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# Introduction to Implementation Science and Applications for Enhancing Victim Centered Services

January 23, 2020

Rebecca Thomforde Hauser and Dr. Anjali Nandi

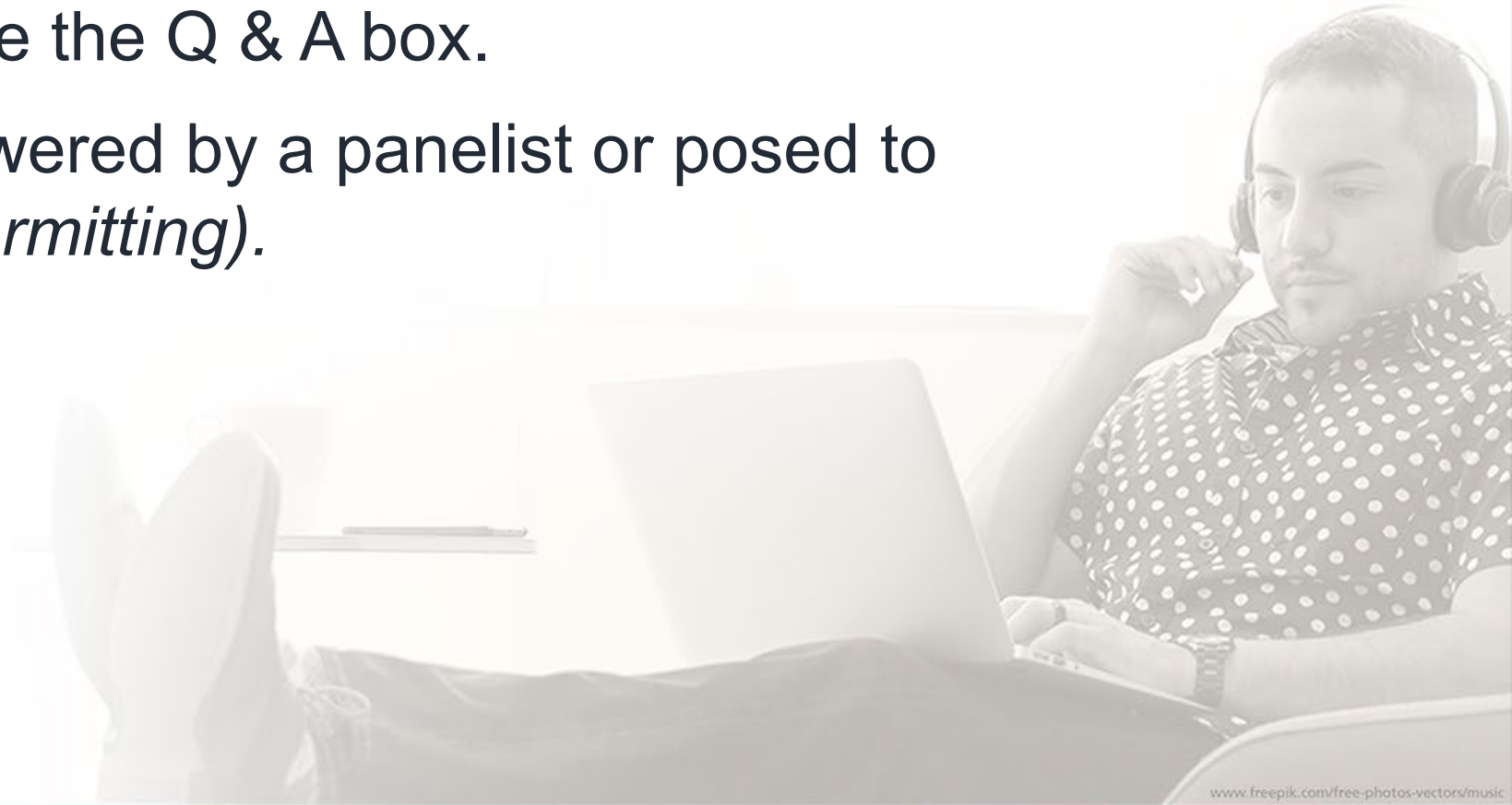


# Webinar Information

This project was supported by Grant No.2017-TA-AX-K068 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication/program/exhibition are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.

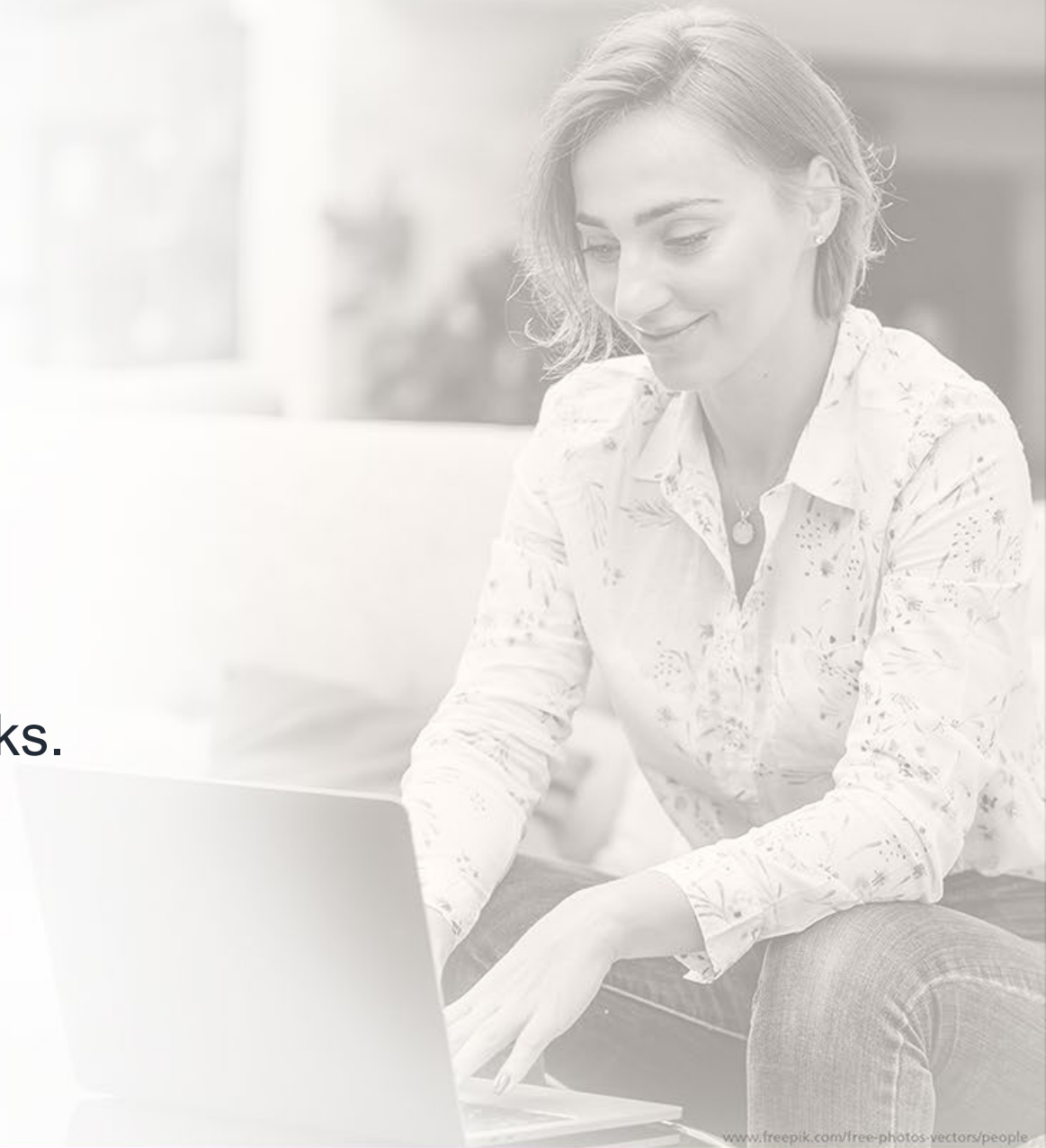
# During the Webinar

- All attendees will be **muted**.
- Have a **question**? Use the Q & A box.
- Questions will be answered by a panelist or posed to the presenter (*time permitting*).



# Certificate of Attendance

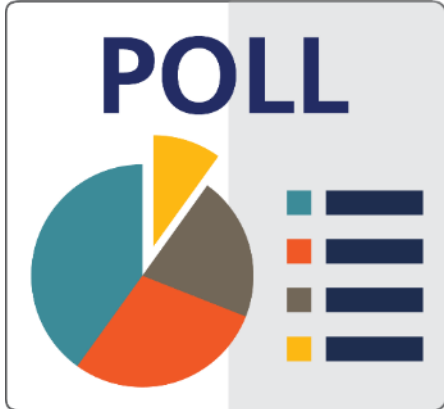
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# Poll Questions

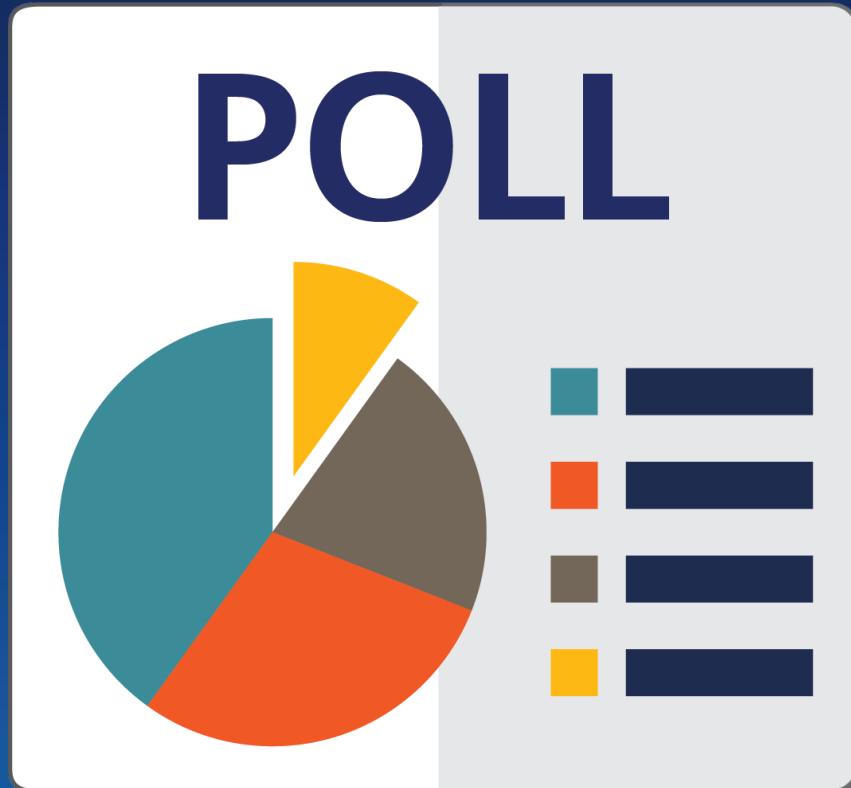
Poll questions may be asked during the webinar.

This is your time to weigh in with your thoughts.



Please respond promptly; polls are open for a short period of time.

## Which of the following best describes your role?



- Victim Services / Victim Advocate
- Probation / Community Corrections
- Law Enforcement
- CAC, Social Worker, Mental Health
- Other

# Learning Objectives

- 1 **Objective #1:** Understand the difference between technical and adaptive skills
- 2 **Objective #2:** Accurately identify implementation types, steps and tasks
- 3 **Objective #3:** Explain drivers of implementation using examples from own organization
- 4 **Objective #4:** Describe national strategies for practical application





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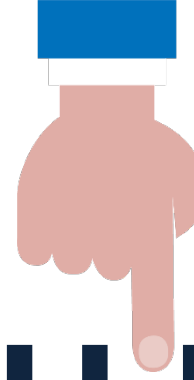
**Rebecca Thomforde Hauser**  
Center for Court Innovation

# Today's Presenters



# Implementing Evidence-based Practices

Technical skills  
versus  
Adaptive skills



# PARADIGM SHIFT

- Change as event
- Punishment
- Individual-oriented
- Judgement/Shame
- Assumption of choice
- Learning quick

VS

- Change as process
- Behavior change
- Community-oriented
- Curiosity/Vulnerability
- Understanding of trauma
- Learning deep

# Implementing EBPs

A woman in traditional attire, possibly from a Latin American or Caribbean culture, is shown from the back, carrying a young child on her back. She is wearing a patterned headscarf, large earrings, and a beaded necklace. The background is a blurred outdoor setting. Overlaid on the right side of the image is a process flow diagram consisting of three colored circles (yellow, teal, and red) connected by lines, representing the stages of implementing Evidence-Based Practices (EBPs).

**Paper**

**Process**

**Performance**

# POLL

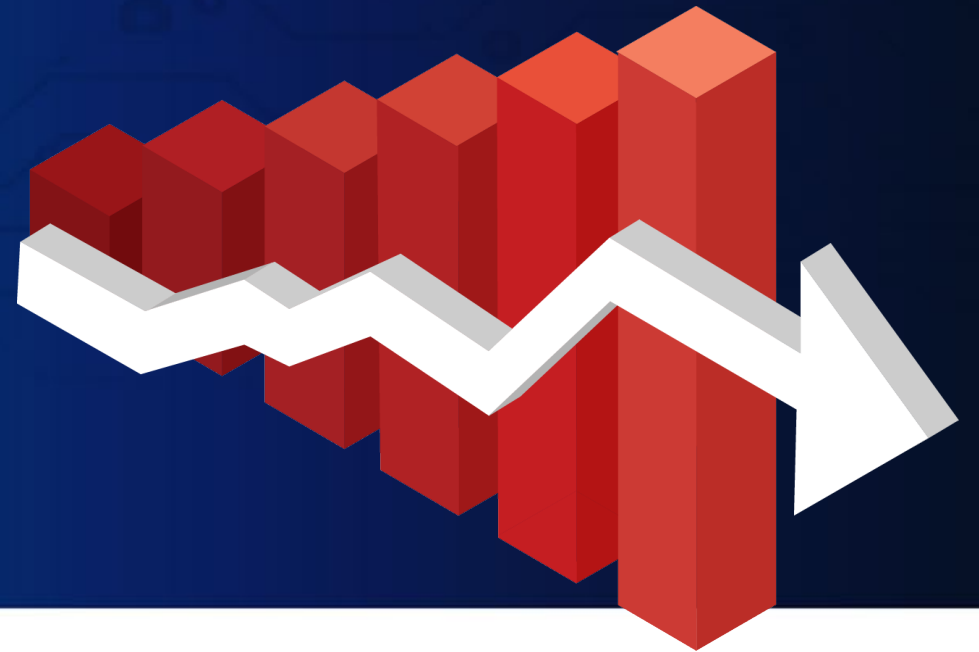


What type of implementation most often happens in your organization?

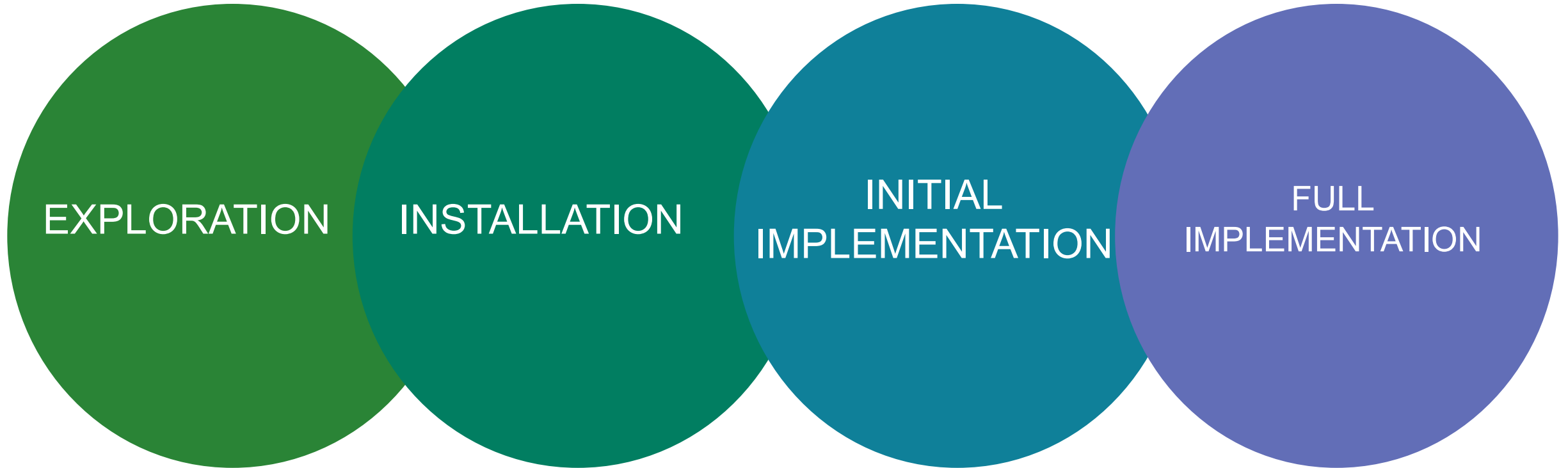
- Paper
- Process
- Performance

# Implementation Steps

- Exploration and adoption
- Program installation
- Initial implementation
- Full implementation
- Innovation
- Sustainability



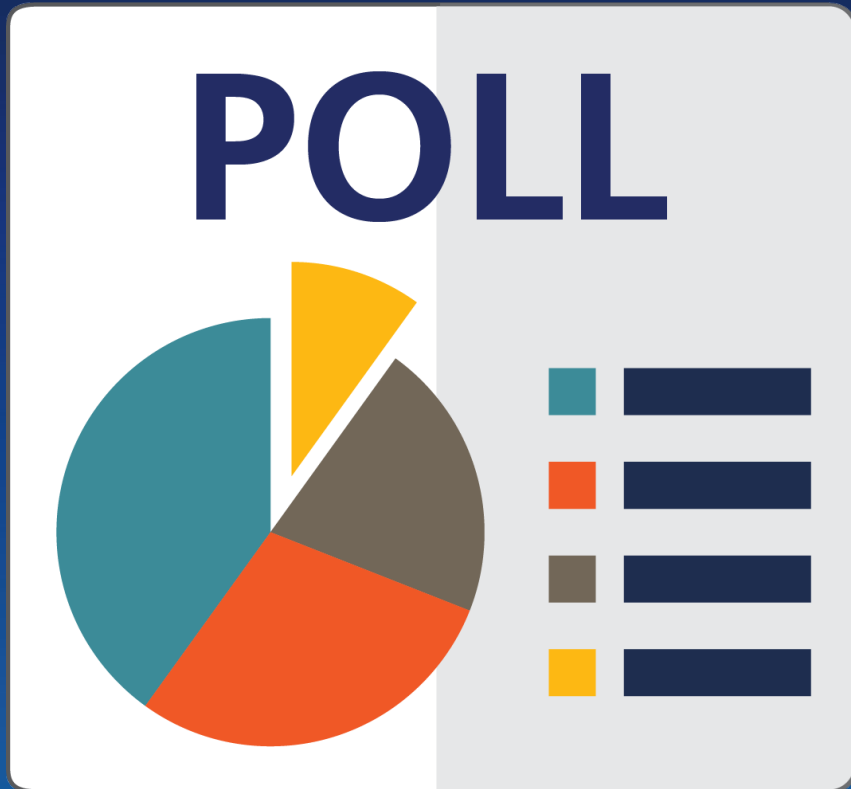
# Implementation Takes Time: 2 – 4 Years



# Implementation Drivers







**Which type of implementation driver is strongest in your organization?**

- Organizational
- Competency
- Leadership

# Implementation Team

	Impl. Team	NO Impl. Team
INTERVENTION	Effective <b>80%, 3 Yrs</b>	Effective <b>14%, 17 Yrs</b>
	Effective use of Implementation Science & Practice	Letting it Happen Helping it Happen

Fixsen, Blase,  
Timbers, & Wolf, 2001

Balas & Boren, 2000  
Green & Seifert, 2005

# Implementation Challenges

- Not staff driven
- Stalling out
- Lack of support from administration
- Lack of buy-in from staff
- Lack of results

# Implementation Simplified

- Team needs authority and field-sensitivity
- Engage stakeholders through relevancy, path, and outcomes
- Gather baseline data
- Train, coach, adjust, train
- Gather data
- Analyze data
- Share outcomes
- Rinse and repeat

# Pay Attention To:

- Implementation fidelity versus program fidelity
- Distinguishing the “how” from the “what”
- Implementation outcomes versus program outcomes
- Implementation problems versus effectiveness problems

# National Strategies: Successful Project Implementation

- ***Collaboration***: Identifying stakeholders for your team
- ***Strategic Planning***: Needs assessments, baseline data
- ***Training***
- ***Start small***: Initial and full Implementation
- ***Sustainability***

# National Strategies: Collaboration



# National Strategies: Successful Grantee Collaboration

- Coordination of victim services
- Multi-disciplinary planning team
- Planning meetings hosted by various team members
- On-going training and stakeholder meetings
- Use your Technical Assistance (TA) providers for support



# National Strategies: Project Planning and Collaboration

- Create a planning team to create policies and procedures to assist and increase the safety of victims of domestic violence:
  - Judges and court administrators
  - Criminal and civil attorneys,
  - Local victim service organizations,
  - Social service programs
  - Probation
  - Supervised visitation
  - Child welfare

# National Strategies: Project Planning and Collaboration

- Convene regularly to discuss the court and development of protocols
- On-going meetings even after implementation in order to discuss issues

# National Strategies: Needs Assessments and Baseline Data



# Center for Court Innovation Definition

A needs assessment is a process for systematically gathering qualitative and quantitative information about a community and justice system's strengths, resources and challenges.

***Learning about your community and justice system by asking the right questions.***



# Why Do It?

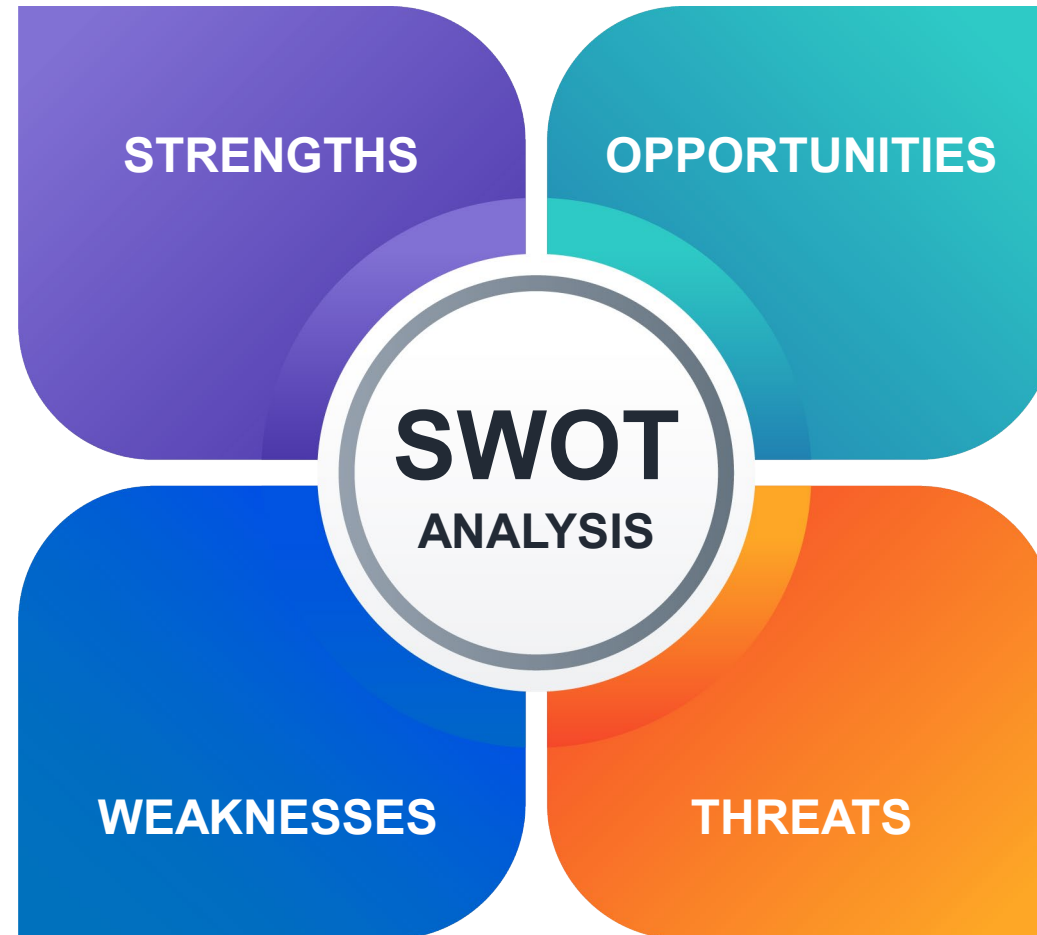
- To **clarify** what the problems are
- To **design** effective programs and best use resources
- To **conduct** outreach to community members
- To **bridge the gap** between the justice system and those it serves
- To **build relationships** and stakeholder support
- To **collect** baseline data

# What Does It Look Like?

- One-on-one interviews
- Focus groups
- Surveys
- Community forums
- Examination of current systems response
- Analysis of existing data

***Your planning team can mix and match these strategies.***

# Assessing What We Know and Identifying Gaps



# System Mapping

Identify

Share

Inform



# Center for Court Innovation

## National Strategies: Training

- Training needs assessment:  
*What type of training do we need before we start?*
- Using your planning team to identify:  
*Who needs to be trained?*
- Using your TA providers:  
*Who can help train us?*

# National Strategies: Implementation

- Start small: Phase in your changes
- Meet regularly with stakeholders
- Capture data and track your success
- It's okay to make changes if you identify a better way
- TA providers support you each step of the way





## Contact Information

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