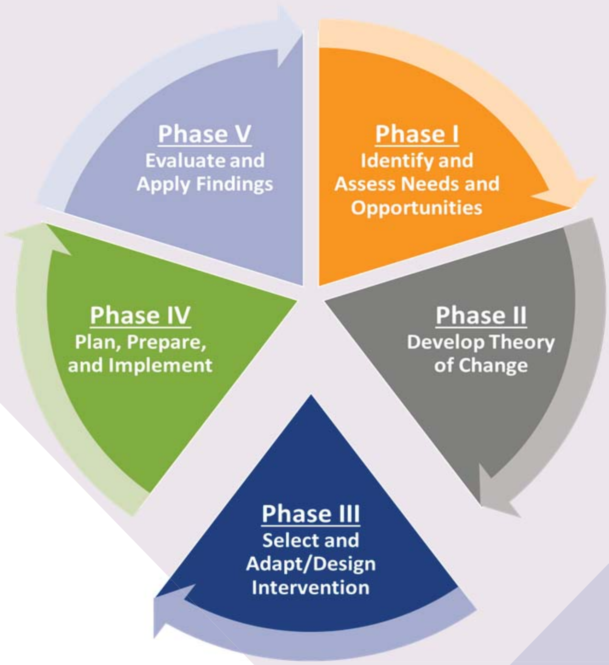
CQI Quick Sheet

Change Management
Phase III: Select & Adapt Intervention

Capacity Building
CENTER FOR COURTS



Phase III: Selecting and Adapting/ Designing An Intervention

Following the root cause analysis and work on a theory of change, the agency will need to identify and select the most appropriate interventions to address the need. This requires complex consideration of what interventions already exist, if they are (or could be) appropriate for the need identified, or if something new needs to be designed. This phase has two parts - first identifying, research and selecting from possible interventions, then adapting the intervention or designing a new one.

Step 5 - Identify, research and select from possible interventions

The purpose of this step is to identify and select the best intervention from all possible solutions.

In this step, you should consider what is known about the need, what information you have that makes you think it is a need, who is affected and what else do you need to know. A few tasks or milestones are identified below. Milestones are indicators of success for the step. It may not be necessary to achieve every milestone in order to successfully move your work forward.

Primary tasks or milestones of this step include:

[ ] Brainstorm different approaches to addressing the need
[ ] Assess intervention options for fit with need, feasibility, and context
[ ] Identify core components of intervention
[ ] Vet intervention with key stakeholders
[ ] Select intervention that best addresses root cause(s)

Research: Evidence-Based & Empirically Supported Practices	**Best Practices**	**Assessment**	**Critical Thinking**

Tip: After you identify the intervention, you may need to revisit your theory of change (Phase II) and modify to reflect expected practice changes.

Step 6 - Adapt existing interventions or design new ones

The purpose of this step is to take the intervention identified and modify it as needed to meet your site's specific needs or to design something new to address your need. If adapting, it is important to consider the core components of the interventions and how to maintain fidelity to the model while still meeting your site's unique needs.

Some questions to consider include whether stakeholders are familiar with the intervention type, have other agencies implemented the intervention and under what circumstances, is it appropriate for the target population, and what changes would need to be made to adapt to the target population.

Specific tasks/milestones associated with this step include:

- [ ] Define and operationalize the core components of the intervention
- [ ] Adapt intervention with intent to retain evidence base
- [ ] Specify staff (practitioner) requirements
- [ ] Vet core components and staff requirements with key stakeholders

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How do I know I have successfully completed phase III?

You can move past this phase when you have identified a set of specific practices, program components, and interventions guidelines that have been defined clearly enough to replicate. Specification is important to ensure implementation with fidelity.

Phase III Resources

Identify, research and Selecting an Intervention- There are several resources available to help you identify an intervention. Consider sources of evidence that a program works. Evidence-based practices are the gold standard, but other empirically supported practices may have some evidence of effectiveness as well. Sites such as the California Evidence-Based Clearinghouse or CrimeSolutions.gov both offer lists of programs and identify the current level of evidence to support the program.

Adapting/Designing an Intervention- The National Implementation Research Network has created tools around Usable Intervention Criteria, meant to assist in adapting and designing interventions. The guide is available through the hyper link above.

Tip: The Capacity Building Center for Courts can provide you additional resources.