Getting ready for tomorrow:
A mixed-methods evaluation of organizational readiness towards implementation of evidence based practice at Agency for Community Treatment Services (ACTS)

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3/14/2016

Our Practice Is Our Passion

Presentation Goals

- Brief introduction of ACTS

- Background of the project

- Why? How? And What did we assess?

- Results of the study

- Implications for ACTS

- Implications for Adolescent Behavioral Health

- References and Acknowledgement

Purpose

- In this participatory study we analyzed the attitudes towards adopting EBPs and working alliance among staff members of ACTS, a South Florida community agency, during early days of adopting adolescent HIV-prevention EBP

Agency for Community Treatment Services (ACTS)

- Quantitative data- All of ACTS

- Qualitative Data
  - HIV prevention program for adolescent African American females (Rollins School of Public Health)

BACKGROUND

Background

- Access to well implemented evidence-based practices (EBPs) congruent to needs of clients is important in ensuring right to health

- Intervention outcomes are often determined by provider-level attitudes towards adopting EBPs and their perception of its alignment with their daily work.[1,2]

- Assessing these factors can help guide the agency to effective implementation and timely improvement.[1,2]

Theoretical Framework

Implementation Outcomes Conceptual Framework (Proctor)[2]

- Diffusion of Innovation (DI) (HHS)[3]
    - Complexity
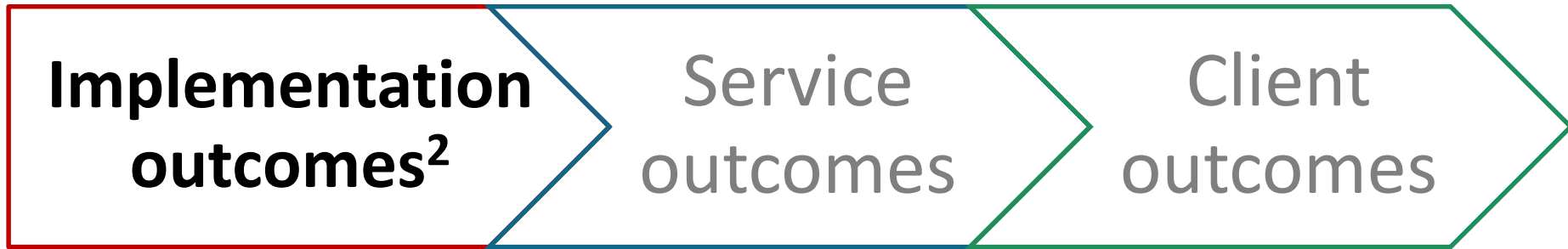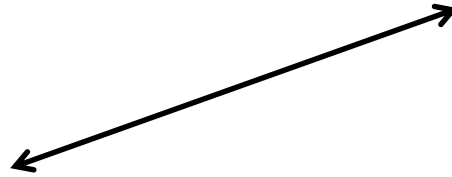   - Compatibility
    - Trialability

Implementation Outcomes
- Acceptability
- Adoption
- Appropriateness
- Feasibility

Outcomes

Attitudes
- Working alliance[4,5]
- Web based intervention

| Implementation outcomes[2] | Service outcomes | Client outcomes |

- Acceptability
- Adoption
- Appropriateness
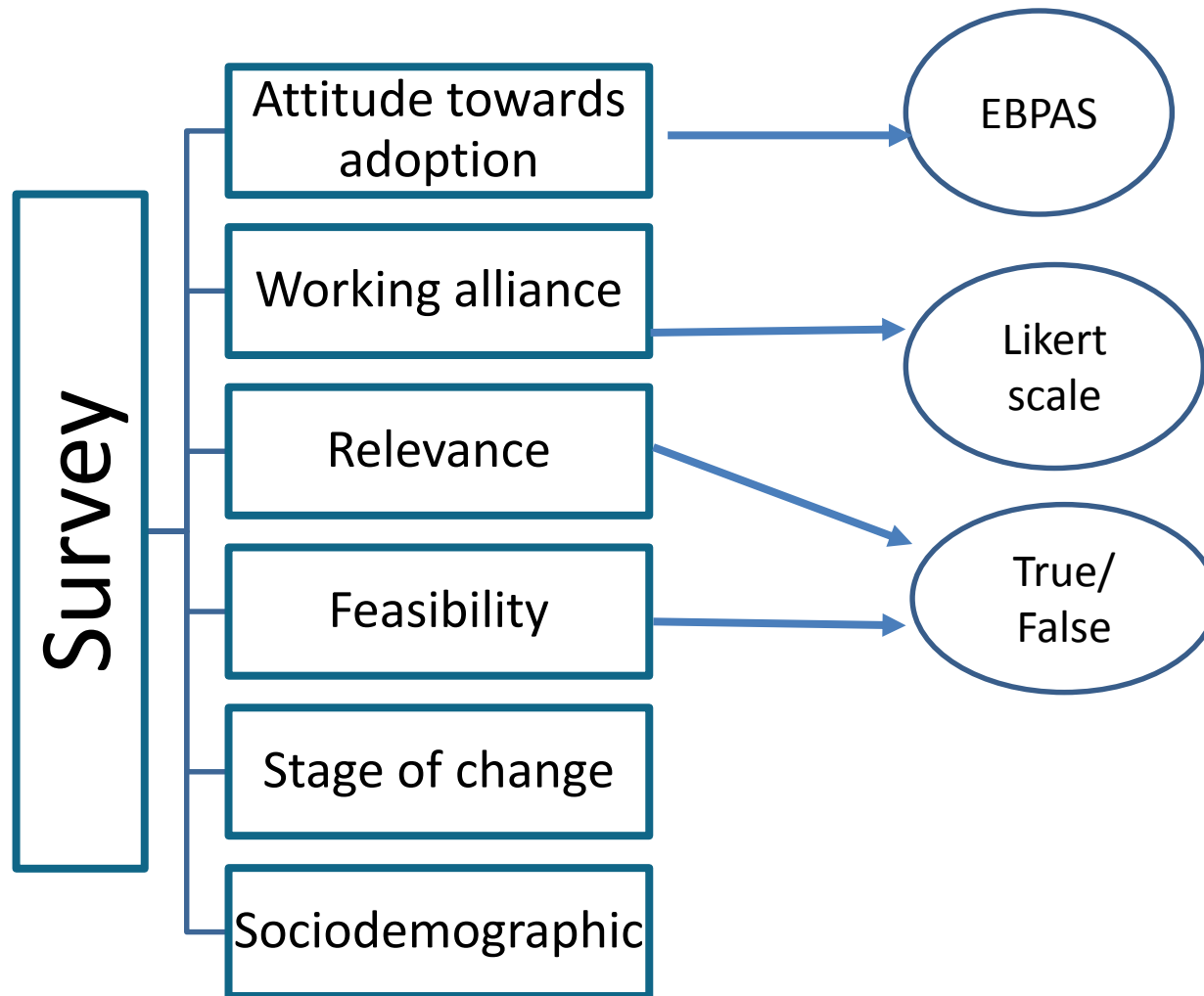- Feasibility

METHODOLOGY

How did we do it?

Survey
- Staff members of ACTS (n=72)
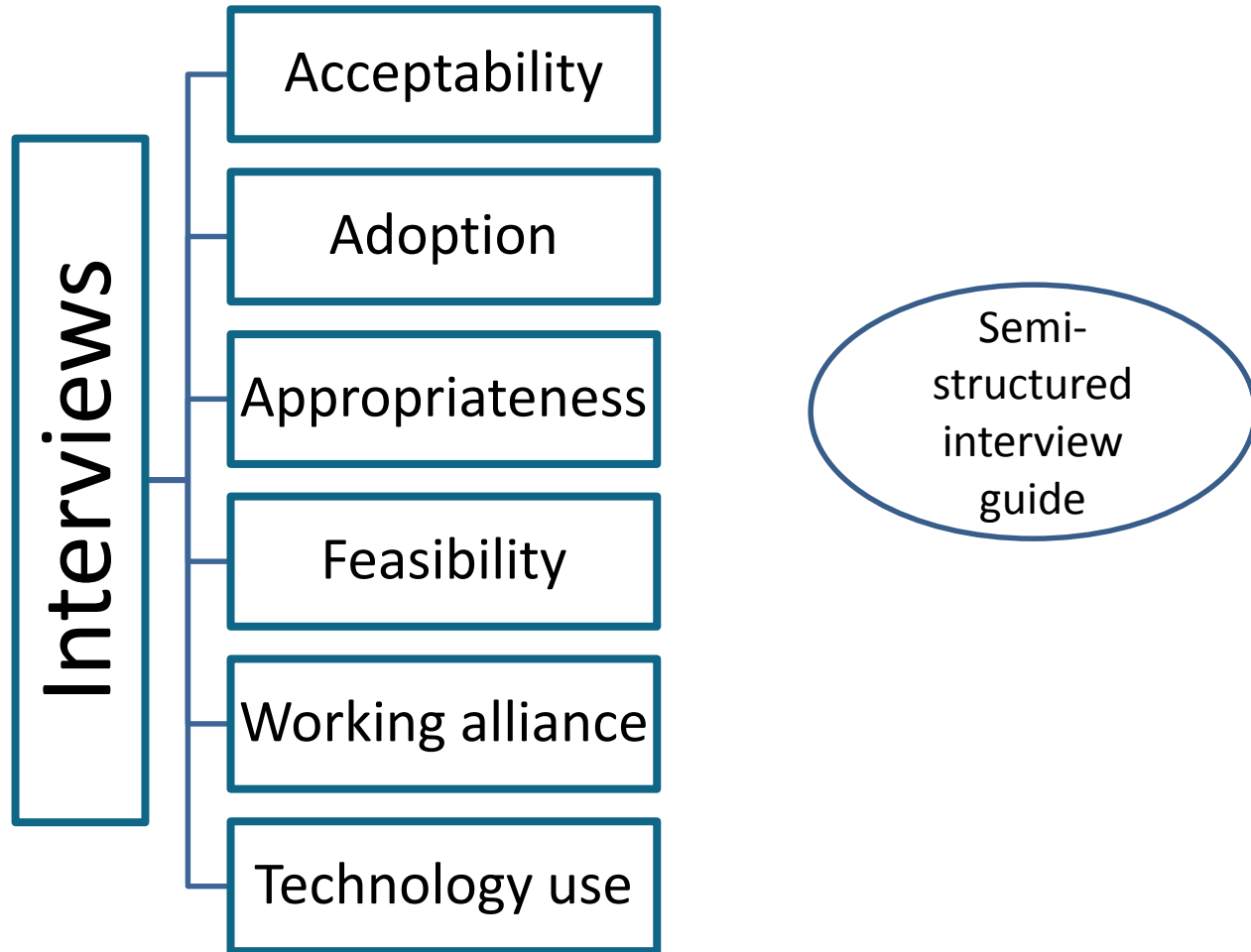- Self-administered, online

Interviews
- Eight interviews with providers/developers of HIV EBP were obtained via snowball sampling.
- Phone

# What did we assess?

What did we assess?- contd.

RESULTS: Survey

Demographics

- The mean age of respondents was 46.4 years (SD= 12.6; Range: 24-68) years.

- Most participants were female (78%), White/Caucasian (50%), followed by Black or African American (30.6%) and Hispanic or Latino (11.1%)

- Respondents had varied roles within ACTS, ranging from senior management to direct care such as case management and peer support.

- The participants had worked in ACTS for 77 months in average (SD=71; Range: 1-276) with an average of 54.6 months in the current position (SD=58; Range: 1-273).

1. Attitudes towards adopting EBPs

Subscale	Mean (S.D.)/ Total subscale score	Maximum, Minimum
Requirement	8.78 (2.93)/12	12,0
Appeal	11.22 (3.43)/16	16,0
Openness	10.91 (3.54)/16	16,0
Divergence	13 (5.86)/16	13,0
EBPAS Total Score	40.72 (9.94)/60	60,12
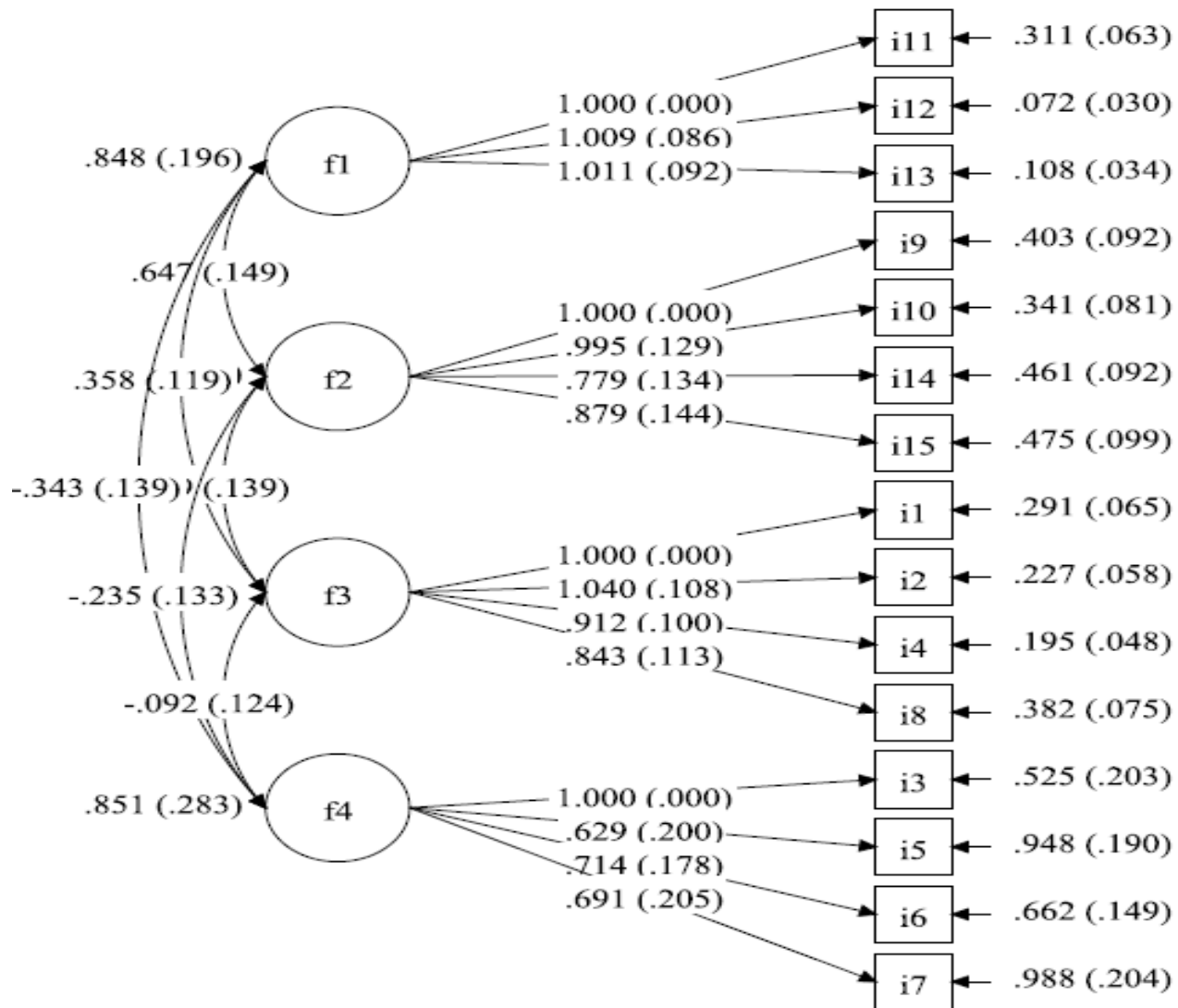
Confirmatory Factor Analysis Model for EBPAS

2. Working alliance

Responses of participants about working alliance (%)

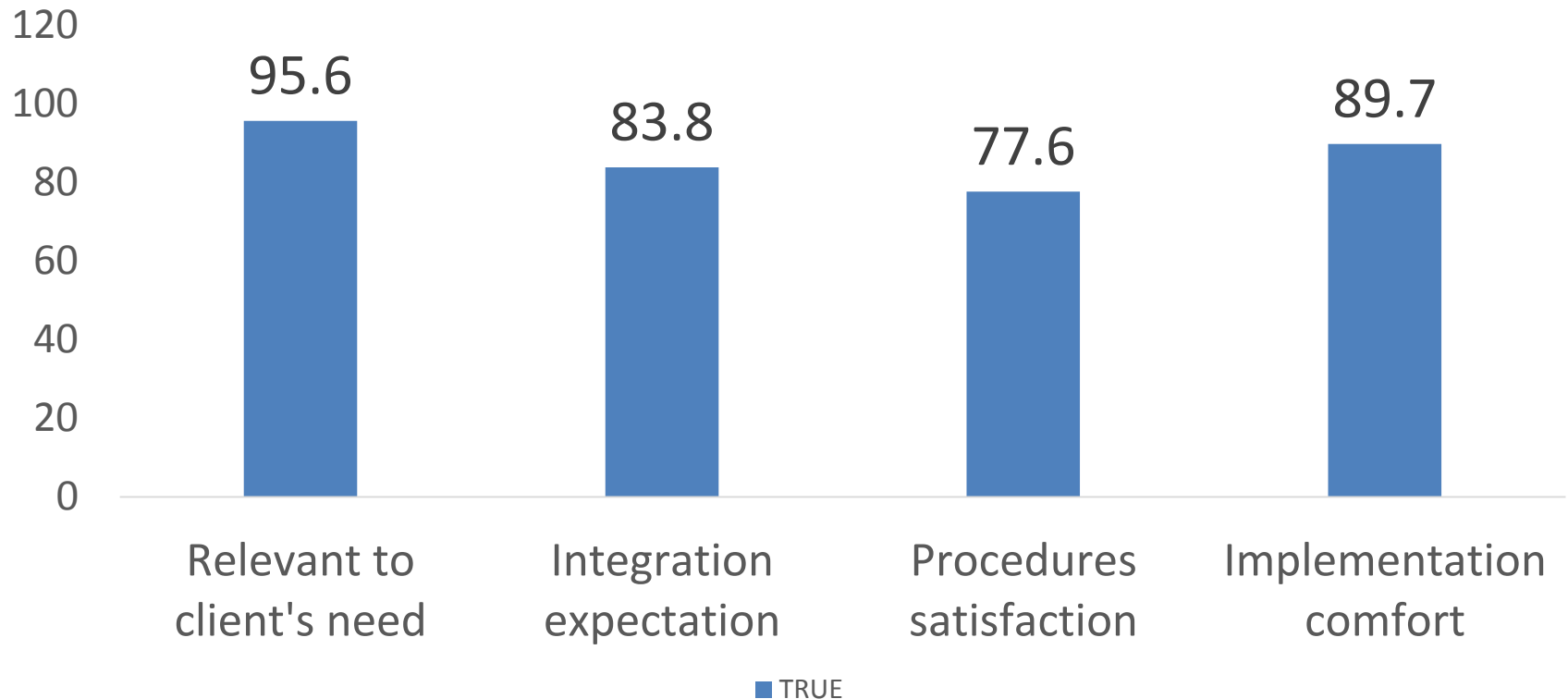| Category	Not at all	To a slight extent	To a moderate extent	To a great extent	To a very great extent
All offsite/online-PO	11.6	20.3	24.6	26.1	17.4
Part offsite/online PO	10.1	26.1	27.5	29	7.2
All offsite/online-WA	17.6	20.6	32.4	22.1	7.4
Part offsite/online-WA	29	23.2	33.3	11.6	2.9
Makes harder	56.5	17.4	17.4	8.7	0
Detraction	49.3	18.8	21.7	7.2	2.9
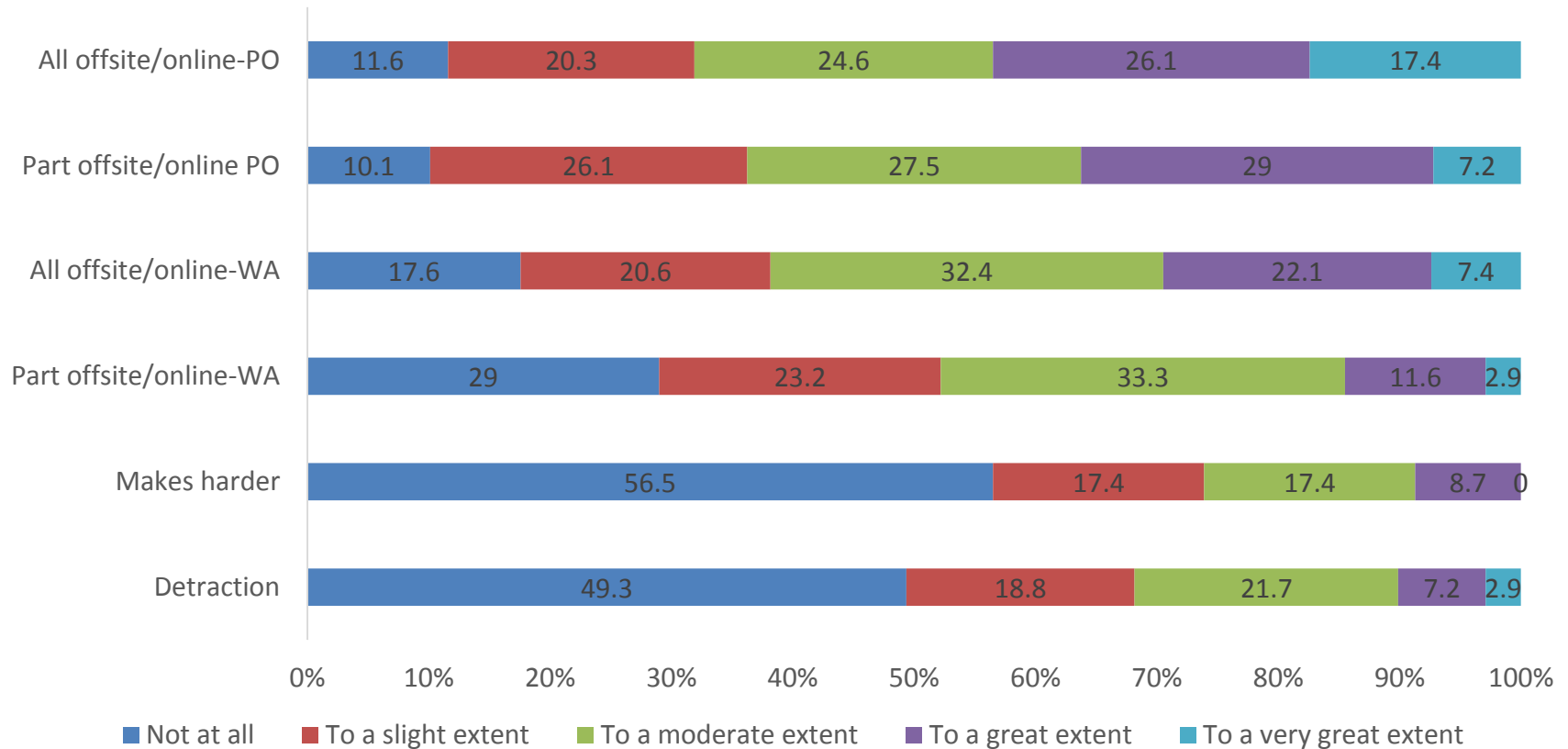
2.1 Working alliance as predictor of EBPAS

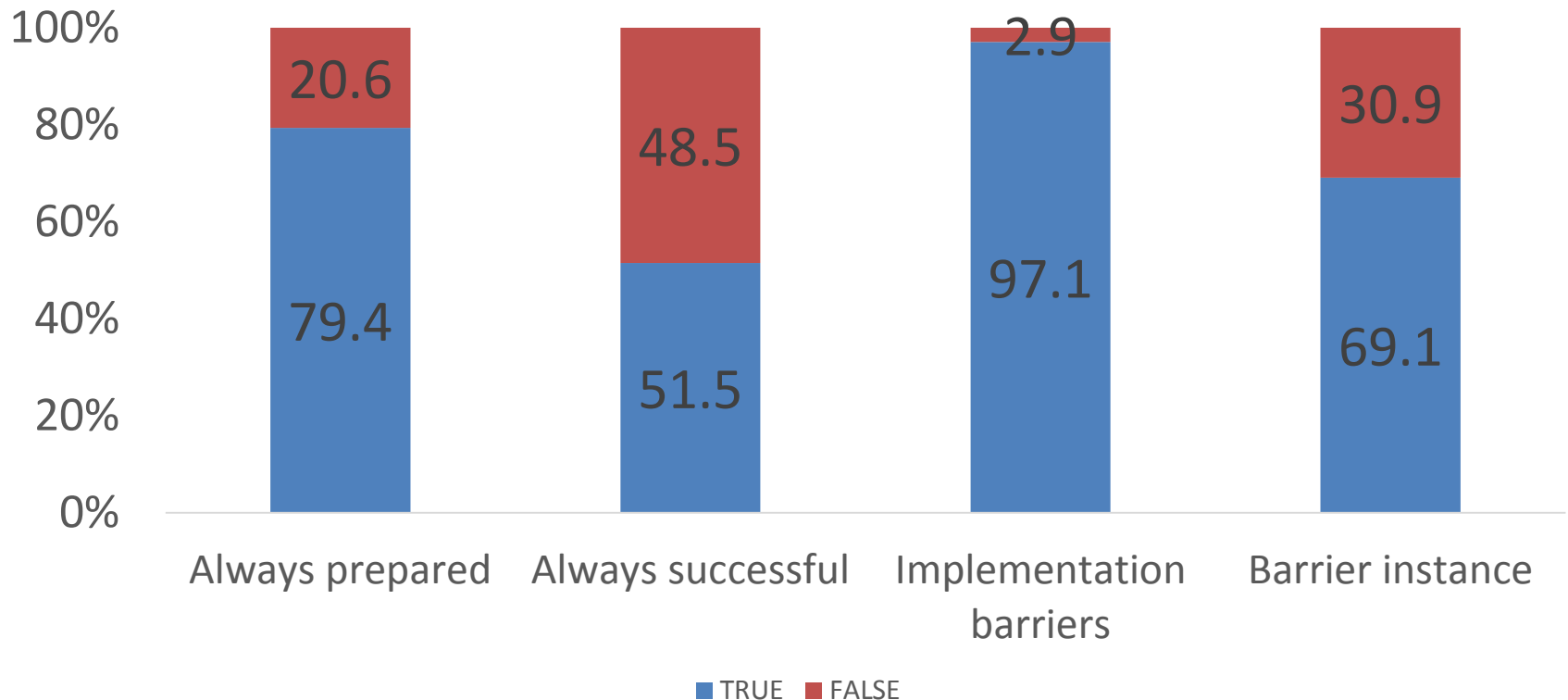- Working alliance was associated with Divergence subscale of EBPAS (R-square=0.12, p<0.05)

3. Relevance of evidence-based practices/intervention

Percentage of respondents who said "True" to relevance statements

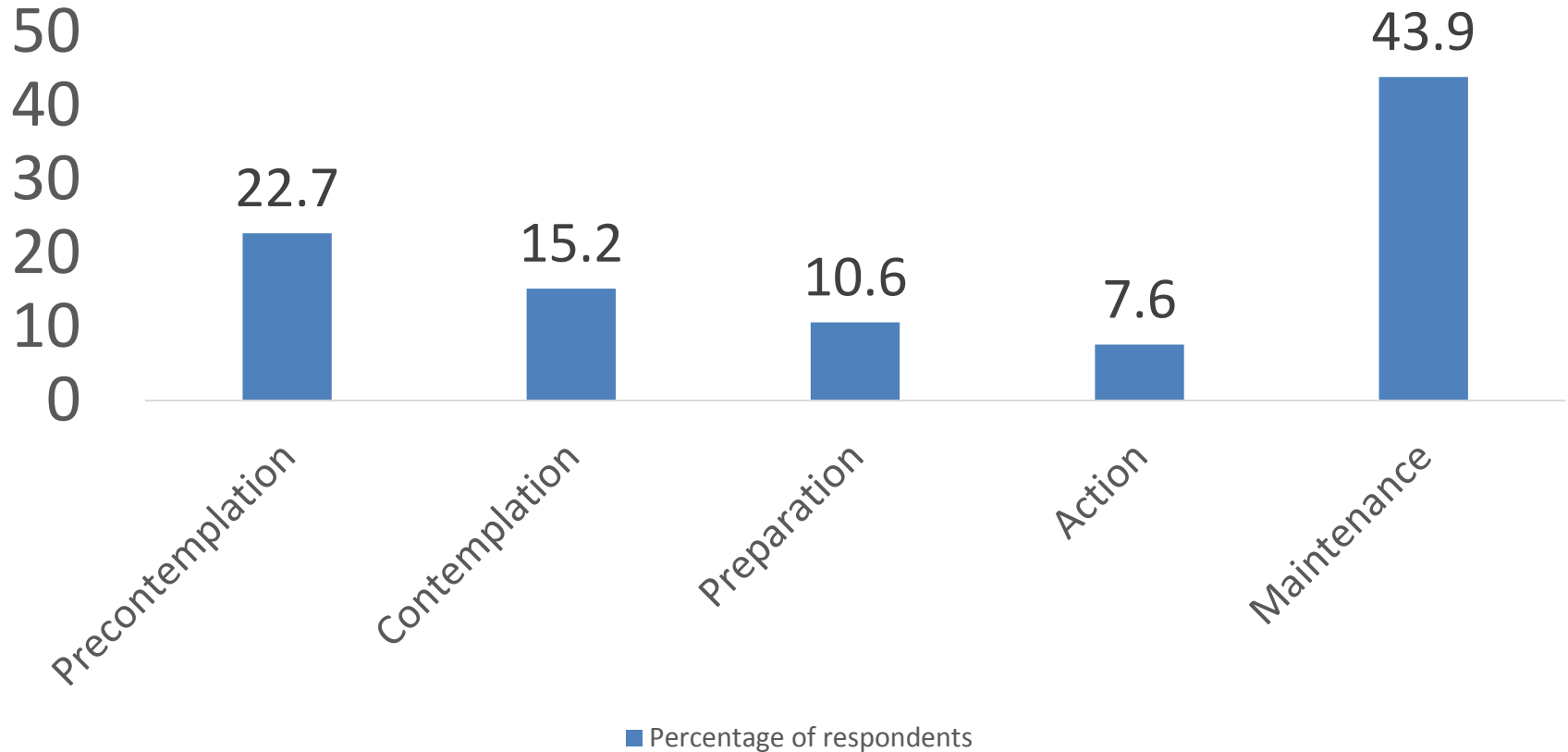|	Relevant to client's need	Integration expectation	Procedures satisfaction	Implementation comfort
TRUE	95.6	83.8	77.6	89.7

4. Feasibility of evidence-based practices/intervention

Responses of participants about feasibility of evidence-based practices/interventions (%)

TRUE ■ FALSE

5. Stage of change


Percentage of respondents according to their stage of change

- Precontemplation: 22.7
- Contemplation: 15.2
- Preparation: 10.6
- Action: 7.6
- Maintenance: 43.9

■ Percentage of respondents

RESULTS: Interviews

HIV Prevention Program at ACTS

Juvenile Assessment Center (JAC)

- Central receiving, processing, assessment, and intervention program for young offenders and truants

- Grant
  - Central Florida Behavioral Health Network
  - Federal grant money specifically for HIV
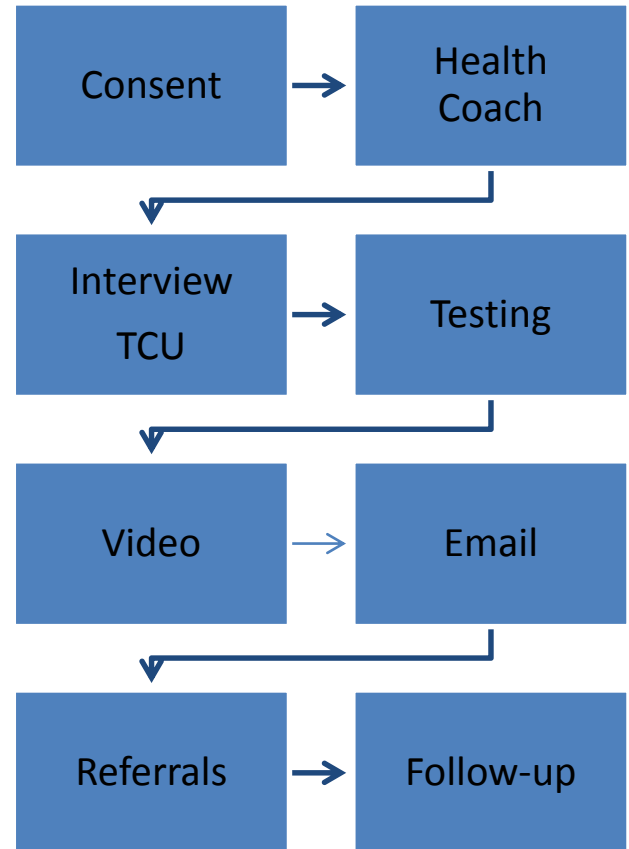
Qualitative Methodology

- Structured phone interviews, audio recorded
  - 3 groups
    - Developers of program
    - Administrators
    - Implementers that worked directly with girls
- Transcribed
- Atlas.ti
- Assessed for themes

Concepts of Implementation Outcomes

- Acceptability

- Feasibility

- Adoption

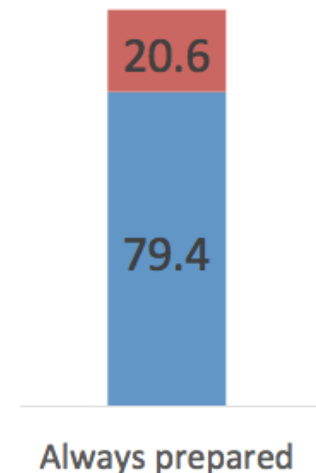- Appropriateness

- Working alliance

Acceptability

Positive with Developers, Administrators and Implementers.

- Program components and delivery
  - *"It seems like it could really work"*

- Complexity
  - *"What the health coaches are asked to do is very transferable and understandable."*

- Comfort
  - *"I feel I have had to be open-minded and listen and get the training I need."*
  - Openness on EBPAS survey

Feasibility

- Well supported

- Access to participants
  - *"To be able to have the program in this facility (JAC) gives us access to the number needed to run this project successfully."*

- Training

- Flexibility and communication

- EBPAS- prepared and supported

20.6

79.4

Always prepared

Adoption

- Positive attitude from administration and Implementers

- Personal investment
  - *"I think it is a great program… it is something that is going to benefit a lot of people so I am glad that we have the opportunity to do it."*

Appropriateness

- Positive with Developers, Administrators and Implementers

  – *"The whole mission [of ACTS] is to provide services … and do what we can to assist them. We want to treat people and help them… and keep them from getting deeper involved in whatever it is that they are doing."*

  – *"It's clear that girls that are involved in the juvenile justice system have markedly higher rates of STD's and risk behaviors."*

  – *It fits very well with the community needs, we connect with them and monitor them to make sure that they get connected to the right services that they need.*

95.6

Relevant to client's need

Percentage of respondents who said "True"

Appropriateness

- Spectrum of services offered at ACTS

  - *"Some of the kids we have coming in her have a lot of mental health issues… some have co-occurring disorders."*

  - *"Girls are coming in because they got arrested, so they are already engaging in risky behaviors, so chances are they have been using drugs, or they have mental health issues."*

  - *"We need interventions that are essential to the multiple issues that many of these children present, mental health, STI and substance abuse."*

Appropriateness

- Delivery method
  - All groups = use of web based delivery of intervention appropriate and acceptable

- Web based intervention access
  - short time frame
  - Allows to access youth with the tools they use

- Video= engaging, interactive, educating, modeling, culturally competent

  - *"If young people can't learn the way we teach, then we should teach the way they learn."*

Working Alliance

- Developers, Administrators & Implementers

  - *"I think it is really important. If you don't have that rapport with a participant, you are not going to get anywhere."*

  - *"Very important. Absolutely important. The health coach connectivity with these kids is very essential. They have to be willing to be engaged. We train on that and we select them for their ability to do that."*

  - *I think face-to-face is better. Face-to-face is very important. By having a more interaction with the clients, you can really build that trust with them.*
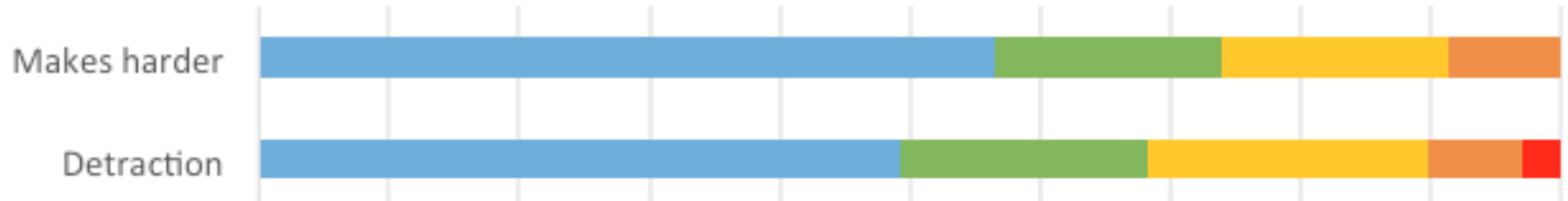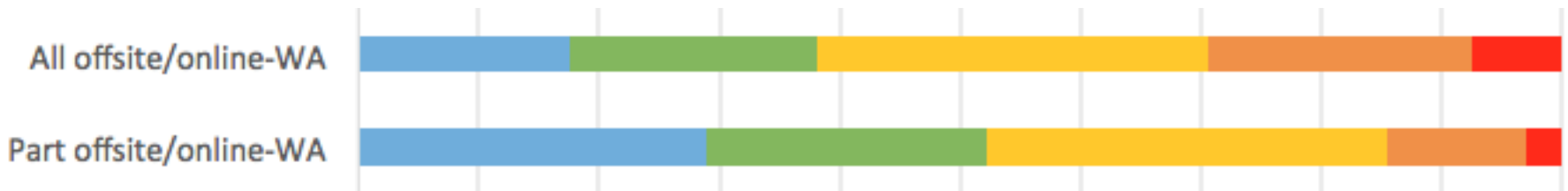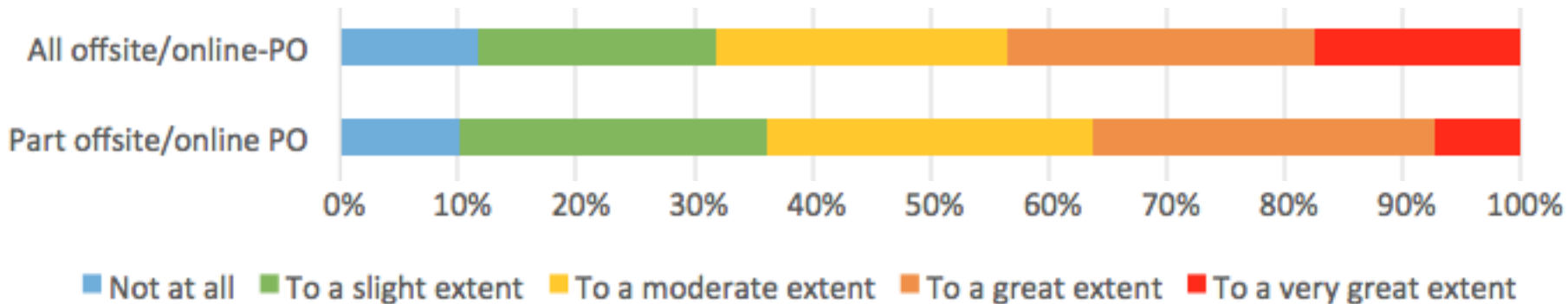
Survey Results

- *"I think ACTS has been right on target. They have been efficient. They've been effective. They've been communicative. They've been engaging. ACTS has the compassion, passion, and motivation to make a difference in their community. That is the thing that is really pushing them along and is catalyzing the speed at which we move."*

IMPLICATIONS

Implications for ACTS

- HIV and Adolescents
- Females, African-American/Latina
- Community Prevention

Implications for Adolescent Behavioral Health

- Access
- Tools, knowledge and risk behavior
- Approach
- Follow Up

References

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Acknowledgements

Research and presentation were made possible through a collaboration between

- University of South Florida Institute for Translational Research in Adolescent Behavioral Health*

- Agency for Community Treatment Services, Inc. (ACTS)

- **Gregory A. Aarons**, Department of Psychiatry, University of California, San Diego

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Questions?