**IMPLEMENTATION STAGES**

For further information on implementation science frameworks [National Implementation Research Network's Active Implementation Hub](http://nirn.fpg.unc.edu/)

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What aspect of implementation does this guide focus on?

**The WHAT**

What is the innovation?

The hexagon tool will help you determine which evidence-based or evidence informed innovation is the right fit.

If your team already has a practice in mind, but there are few resources or trainings available use practice profiles to clarify the ‘what’.

**The HOW**

Effective implementation and sustainability frameworks

Implementation Stages address the key component of “HOW” the work unfolds and serve as a guide for the steps Implementation Teams need to take over time. In this guide you will learn strategies to change and maintain behavior of adults – including engaging in stage-based work.

**The WHO**

Organized, expert implementation assistance

The implementation team one-pager will help you build your implementation team.

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These stages will guide you on your journey, you don’t have to blaze a new trail alone!

- Change at the site, local, community or state level does not occur all at once. Research suggests **it can take from two to four years** to fully and successfully operationalize an evidence-based program, practice, or effective innovation (Bierman et al., 2002; Fixsen, Blase, Timbers, & Wolf, 2001; Panzano & Roth, 2006; Prochaska & DiClemente, 1982; Saldana et al., 2011).

- **Stages are not linear and each one does not have a crisp beginning or end.** For example, there are times when an organization will move among stages due to changes in staff, funding, leadership, or unsuccessful attempts at employing the innovation with high fidelity. There also may be instances in which an organization is in more than one stage at the same time. For example, a program may begin delivering new services due to timeframe limitations and mandates by a funder, while they are still securing resources and putting infrastructure elements in place.

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WHERE ARE WE?
Use the descriptions below to identify which stage of implementation your project is in.

YOU ARE HERE IF:
• You are still building your implementation team
• You are trying to decide which practice or program to implement
• You are gathering feedback from your community about what they want or need
• Your innovation does not meet the criteria for usable interventions
• You are just starting to talk about the work as an implementation team, but have yet to share with your broader organization
• You’re still trying to understand how to involve your key stakeholders

YOU ARE HERE IF:
• You are in the process of identifying funding sources, hiring staff with the necessary qualifications, training staff, developing a coaching system, learning about new data collection tools
• People are asking you a lot of questions you don’t have the answers to yet
• You are identifying the first sites
• You are still unsure how you will collect data or how you will measure success
• You are not yet communicating regularly between all levels of the system

YOU ARE HERE IF:
• Your first cohort of practitioners has begun to use the intervention
• You are now adding additional sites
• You have begun collecting data and are starting to make sense of it
• Your first cohort of practitioners is asking lots of clarifying questions about WHAT exactly you want them to do
• You are encountering common challenges
• Different stakeholders see different problems
• Leadership feels practitioners “aren’t doing what they are supposed to” with this intervention
• Practitioners feel leadership “doesn’t understand how difficult it is” to use this new innovation

YOU ARE HERE IF:
• Your team of practitioners has been using this intervention for several cycles of the program
• New staff have been onboarded successfully and there are protocols to continue onboarding new staff
• Some of the original cohort of practitioners have left the program or organization but the intervention is still going strong
• At least 50% of your staff are consistently using this intervention with fidelity
• When practitioners encounter challenges implementing the intervention the know (where/who) to go to find support
• You consistently see the participant outcomes that would be expected with this intervention