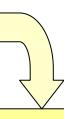
WE WANT CHANGE! SO NOW WHAT? Stages of the Implementation Process

Exploration & Adoption

- 1) The potential match is assessed between community needs, evidence-based practice and program needs, and community resources.
- 2) A decision is made to proceed (or not).

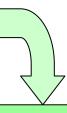


Program Installation

Structural supports necessary to initiate the program are put in place (e.g., funding streams, human resource strategies, policy development, referral mechanisms, reporting frameworks, and outcome expectations).



Shaky first steps of changing from previous practices and implementing something new are managed. Confidence in the decision to adopt the program is tested, as the program is struggling to begin.



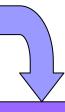
Full Operation

New program becomes integrated into practitioner, organizational, and community practices, policies, and procedures. Over time, the new program is practiced with fidelity and becomes routine.



Innovation

After original program has been practiced with fidelity, treatment/implementation procedures might be changed based on community circumstances. Such changes and their impact should be monitored and recorded.



Sustainability

Site leaders and staff, together with the community, adjust to systemic changes (e.g., staffing, finances, politics) to ensure long-term survival and continued effectiveness of program.

Reference

Fixsen, D. L., Naoom, S. F., Blase, K. A., Friedman, R. M. & Wallace, F. (2005). *Implementation Research: A Synthesis of the Literature*. Tampa, FL: University of South Florida, Louis de la Parte Florida Mental Health Institute, The National Implementation Research Network (FMHI Publication #231).