

Building Capacity

Drivers for Success



Implementation

Science... *provides some key implementation drivers for making sure that the programs and practices we want to put in place to improve outcomes for our learners take hold and grow.*



Adapted from: National Implementation Research Network

What are some key drivers we used in our capacity building models?

1

Regional leadership planning.

In each region, a **Regional Implementation Leadership Team** is established to guide the work of building capacity in tiered models for AT and AAC. This work begins by the team collectively completing “**Regional Readiness**” tools to guide goal setting for an implementation plan.

2

Training supported by coaching.

At all tiers of training, training is supported by explicit coaching in the innovative practices being targeted. Coaching continues on past certification within an ongoing community of practice with AT/AAC mentors/leads.

3

Ensuring fidelity of use. Participants are provided explicit feedback through rubrics for key practices (such as conducting a robust **AAC Needs Assessment**, conducting an **AT Consideration** process, guiding a **Student Access Plan** team-based AT assessment) that are essential to the practices being established.

4

Regular review of Implementation Plans.

The **Regional Implementation Leadership Team** regularly reviews goals set for building capacity, in order to identify potential barriers and develop solutions. Challenges like “how will we select participants”, “how will referrals change in the new system?”, or “how will Tier 2 trained SLPs access mentoring support once they have completed certification?” are addressed.

5

Using data to drive decision making.

Data is key to decision making in the Implementation Science framework, and is used throughout the Open Access projects to help drive this capacity building work. In addition to readiness assessment, we measure our Leader’s practices in supporting evidence-based practices. Participants in training & coaching complete “Beliefs and Attitudes” scales (pre-post), “Training and Coaching Outcomes” scales (pre-post), as well as provide formative training feedback. Fidelity measures for training, coaching and protocol use occur throughout the projects. All of this data is reviewed during regular debrief and planning meetings.

To learn more about Implementation Science, go to: <https://nirn.fpg.unc.edu>