Research on the Implementation Process
Implementation Process

• Implementation begins immediately following policy approval and will continue for several years
  • *Agencies must be careful to not focus solely on policy deadlines*

• For implementation to be successful and sustained, it requires a long-term commitment to
  • Planning
  • Training
  • Using data
  • Collaborating
Implementation Process: Stages

• Implementation happens in stages
  1) Exploration Phase (months 1 to 6)
  2) Installation Phase (months 6 to 12)
  3) Initial Implementation Phase (months 12-24)
  4) Full Implementation Phase (months 24-48)
  5) Innovation Phase (*)

• Each stage has relevant tasks needing completion
Stages of Implementation

If one or more stages is incomplete, it can disrupt the fidelity of implementation and impact long-term sustainability.
Implementation Progress: Exploration

• Exploration Stage (first 6 months)
  • Assemble committees and workgroups
  • Identify key policy areas for attention
  • Select key policies for development and implementation
Implementation Progress: Installation

- Installation Stage (6-12 months)
  - Establish policy development plan
    - Include policy details, vetting process, data collection and QA plans, and approval plans/timeline
    - Finalize and approve policies
  - Establish agency training plan
    - Include SB 367 training, capacity-building training, policy-specific training, and annual training plans
    - Conduct trainings
  - Develop and finalize inter-rater agreement processes for risk assessments
Initial Implementation (12+ Months)

- Pilot draft assessments and begin inter-rater agreement process
- Test and monitor data collection and QA processes
- Review instruments using recidivism data and inter-rater agreement process
- Go live with policies
- Regularly and widely report progress with risk tools, programs, and other changes with staff and stakeholders
Sustaining Full Implementation

• Full Implementation (24+ Months)
  • Begin initial evaluation and program assessment process
    • This is where you see benefits from implementation fidelity (training, implementation, inter-rater agreement, and data collection processes)
  • Conduct full validation process for risk assessment (long-term)
  • Conduct program evaluation
    • Programmatic
    • Process
    • Outcome
  • Strength of implementation fidelity is key to this process
Sustaining Full Implementation

• Full Implementation (24+ Months)
  • Modify policies, instrument, and programs, as needed, following risk assessment validation and program evaluation processes
  • Continue with capacity-building and annual trainings according to training plans
  • Maintain communication with staff and stakeholders
Effective Dates

• Effective dates are not the dates in which full implementation is completed
• Ensuring that the stages are completed with fidelity is the most important part of this process
Stages of Implementation Review

• Stages
  • Exploration phase
  • Installation phase
  • Initial implementation phase
  • Full implementation phase

• Importance of establishing plans, adhering to plans, and ensuring fidelity throughout the process
  • Impacts long-term implementation success

• Importance of communication with internal and external stakeholders
  • Collaborate and share resources