

A Qualitative Program Evaluation on Implementation of an Evidence-Based Practice in Rural Virginia

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Introduction

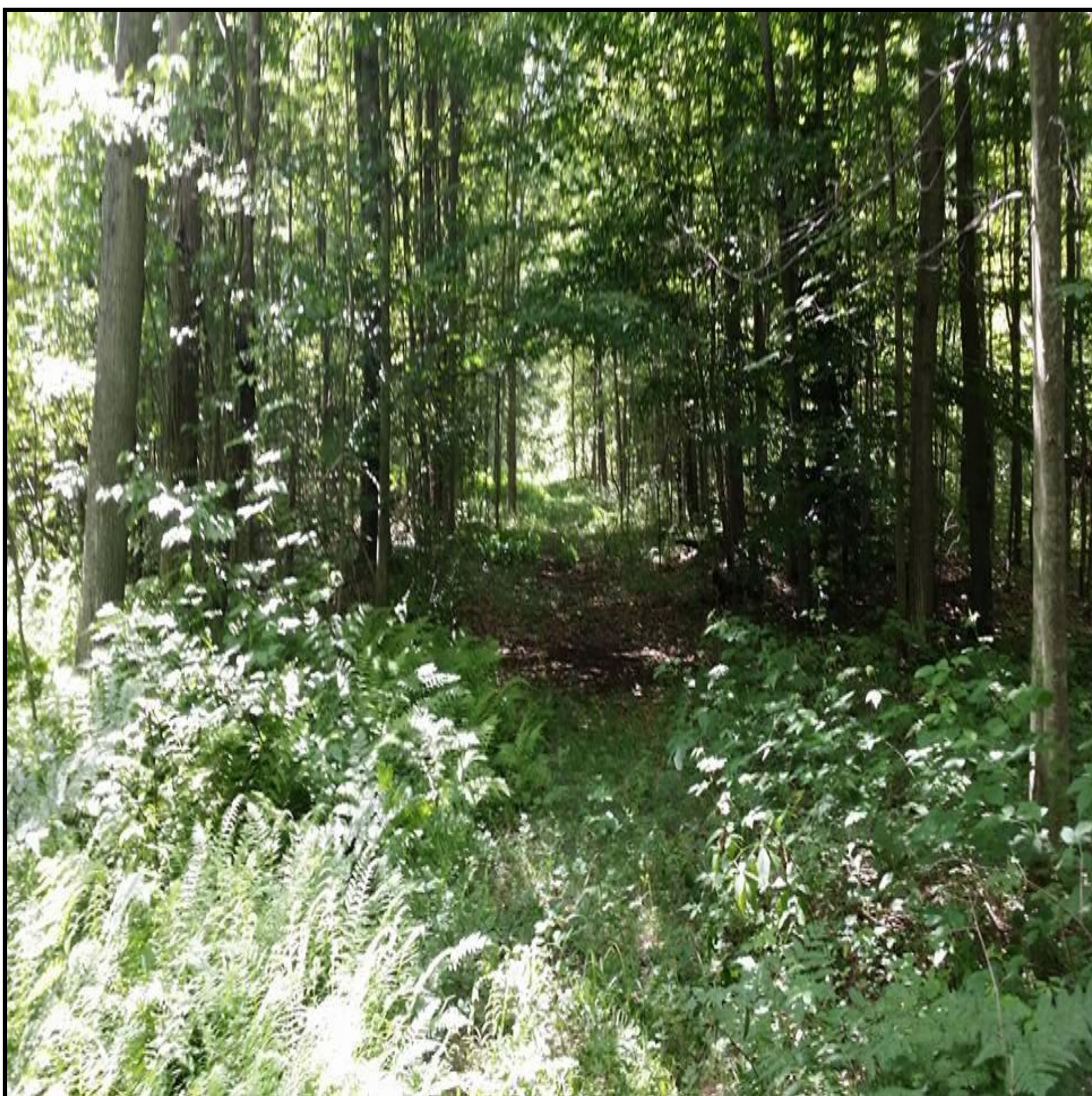
This evaluation explored implementation facilitators and barriers of Illness Management and Recovery (IMR) (Mueser et al., 2006), in rural Central Virginia using a single case holistic study (Yin, 1994) design.

Background

A staged approach to implementing evidence-based practices includes purposeful selection, sufficient time and resources for planning and collaboration of key stakeholders, and the use of data to guide quality improvement (Metz & Albers, 2014).

Purpose

To understand the facilitators and barriers to implementation from the perspective of clinical supervisors, project evaluators, consultants, and direct service providers.



Research Methods

Research Design-Case Study

- Yin's case study process
 - substance
 - who, what, where, why, or how
 - participant interviews, artifacts

Procedures

The interview guides were developed through an iterative process. The semi-structured interviews consisted of eight questions, with 18 follow-up probes.

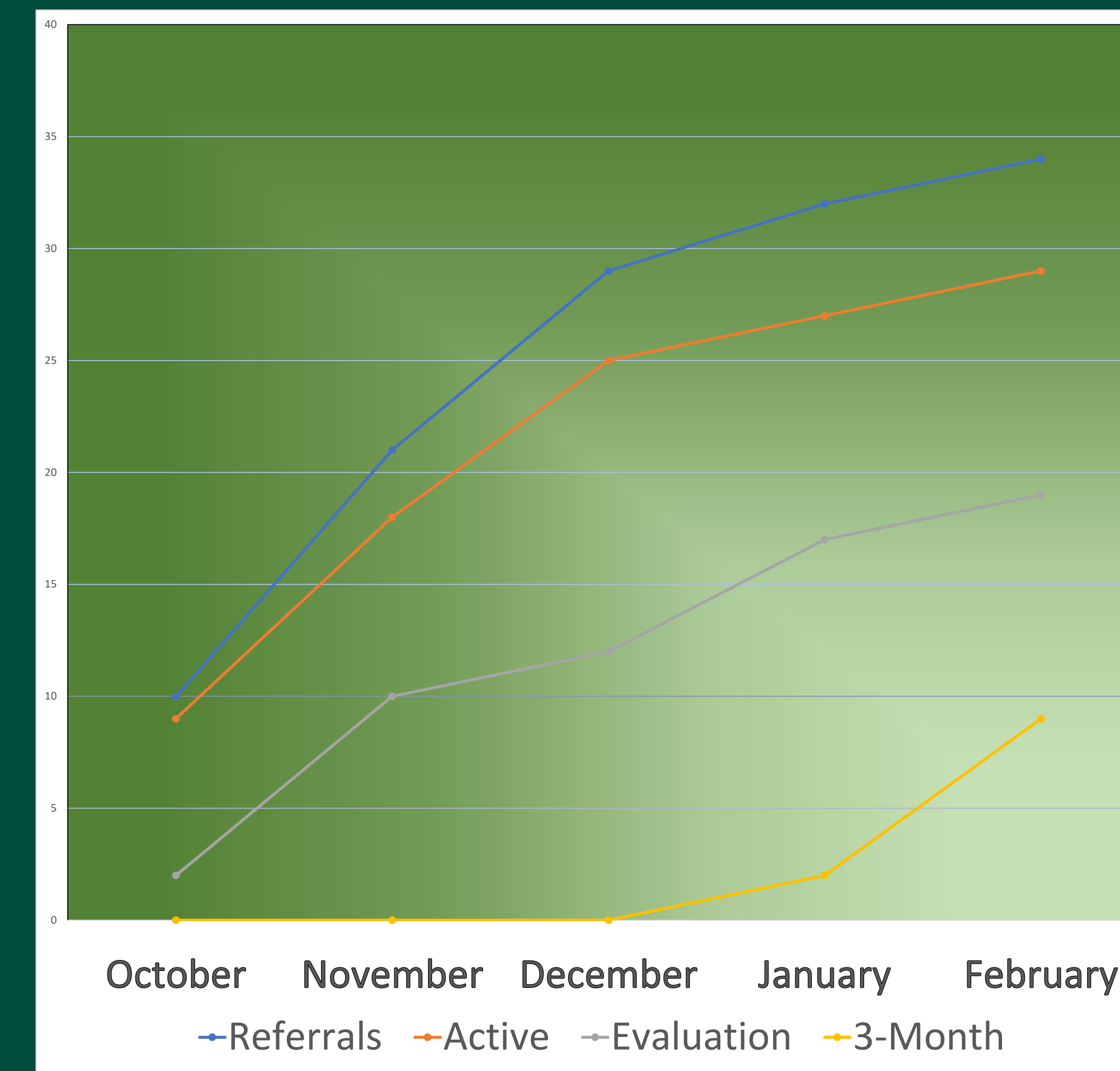
Data Analysis

Coding organized the data. Our research team was responsible for coding categories, subcategories, discrepant data, and identifying potential themes (Creswell & Poth, 2018).

Setting and Participants

A community behavioral health organization in Central Virginia served as the setting. Participants were 87% ($n = 7$) White, 13% ($n = 1$) African American, and were evenly split with four males and four females.

First Year Client Participation



References

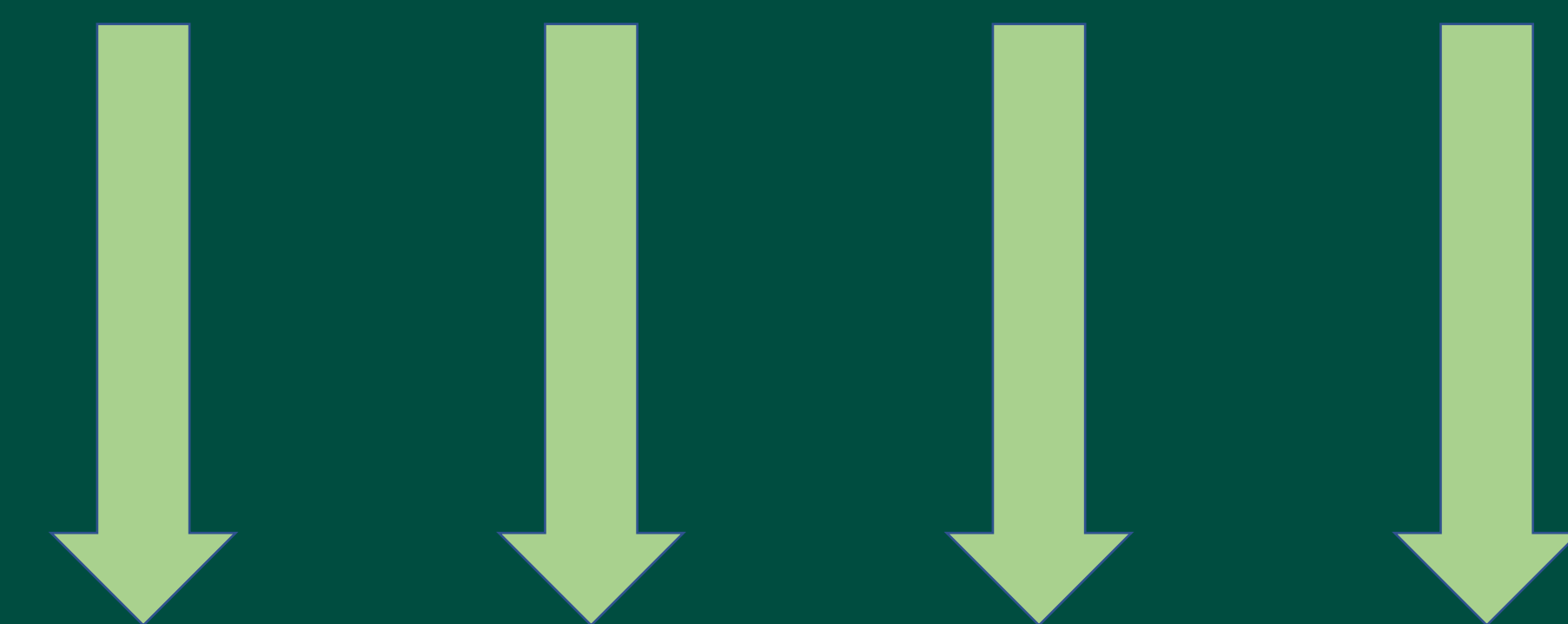
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Themes & Implications

Personal Values – Job Opportunity Match

I believe, it is accurate to call it mission, desire, mindset, or whatever language fits best with your belief system...There has to be some type of calling, some type of mission, something where the clinician believes in the work. - Chad

Very few people go "you know my people are schizophrenics. Those are the people I love to work with." Most people say I like to sit and hear about people's problems and counsel them. Hey you know what, I'd like to make \$30,000 less than I could otherwise. And that's what they're doing here. They're doing true Jesus work too. – Daniel



- Deliberate and purposeful staff hiring
- Assessing personal values and fit with the job
- Highlight the nature of the job transparently and accurately

Gaining and Maintaining Buy-In

They did not have buy-in from the beginning. Their response was, this is what we're already doing, why are you making us sit here in this training? So that is how it came with my team, so, I mean I've been forcing buy-in, for the most part. I mean IMR is something that we had, I had tried to implement with the team prior to this training, and it didn't go anywhere, so we've gotten farther with this than I did on my own. - Howard



- Cultivate internal and external champions
- Consider clients as champions
- Routine consultations outside of the evaluative process

The Impact of Multiple Roles

I still have a few case management cases, but I'll just reach out to the case manager and just introduce myself, and say you know, what's going on. – Frank

I'd have to agree with "Frank" with the balance of things, I still have case management clients, but the IMR clients are a little different. One disadvantage is knowing which clients do I prioritize. But then a benefit of that is I have so many different clients that need so many different things I've learned so many different resources in the community because of that, it's stuff that I've learned a couple years ago is helping clients that I have now. - Eugene



- Organizational culture that focuses on staff wellness
- Model and support a collaborative intra-organizational environment that emphasizes frontline worker agency