Community Implementation Capacity Exploration Tool

Implementation Capacity for Triple P (ICTP) Projects

THE **IMPACT** CENTER at FPG — Building Capacity for Stronger Systems and Communities

**IC**TP Implementation Capacity for Triple P

UNC **FRANK PORTER GRAHAM CHILD DEVELOPMENT INSTITUTE**

Background, ICTP Theory of Change, & the Site Exploration Process

The Triple P – Positive Parenting Program system of interventions offers evidence-based parenting and family support strategies for all families. The Implementation Capacity for Triple P (ICTP) Projects, in partnership with state-level intermediary organizations, Triple P America, the Duke Endowment, and the North Carolina Divisions of Public Health and Social Services, are providing external support in selected counties or regions to strengthen and sustain implementation capacities and infrastructure that support the use of Triple P.

Triple P America and other intermediary organizations join a multi-level system of support for the scale-up of Triple P in your state. As external change agents, they provide program-specific and generic implementation support from outside state and county service systems. The theory of change below demonstrates this process and focus of external support with local partners to build the local capacity and performance that optimize Triple P and achieve population-level outcomes.
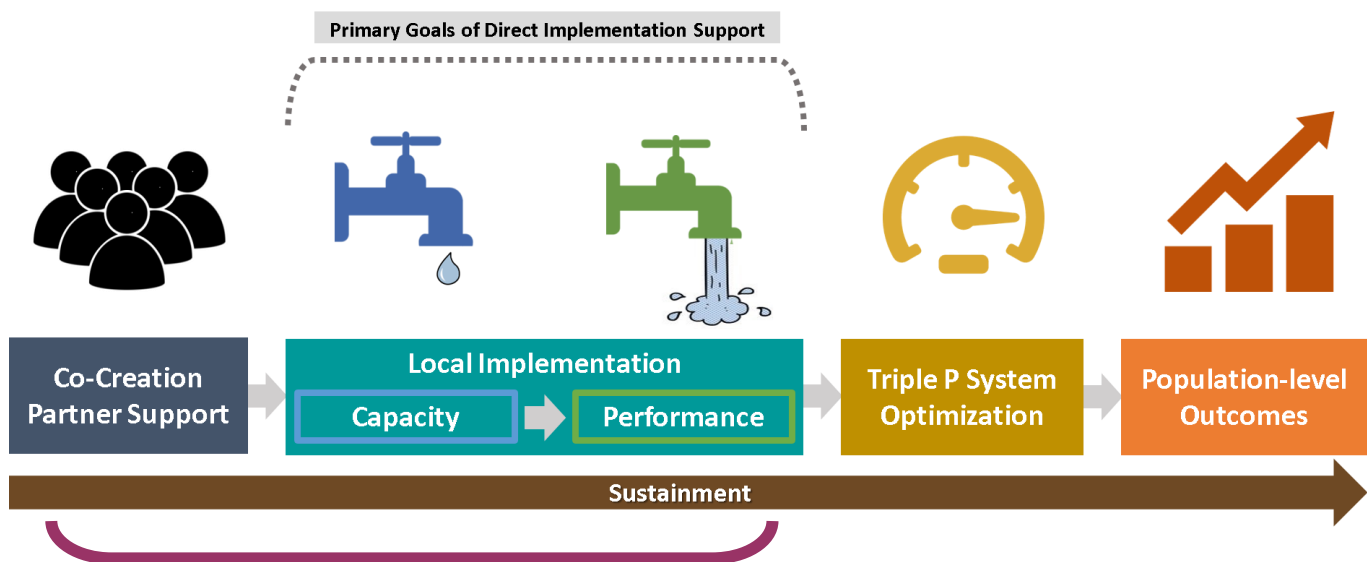
During the initial stage of external support, an intermediary organization will partner with the selected county or region in a **robust exploration process** to:

1) ensure collaborative working relationships,

2) assess local Triple P coalitions' capacity and infrastructure related to core implementation components, and

3) plan a set of professional and system development strategies that build upon local Triple P coalitions' existing strengths.

This **robust exploration process** is the focus of the Discussion Guide.

Exploration Tool Overview

This Exploration Tool is designed to support a semi-structured, facilitated discussion with a team of individuals involved in the local Triple P coalition's leadership and implementation activities. Guided by the theory of change, questions are designed to explore both the strengths and needs of the local Triple P coalitions' collaborative relationships (co-creation partners) and key features of local implementation capacity and infrastructure. The five groups of questions address the following:

Co-Creation Partners. The development of local implementation capacity benefits from collaboration and active involvement among five sets of co-creation partners: 1) leadership and staff from implementing sites; 2) state/local funders and policymakers; 3) intermediary (e.g., ICTP) and purveyor organizations (e.g., Triple P America) that provide implementation and program-specific support; 4) community parents, families, and other partners; and 5) researchers and evaluators. Together, co-creation partners combine valuable perspectives, resources, and abilities that increase the likelihood Triple P will be locally successful and sustainable.

Leadership & Implementation Teams. Teams at each level of a community coalition (i.e., lead agency and service agencies) are sustainably organized, aligned, and resourced to provide leadership and management for successful Triple P implementation and scale-up. These teams install, manage, and sustain organizational and system practices that promote high quality Triple P delivery, identify and address Triple P implementation barriers, and recognize and spread Triple P implementation successes.

Workforce Development Infrastructure. Workforce development plans for Triple P practitioner selection, training, and coaching are in place and integrate adult learning and coaching best practices. Workforce development activities and partners support the development of practitioners who are competent and confident to deliver Triple P as intended across diverse families and contexts.

Quality & Outcome Monitoring Systems. Data and information about Triple P implementation and delivery are collected, analyzed, reported, and used for decision-making to support continuous local quality improvement. Data and reports are widely shared and reach the right people at the right time in order to address timely needs and optimize Triple P programming over time.

Media & Networking Capacity. For community-wide prevention and wellbeing efforts, media and networking strategies to mobilize knowledge and behavior change beyond that created by direct service interventions is important for achieving population-level outcomes. Media strategies promote normative information about child development, model positive parenting strategies, normalize the need for parenting support, and expand community awareness and accessibility to Triple P. Networking strategies accelerate the reach of Triple P and other positive parenting messages through key community organizations and individuals who are natural connectors across diverse community segments.

Exploring and then attending to these five key features of implementation capacity reminds us that effective implementation is about supporting both people and organizations. Active implementation support incorporates community partnering and adaptive leadership and management strategies to ensure that practitioners are well supported to deliver programs as intended, system partners work in concert to eliminate barriers, and innovations are optimized over time using data.

Session 1:
Co-Creation Partner & Support

1. Who is involved in your Triple P community locally, and what are their roles?

Service agency leadership/staff	
State/local funders & policymakers	
TPA/Intermediary Organization	
Community members	
Triple P researchers & developers	

2. What's going well?

3. What kinds of challenges are you having?

    a.   **What are your current plans to address those challenges?**

    b.   **How confident are you that you will be able to manage those challenges?**

The development of local implementation capacity benefits from collaboration and active involvement among five sets of co-creation partners: 1) leadership and staff from implementing sites; 2) state/local funders and policymakers; 3) intermediary (e.g., ICTP) and purveyor organizations (e.g., Triple P America) that provide implementation and program-specific support; 4) community parents, families, and other partners; and 5) researchers and evaluators. Together, co-creation partners combine valuable perspectives, resources, and abilities that increase the likelihood Triple P will be locally successful and sustainable.

4. How are the partners, goals, and activities related to this issue represented in your documented policies and practices?

5. What financial and other resources do you have to support the partners and activities related to this issue?

6. What are your current plans to sustain partners and activities related to co-creation partner engagement?

7. What is your vision for reaching out to and involving co-creation partners?

      a.What specific goals have you defined to achieve this vision?

      b.What activities are required to achieve those goals?

      c.How are you assessing achievement of those goals?

8. Who is ultimately charged with engaging and involving co-creation partners in support of this vision?

9. What next steps are planned related to this vision?

NOTES

Consider...

1. Degree of involvement for each co-creation partner

Session 2:
Leadership & Implementation Teams

1. **What are your leadership and implementation team structures currently?**

    a. **At the regional/county level**

    b. **Across the service agencies within the region/county**

2. **What's going well?**

3. **What kinds of challenges are you having?**

    a. **What are your current plans to address those challenges?**

    b. **How confident are you that you will be able to manage those challenges?**

4. **How are Triple P leadership and management represented in your documented policies and practices?**

5. **What financial and other resources do you have to support the partners and activities related to this issue?**

6. **What are your current plans to sustain leadership and implementation teams?**

NOTES

Consider..

1. Coalition forming vs. "spraying training"

2. Linking function between leadership and implementation teams

7. **What is your vision for leading and managing Triple P scale-up within the region?**

    a. **What specific goals have you defined to achieve this vision?**

    b. **What activities are required to achieve those goals?**

    c. **How are you assessing achievement of those goals?**

8. **Who is ultimately charged with establishing leadership and management for Triple P scale-up across the region?**

9. **What next steps are planned related to this vision?**

<u>NOTES</u>

Session 3:
Workforce Development Infrastructure

1. What is your ongoing professional development infrastructure currently?

2. What's going well?

3. What kinds of challenges are you having?

    a. What are your current plans to address those challenges?

    b. How confident are you that you will be able to manage those challenges?

4. How are the partners, goals, and activities related to this issue represented in your documented policies and practices?

5. What financial and other resources do you have to support the partners and activities related to this issue?

6. What are your current plans to sustain partners and activities related to this issue?

NOTES

Consider...

1. Accountability mechanisms (e.g. quality assurance, ensuring that it happens)

2. Locus of Responsibility

3. Utilization of the PASS Model

Workforce development plans for Triple P practitioner selection, training, and coaching are in place and integrate adult learning and coaching best practices. Workforce development activities and partners support the development of practitioners who are competent and confident to deliver Triple P as intended across diverse families and contexts.

7. **What is your vision for organizing coalition infrastructure to support Triple P practitioner professional development?**

    a. **What specific goals have you defined to achieve this vision?**

    b. **What activities are required to achieve those goals?**

    c. **How are you assessing achievement of those goals?**

8. **Who is ultimately charged with organizing coalition infrastructure in support of this vision?**

    a. **Who else is involved?**

9. **What next steps are planned related to this issue?**

<u>NOTES</u>

Session 4:
Quality & Outcome Monitoring Systems

1. What is your quality and outcome monitoring system currently ?

2. What's going well?

3. What kinds of challenges are you having?

     a. **What are your current plans to address those challenges?**

     b. **How confident are you that you will be able to manage those challenges?**

4. How are the partners, goals, and activities related to this issue represented in your documented policies and practices?

5. What financial and other resources do you have to support the partners and activities related to this issue?

6. What are your current plans to sustain partners and activities related to this issue?

NOTES

Consider...

1. Technology infrastructure as well as the team infrastructure

2. Communication loops

3. Sharing widely?

4. Use of data for improvement

5. Data across the range of implementation
   components, especially fidelity

7. What is your vision for organizing quality and outcome monitoring systems within the coalition?

    a.   **What specific goals have you defined to achieve this vision?**

    b.   **What activities are required to achieve those goals?**

    c.   **How are you assessing achievement of those goals?**

8. Who is ultimately charged with organizing monitoring systems for this vision moving forward?

    a.   **Who else is involved?**

9. What next steps are planned related to this issue?

NOTES

Media & Networking Capacity

1. **What are your media and networking capacities currently ?**

2. **What's going well?**

3. **What kinds of challenges are you having?**
   a. **What are your current plans to address those challenges?**
   b. **How confident are you that you will be able to manage those challenges?**

4. **How are the partners, goals, and activities related to this issue represented in your documented policies and practices?**

5. **What financial and other resources do you have to support the partners and activities related to this issue?**

6. **What are your current plans to sustain partners and activities related to this issue?**

NOTES

Consider...

1. Separating "the context" (e.g., media and communications strategies) from "the conversation" (actual social dialogue in the community)

2. Ways of identifying opinion leaders in the community

3. Individuals and organizations

4. Use of Triple P Stay Positive Media

For community-wide prevention and wellbeing efforts, media and networking strategies to mobilize knowledge and behavior change beyond that created by direct service interventions is important for achieving population-level outcomes. Media strategies promote normative information about child development, model positive parenting strategies, normalize the need for parenting support, and expand community awareness and accessibility to Triple P. Networking strategies accelerate the reach of Triple P and other positive parenting messages through key community organizations and individuals who are natural connectors across diverse community segments.

7. **What is your vision for positively influencing parenting behavior within the region through media and networking strategies?**

    a. **What specific goals have you defined to achieve this vision?**

    b. **What activities are required to achieve those goals?**

    c. **How are you assessing achievement of those goals?**

8. **Who is ultimately charged with moving media and networking strategies for this vision forward?**

    a. **Who else is involved?**

9. **What next steps are planned related to this vision?**

NOTES