

# Change and Implementation AT A GLANCE

## Intervention Testing, Piloting, and Staging

Before an agency launches a new program or intervention on a large scale, components or procedures should be tested, implementation should be piloted on a small scale, and the intervention should be introduced gradually. These processes allow agencies to assess, make adjustments, and plan for needed supports for sustainable, equitable, wide-scale implementation that meets the needs of children, youth, and families receiving the intervention. Each aspect of the testing, piloting, and staging process offers an opportunity to assess for racial equity and prioritize lived expertise.

### What It Takes to Get It Done

#### Usability Testing

- Create a usability testing plan
- Conduct usability testing, analyze results, and make adjustments

#### Piloting

- Determine approach and develop pilot plan
- Identify and recruit sites
- Conduct the pilot
- Assess results, review progress, and make adjustments

#### Staging and Scaling Up

- Develop and refine plans for staging the intervention and scaling up
- Identify sites and sequencing
- Build capacity and scale up
- Review progress and benchmarks

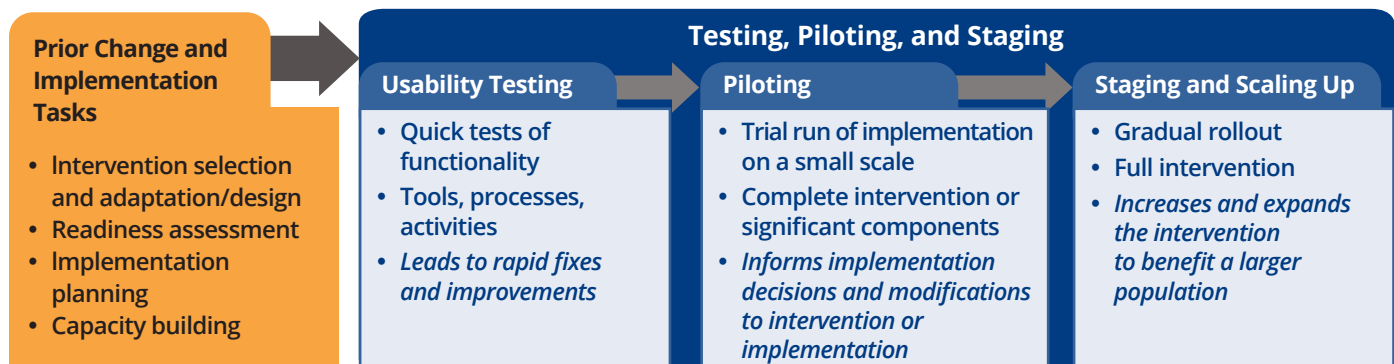
### Get the Most Out of Intervention Testing, Piloting, and Staging

#### Before testing, piloting, and staging:

- ◆ Engage people with lived experience, including youth and families who will be served by the intervention, as well as staff who work directly with youth and families, when planning for and conducting usability testing, pilot testing, and planning for staging and scaling up.
- ◆ Work with partners, including community members, to identify social, cultural, and historical factors that may affect the success of a pilot test or plans for staging an intervention.
- ◆ Thoughtfully engage people with lived expertise to explore the benefits of, barriers to, and the racial equity impact of the intervention. Consider the use of a racial equity impact analysis.
- ◆ Identify and prioritize pilot and implementation sites that are trusted by the people who will be served by the intervention.
- ◆ Document how your team will address varying capacity strengths and needs while the intervention is being rolled out and scaled up at different sites.

#### Before making adjustments:

- ◆ Document findings from local communities about what works, what needs to be improved, and what approaches can help overcome challenges.
- ◆ Review results and progress with project partners, including program participants and people with lived experience. Make adjustments that reflect their feedback and priorities.



## Key Takeaways

- ◆ Usability testing is a process that helps teams quickly try out program procedures or tools, gauge reactions, assess functionality, and refine or clarify if needed.
- ◆ Pilot testing, or piloting, is a trial run of the implementation of a whole intervention (or significant parts of it) on a small scale (e.g., in a single county or agency division). Piloting helps agencies decide whether they should continue to implement the intervention, and if so, how implementation should occur. Piloting offers a key opportunity to determine the racial equity impact of an intervention and whether the youth and families served are being affected negatively or positively by the intervention.
- ◆ Staging reflects sequencing the introduction of one or more interventions (or selected components) in multiple locations or groups over time. Staging allows for strategically allocating resources.
- ◆ Ideally, agencies will move from adapting or designing an intervention to usability testing and then piloting before beginning to stage and scale up more widely. However, some circumstances—federal or legislative mandates, perceptions of low risk, or tight timeframes—may prompt decisions to move forward more quickly.

## Looking for more?

- ◆ Explore additional [intervention testing, piloting, and staging](#) resources.
- ◆ See [Change and Implementation in Practice](#) for more information about other change and implementation topics.
- ◆ Find questions for consideration at each phase of the process in "[Focusing on Race Equity Throughout Change and Implementation.](#)"
- ◆ Learn more about the integration of lived expertise in "[Strategies for Authentic Integration of Family and Youth Voice in Child Welfare.](#)"

## Key Change and Implementation Topics



Once an intervention has been tested, piloted, and staged, it is time to begin [monitoring, evaluating, and applying findings](#).

Click on each icon in the Change and Implementation graphic for more information.

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