



## Prioritize >>>>

## Find Solutions to Implementation Barriers

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Implementing an evidence-based program (EBP)<sup>1</sup> can be challenging and involves careful planning and coordination. Sometimes unexpected barriers arise that can hinder the implementation process, but if you anticipate unforeseen circumstances, you can succeed in implementing your EBP. Below are the top 5 barriers that you may encounter during the implementation process and suggestions for overcoming them.

#### Top 5 Barriers to Implementing EBPs:

**Barrier 1:** Lack of support from school staff, administrators, and/or parents and community members

**Barrier 2:** Lack of resources to implement program activities such as classroom space and time, supplies, staff

**Barrier 3:** Low return rate of parental consent forms for student participation in the program

**Barrier 4:** Lackluster student engagement or interest in participating in the program

**Barrier 5:** Program facilitators are not implementing the program as intended

#### Barrier 1: Your school staff, administrators, and/or parents and community members display low support for implementation of the EBP

##### Possible Solutions:

- Maintain regular contact by providing information on program progress, accomplishments, partnerships and support from others.
- Have multiple modes of contact for questions/concerns.
- Provide documentation of the efficacy of the program and the need for its continued implementation with fidelity.

<sup>1</sup> Evidence-based programs have undergone peer review and rigorous evaluation through a randomized controlled trial or strong quasi-experimental design and have shown impact on behaviors.



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- ☑ Re-assess how the issue of teen pregnancy is being presented and consider reframing to ensure adolescent sexual health continues to be a priority.

*Recommended iCHAMPSS tools: **Sexual Health Education Common Myths, Communicating Effectively, Mobilizing Key Personnel, Advocacy Resources, Stakeholder Analysis, Success in Support***

### **Barrier 2: You have garnered support for the EBP and are preparing to implement but you lack the resources to get the program underway**

#### **Possible Solutions:**

- ☑ Develop an implementation plan before the start of the school year, if possible, to plan program logistics such as: when the program will start, which teachers will facilitate, how many students will participate, how many classrooms or computer labs will be required.
- ☑ Include staff input (teachers/facilitators, administration, school leaders) in the development of the implementation plan to ensure support and access to resources. Consider meeting with staff regularly to discuss and resolve implementation issues.
- ☑ Prior to each lesson, make sure that supplies and teachers are available for the lesson (i.e. computer lab is reserved, handouts are made, adequate classroom space, sufficient teachers or substitutes available).
- ☑ Plan early for facilitator training and consider having 'extra' staff members trained to assist with the facilitation of large classes or in case of staff turnover.
- ☑ Re-evaluate resources identified during the Assess step to determine whether potential partners, financial support, or other district resources are available to aid with implementation.
- ☑ Maintain detailed records of grant/ monetary award requirements, deadlines, stipulations to help ensure continued funding. Plan for unexpected costs (i.e. have extra money budgeted during program implementation).

*Recommended iCHAMPSS tools: **Implementation Plan, Building Resources, Needs Assessments***

### **Barrier 3: Your staff is ready to implement the program but few students have returned the parental consent forms for participation in the program**

#### **Possible Solutions:**

- ☑ Provide incentive for return of consent form (e.g. extra credit, free dress day).
- ☑ Organize a parent information night or distribute informational materials via e-mail/print media. Ensure information disseminated discusses program content, implementation details, and the importance of providing consent.



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- ☑ Send consent forms multiple times if necessary, leaving ample time for parents to review and sign
- ☑ Post a parent reminder notification on your school's learning management system, online parent group, or school social media page.
- ☑ Send an email or text message reminder to parents; this could also be done through your school's automated message system or through your PTO/PTA.

*Recommended iCHAMPSS tools: **Notification Letter to Parents, Opt-In & Opt-Out Forms, Success in Prepare***

### **Barrier 4: The EBP is now underway but you have noticed your students are not as engaged in the program as you had hoped.**

#### **Possible Solutions:**

- ☑ Develop a plan with your principal and district coordinator ahead of implementation to motivate students and ensure participation in the program (e.g. provide incentives such as extra credit, free dress day).
- ☑ Make sure that facilitators attend program training, and are familiar and comfortable with teaching the curriculum prior to implementation to ensure smooth facilitation.
- ☑ Consider pairing facilitators during the start of implementation to support each other and manage the classroom as they become more familiar with teaching the program.
- ☑ Reach out to program developers to discuss suggestions and/or create a plan for engaging students and building rapport to maintain student interest.

*Recommended iCHAMPSS tools: **Identifying Good Health Educators, Classroom Management***

### **Barrier 5: Your program has been running smoothly but you have started to notice that not all facilitators are teaching the program as intended**

- ☑ Collaborate with program developers to deliver adequate training to staff implementing the program.
- ☑ Establish a classroom observation schedule before implementation (and inform facilitators) to identify facilitation issues early in the program.
- ☑ Educate program facilitators on the guidelines for adapting programs and on the importance of maintaining program **fidelity**.
- ☑ Ensure facilitators are familiar with and have access to resources they may need to properly implement the program and document their progress (e.g. student handouts, curriculum log, attendance log).



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- Survey program facilitators once implementation is underway to determine if they are facing any challenges that you are unaware of.

*Recommended iCHAMPSS tools: **Adapting Programs, Curriculum Fidelity Logs, Attendance Logs, Classroom Observation Forms, Teacher Satisfaction Questionnaire, Success in Implement***