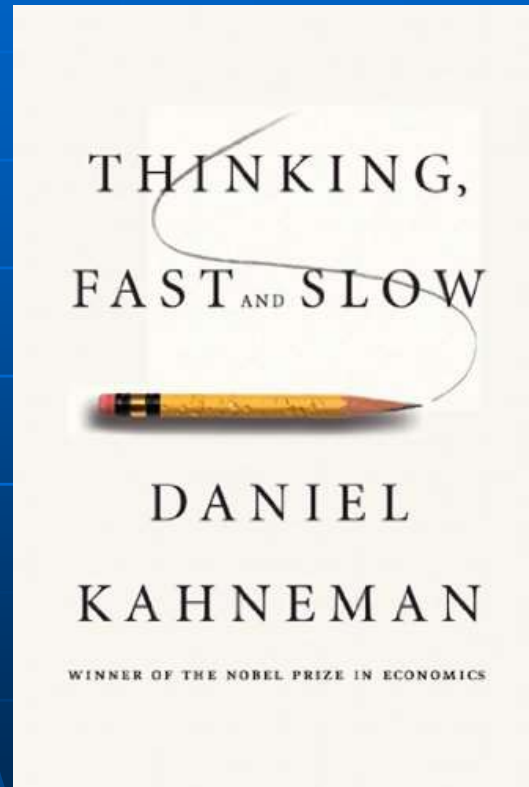


5th World Congress on
Probation and Parole
Ottawa, CN 2022

Implementation, Fast and Slow:
The Tale of Evidence-Based
Practices in Two Agencies

World Congress V



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30 Years of What Works & Evidence-Based Practices

- 1990 – Andrews et al articles
- 1993 – What Works Annual Conferences Begin
- 2000 – First Use of the Term Evidence-Based?
- 2004 – NIC rebrands 'What Works' as EBP

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Why So Little Progress?

- Fragmented and Decentralized System
- Decline of the Rehabilitative Ideal
- Size and Complexity of EBP Models
- Inter-related, Inter-dependent & All Necessary

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The Science of Implementation

Fixsen et al 2005

National Implementation Research Network

March/April 2008 Community Corrections Report

Implementation: The Achilles Heel of Evidence-Based Practices

by William D. Burrell*

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A Key Element of Implementation – TIME!

“How long is this gonna take??!!”

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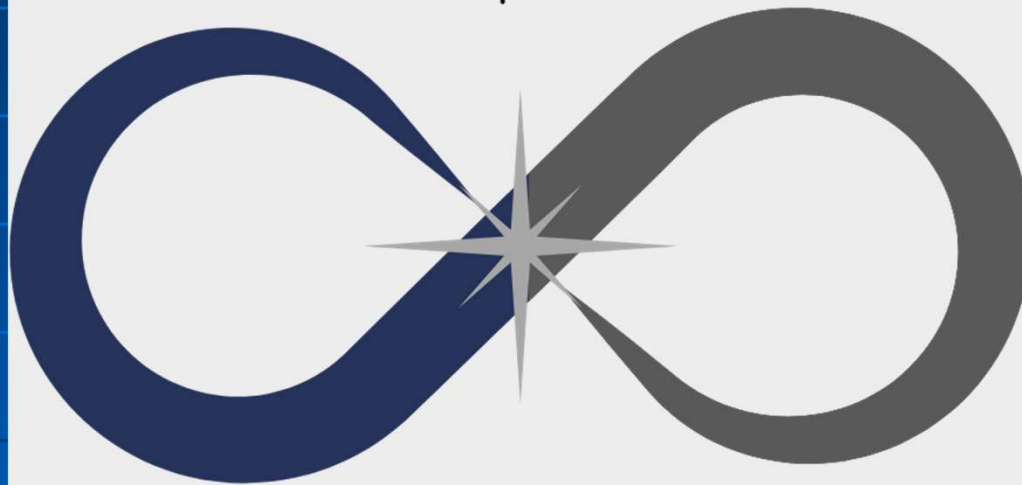
NIRN – 2-4 years

Maryland Div. of Parole & Probation – 5 years

Travis County (TX) CSCD – 5 years

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Infinite Implementation



It's a journey, not a destination...

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Elements of Time in Implementation:

- Overall Time to Implementation
- Time to Plan and Manage
- Time for Training

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Elements (cont.)

- Time for Practice of New Skills
- Time for New and Redefined Functions
- Time to Recover and Stabilize

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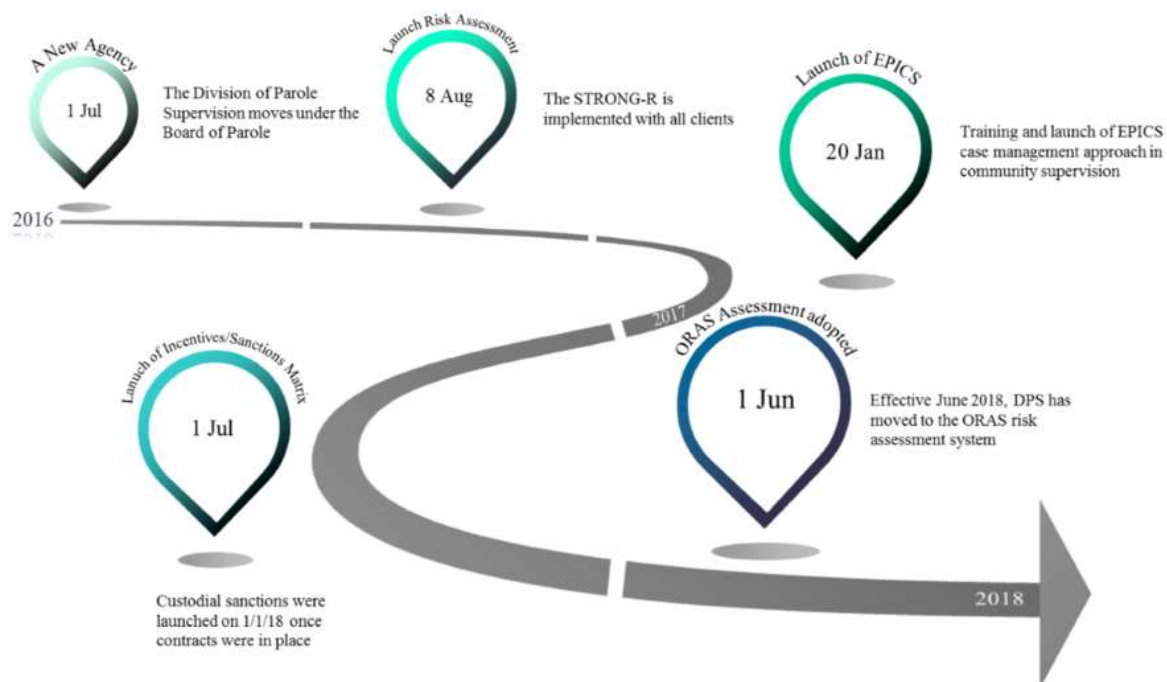
Nebraska Board of Parole

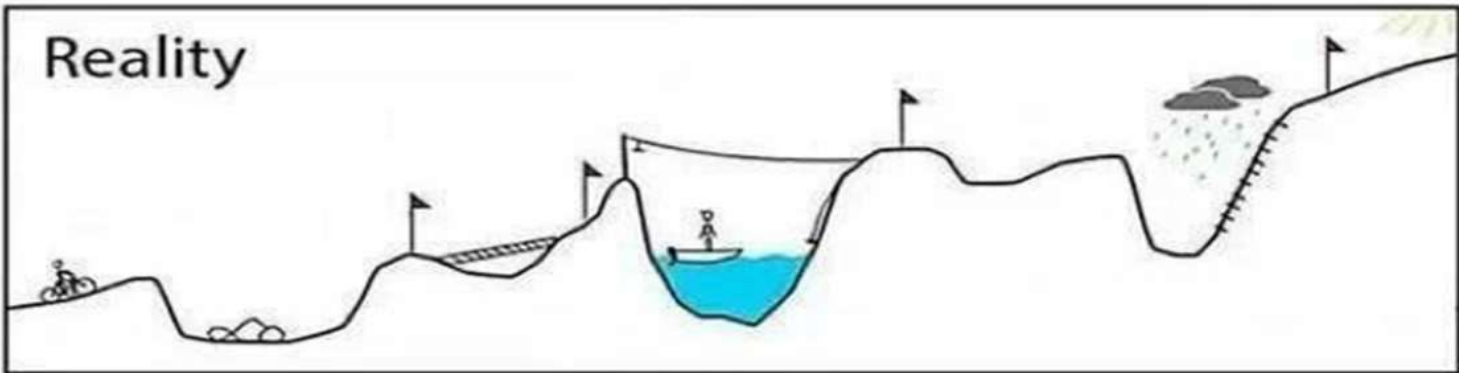
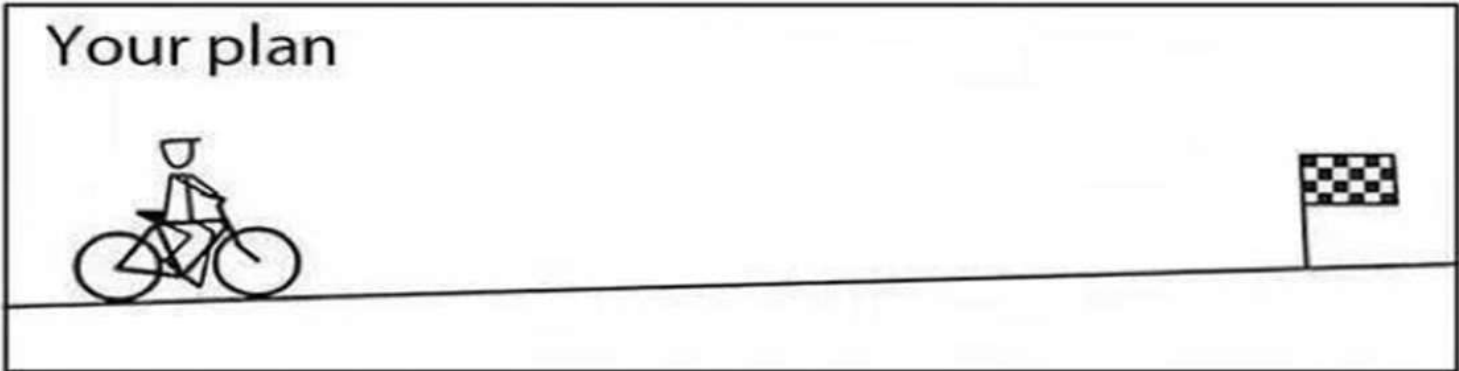
Julie Micek, Director of Parole Supervision

United States Probation and Pretrial Services
Office, District of North Dakota

Wade Warren, Chief USPO (ret)

ACTUAL TIMELINE...





OUR CHALLENGES

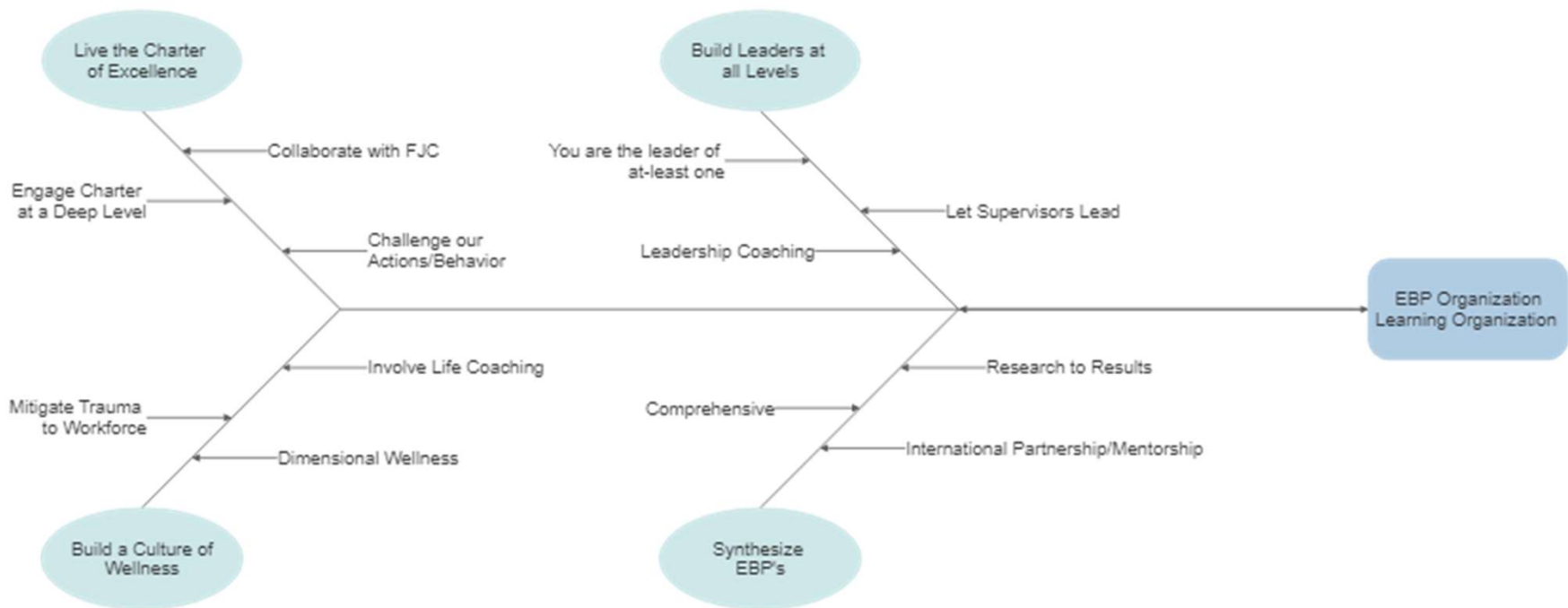


In conjunction with our EBPs to be implemented, we were tackling something even bigger—creating an entirely new agency from separate entities that had never coexisted under one roof including building our policies and protocols from the ground up...

SOLUTIONS!

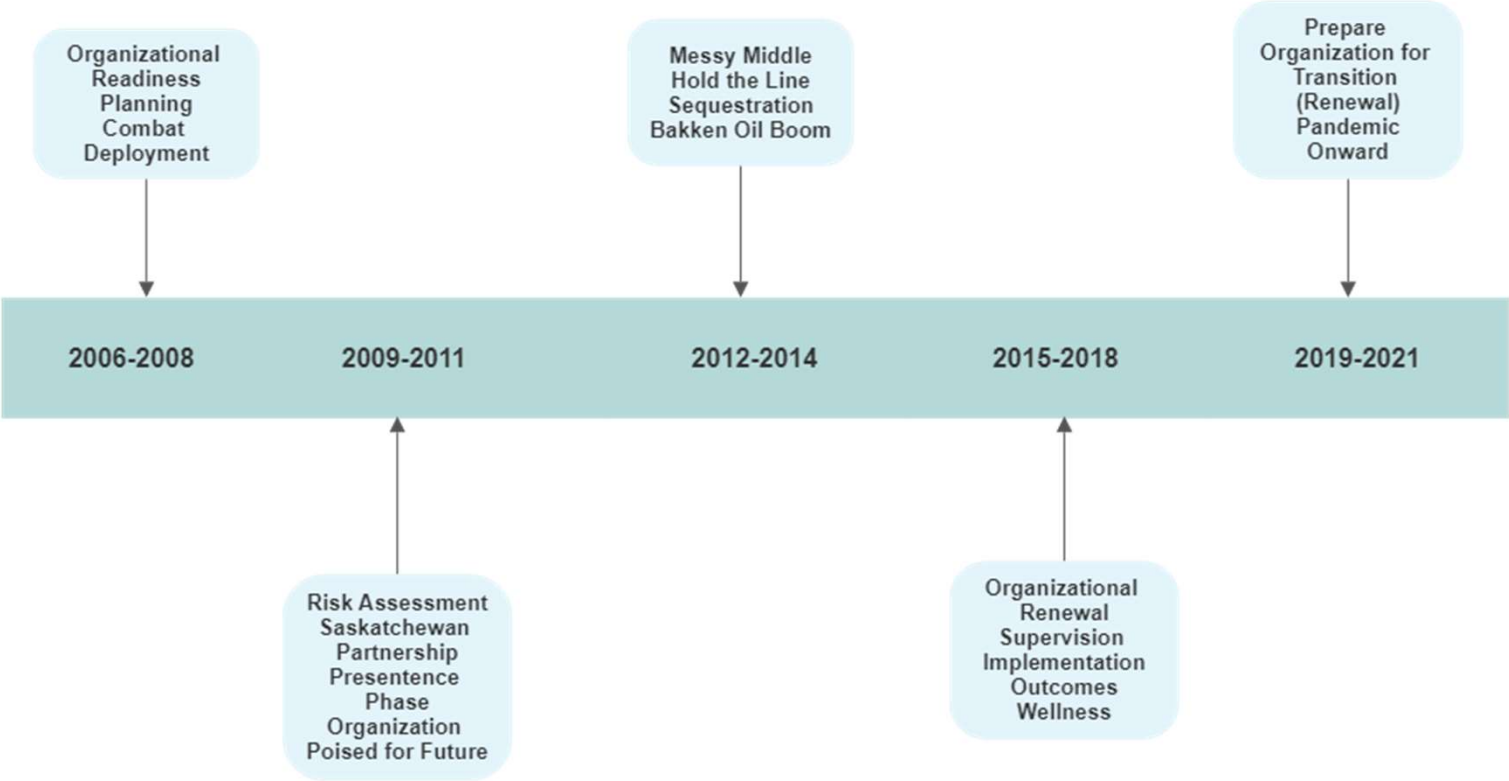


FOUR TENETS OF OUR STRATEGIC MODEL



District of North Dakota

Progression Across Five Time Phases



Key Take Aways/Lessons Learned

- Infinite and Outward Mindsets were Critical
 - Leadership and Self-Deception
- “Plans change, but you still have to lead”
 - “Best laid plans usually do not survive the first round down range”
- Turnover usually becomes necessary in these movements
 - Navigating them can be difficult
- When you’re the Tip of the Spear
 - Leading from the front/Bleeding from the Front

Key Take Aways/Lessons Learned

- Implementation Science (The Way Forward)
 - Implementation Leadership Academy (ACJI)
- Return on Investment (Saskatchewan Partnership)
- Leading and Standing Alone
- Relationships
- Learning to Fail and Becoming Comfortable with Being Uncomfortable
- Wellness and Resilience (Please Don't Kid Yourself)

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Questions?

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Thank You!

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