

# Change and Implementation in Practice

## Webinar Discussion and Activity Guide

### Intervention Selection and Design/Adaptation



Capacity Building  
CENTER FOR STATES

Child welfare agencies continually strive to achieve better outcomes by developing, implementing, and evaluating practices and programs. For teams leading a change process, deciding what to implement is a critical step in achieving their goals. Choosing an appropriate solution requires critical thinking about whether an existing intervention is a good fit and holds promise or if something new is needed. This guide and this recorded webinar are part of a collection of resources designed to help child welfare agency leaders, managers, and teams select, adapt, or design an intervention to address an identified problem. Gather your staff to watch the [“Deciding What to Implement to Achieve Successful Change”](#) webinar to learn about how a structured approach to selecting an effective intervention can help your agency evaluate solutions to identified problems or needs and achieve goals for change. Then, use this guide to facilitate discussions and lead your team to move learning into action.

## Get Ready

Before viewing the webinar, prepare your team by sharing the [“Change and Implementation in Practice: Intervention Selection and Design/Adaptation”](#) brief to build a common understanding of the key concepts and terms related to intervention selection. Individuals can use the short [intervention selection videos](#) and workbook to reflect on the intervention selection process and prepare for team discussions. Ask group members to compare their experiences choosing solutions or implementing something new with the structured approach described in the brief. As a group, identify the benefits and challenges of using a structured approach for intervention selection. Consider the benefits and challenges for the agency, for families and children, and for each team member.

Help your team connect to concepts by asking members to think about these questions first and to make notes as they watch the webinar:

- ▶ Think about a time when you needed a “quick fix” and used an “off the shelf” program without thinking through how it met the underlying cause of the problem. What happened?
- ▶ Think about a time that you used an idea that worked for somebody else for a similar problem, but it didn’t work for you. What made it an ineffective solution for you?
- ▶ Have you ever successfully made adaptations to an intervention that was designed for a different group to make it suit your situation? What did you do? How did you decide what changes to make? What made it successful?

## Dive In

Watch the recorded webinar [“Deciding What to Implement to Achieve Successful Change.”](#) The webinar explores the essential tasks in selecting an intervention for a change initiative, strategies for researching and assessing interventions to address agency problems and needs, and barriers to effectively selecting interventions and strategies to overcome them.

Pause the video at the Selecting Interventions In Practice slide. Ask your team:

- ▶ In your experience, what challenges have you encountered in researching evidence-supported interventions?
- ▶ What strategies have you seen implemented to address those challenges?
- ▶ Continue viewing and make note of the responses from presenters.

## Talk About It

After viewing the webinar, allow your team to reflect on their notes. Lead a conversation about using a structured approach to select, adapt, or design interventions; common barriers; and strategies to overcome them. Select questions to spark dialogue and move toward action.

- ▶ What was the biggest takeaway from the webinar?
- ▶ Thinking about past initiatives, when have we used a structured process like this to select, adapt, or design interventions before implementing changes?
  - Were we successful in identifying an array of intervention options based on research?
  - How did we assess the evidence, fit, and feasibility of the options?
  - How did we determine if the intervention needed to be further defined, developed, or adapted to be culturally responsive and/or successfully implemented?
  - What stakeholders did we include in the conversation?
  - What challenges did we encounter? How did those influence the change implementation process?
  - What were our strongest areas?
  - What could we do differently?
- ▶ What, in your experience, are some of the barriers to using a structured process to find a suitable intervention?
- ▶ What are some strategies to overcome these barriers?
- ▶ What effective strategies have you seen to engage a diverse set of stakeholders in adapting interventions?
- ▶ Thinking about specific change initiatives on the horizon:
  - How might researching an array of possible intervention options impact implementation?
  - How might assessing the evidence, fit, and feasibility of possible intervention options impact implementation?
  - How might including stakeholder input (e.g., from caseworkers, families, private providers) in intervention adaptation impact implementation?

### How to Select and Adapt or Design an Intervention

The following essential functions (tasks) are necessary for selecting and adapting or designing an intervention.

#### The selection process

1. Research possible intervention options
2. Assess the evidence, fit, and feasibility of possible interventions
3. Determine whether interventions are well defined (usable and transferable)
4. Decide to replicate or adapt an existing intervention or design a new one

#### A well-defined intervention

5. Define the intervention
6. Develop a proposal
7. Further define and operationalize the intervention

#### Take the first step:

- ▶ What would it take to start using a structured approach to select, adapt, or design interventions?
- ▶ What next steps could our agency take to begin assessing the evidence, fit, and feasibility of possible intervention options?
- ▶ What strategies can we use immediately to improve practice?

This product was created by the Capacity Building Center for States under Contract No. HHSP233201400033C, funded by the Children's Bureau, Administration for Children and Families, U.S. Department of Health and Human Services. This material may be freely reproduced and distributed. However, when doing so, please credit the Capacity Building Center for States.

**Suggested citation:** Capacity Building Center for States. (2018). *Change and implementation in practice: Intervention webinar discussion and activity guide*. Washington, DC: Children's Bureau, Administration for Children and Families, U.S. Department of Health and Human Services.

