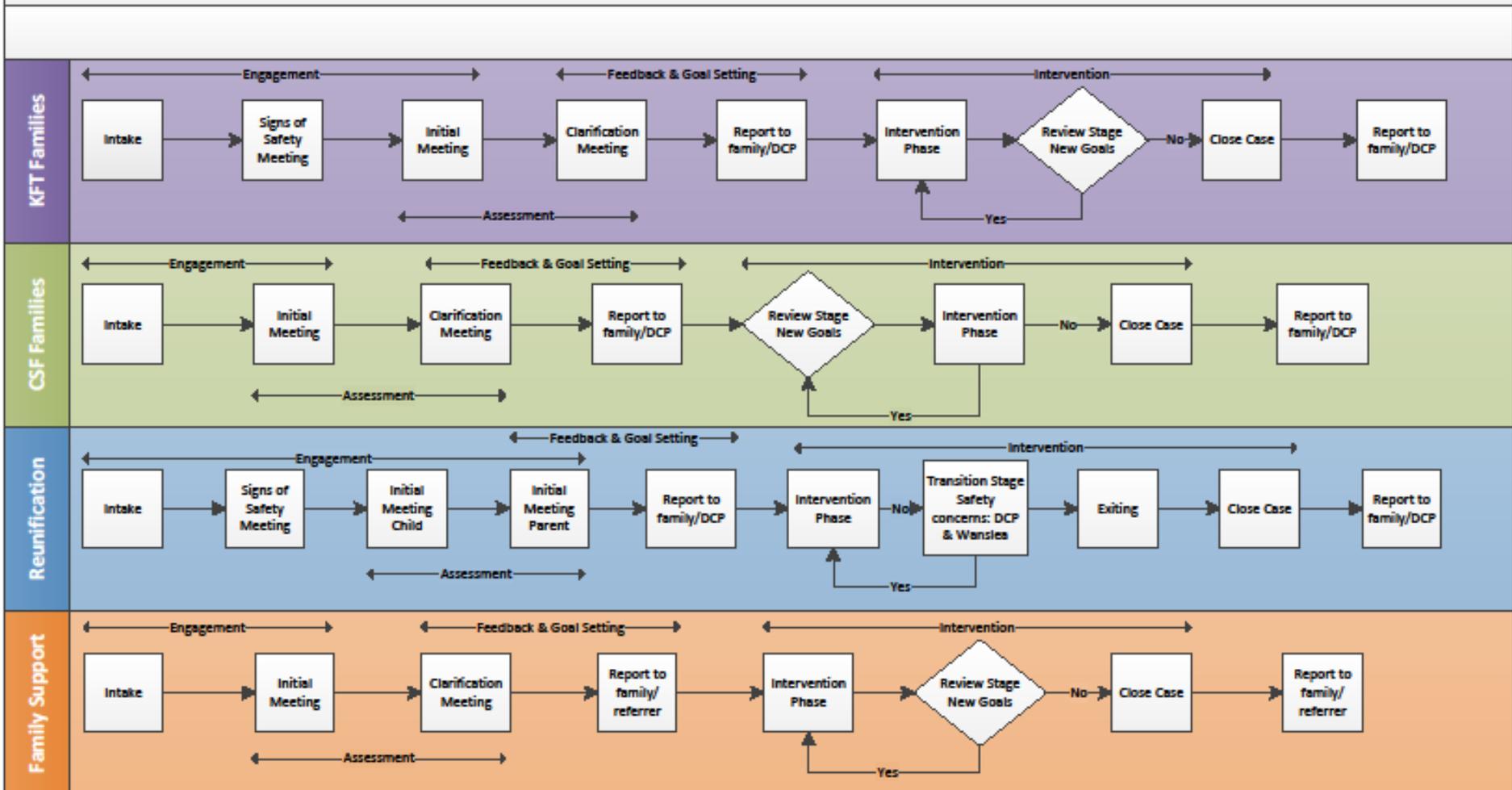
Figure 1: Framework for the Supporting Families Practice Guide

Practice Framework Map Overview



WANSLEA Practice Framework Map Overview

Revised 7/11/12



Target Population

Families with children aged 0-18 years experiencing life challenges and stressors that impact on their ability to meet their children's needs

Guiding Principles

Adult and child voices and choices are heard

Parent and youth/child perspectives are intentionally elicited and prioritised. Planning is grounded in family members' perspectives and practitioners strive to provide options and choices such that the plan reflects family values and preferences.

Concrete services

Wanslea practitioners provide or help the family access concrete goods and services that are directly related to achieving the family's goals, while supporting them to meet ongoing needs independently.

Working towards meaningful outcomes

Wanslea practitioners tie the goals and strategies of services and supports to observable and measurable indicators of success, monitors progress in terms of these indicators, and revises strategies accordingly.

Working with strengths

Services and supports identify, build on, and enhance the capabilities, knowledge, skills, and assets of the child and family and their community. Wanslea supports the belief that people are the experts in their own lives and Practitioners therefore build on what parents are doing well.

Working within the community

Services and support provided to adults and their children take place in the most inclusive, most responsive, most accessible and least restrictive settings possible.

Promoting culturally competent practice

Services and support provided to adults and their children demonstrates respect for and builds on the values, preferences, beliefs, culture and identity of the child/youth and family and their community.

Skills development

Wanslea practitioners teach parents a wide variety of 'life skills', using 'teaching interactions' processes including practice, feedback and homework.

Collaboration across Wanslea Family Services

Wanslea practitioners work cooperatively and share responsibility for supporting adults and their children.

Assessment and goal setting

Wanslea practitioners use client-directed assessment across life domains, ongoing safety assessment and planning.

Behaviour change

Family support uses cognitive and behavioural research-based practices and behavioural interventions.

Providing individualised support

Services and supports are customised to the unique needs of individual adults and their children.

Engagement

Wanslea practitioners use a collaborative and collegial approach to engage and motivate families.

Remaining persistent

Despite challenges, Wanslea practitioners persist in working toward adult and child goals.

Building on natural supports

Planning reflects activities and interventions that draw on sources of natural support.



Outcomes

- 1. Increase in positive parent-child interactions**
- 2. Improved child physical safety and wellbeing**
- 3. Positive child development**
- 4. Increase in social connectedness**

Jenny

I remember people saying it was exciting that we were working on an evidence base. It was challenging to refine what we do and articulate exactly where we work from. How to contain the complexity in a few sentences. This process has helped us to refine what we expect to happen in our work. If we are clearer, then our work with families has a better chance of being effective.



Claire

Exploration was confusing – a bit like writing an essay – wrestling with information and trying to distill something that is very complex into one sentence-that of the target population. There is no short cut, we just had to work it out together.



Sarah

The implementation process felt inclusive and respectful of the staff on the ground carrying out the day to day work. Effort and time was put into hearing our perspective of the job we do, including taking note of the structural challenges as well as the processes that were already working well. The process was supported by management keeping the staff updated on where the process was at, as otherwise it may have felt slow and disconnected.



**“Evidence” on effectiveness helps you
select what to implement for whom**

however

**“Evidence” on these outcomes does
not help you implement the program
or practice**



Practice program installation

Prepare support required to run the program, prepare for doing things differently

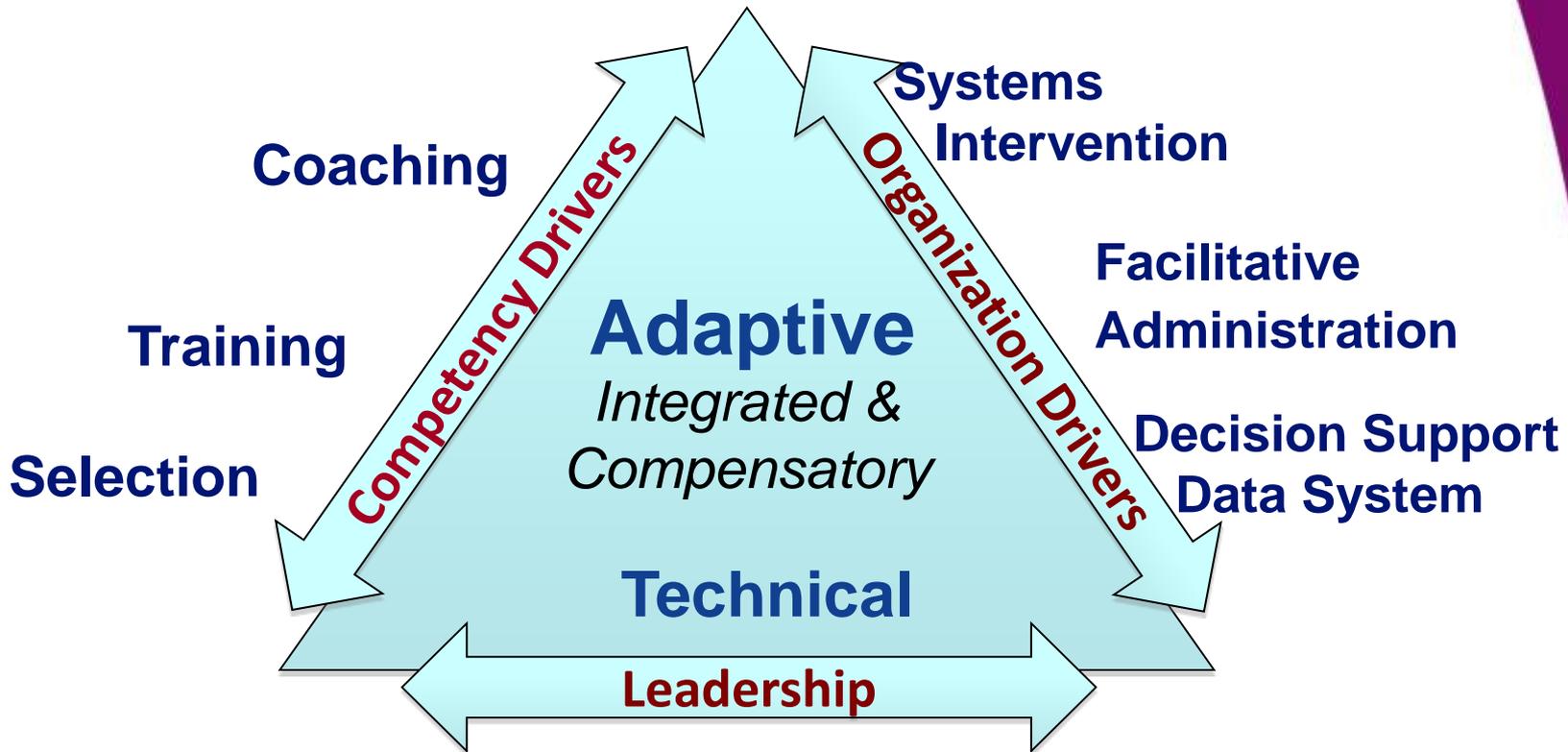
1. Assess readiness of service or organisation
2. Assess barriers to implementation
3. Ensure appropriate resources
4. Complete selection

Improved outcomes for children and families



Performance Assessment

Implementation Drivers



Implementation Drivers

Competency Drivers

- develop, improve, and sustain ability to implement an intervention with fidelity and benefits to consumers.
- Drivers include: Selection, Training, Coaching, and Performance Assessment

Organisation Drivers

- create and sustain hospitable organisational and systems environments for effective services.
- Drivers include: Decision Support Data System, Facilitative Administration, and Systems Intervention

Leadership Drivers

- methods to manage technical problems



Initial Implementation

Initiating and managing change.

- Work with all stakeholders to ensure a unified sense of purpose and to understand the level of change required at all levels of the organisation
- Pre service and in-service training
- Staff coaching

Competency Drivers

- Training
- Coaching
- Supervision



Coaching

Kirsty

Coaching helps me focus on continual improvement of my skills with families. This is particularly helpful as I am a newly graduated social worker.

Claire

Coaching has enabled me to put my practice into a language and format that highlights my strengths and issues I need to work on. Importantly, coaching highlights my practice so I can be more effective in offering my families clear goals to work towards, a rigorous and accountable practice framework in which to work within and a strengths based practice that gives them hope by highlighting their strengths. It's empowering for families and for me.

Coaching

Sandra

I find the group coaching particularly useful and practical and I gain a lot from the role plays and hearing from others experience and the strategies they use.

Dawn

I can't say that the coaching hasn't been a bit challenging but it has encouraged me to think more about how effectively I deliver the programmes that Wanslea offers. It has reminded me that I am to work toward the goals that the family has identified, to value the knowledge and experience that the family brings to the programme and to assist the family to arrive at some solutions for themselves. Our team's coach is very experienced in delivering the Wanslea programmes and she has helped me to identify the areas in which I struggle.



Full Operation

Program fully integrated into practitioner, organisational and community practices, policies and procedures.

1. Staff assessment and evaluation
2. Evaluate outcomes
3. Facilitative administration



Innovation

1. Seek opportunities to refine and expand treatment practices and programs
2. Seek opportunities to refine and expand implementation practices and programs
3. Use purveyors as coaches and tutors
4. Help site-based individuals to move organisation efficiently and effectively through implementation



Sustainability

1. Systems intervention
2. Work to maintain multi-level alignment
3. Maintain leadership and focus
4. Create and stay connected to champions
5. Intervene to change policies and funding contingencies
6. Remain vigilant at local, state and national levels for opportunities or threats to fidelity and sustainability