

Implementation Model Worksheet: Mapping Your Practice Change Project

An implementation model is a map of your practice change project. It helps you move through program or practice change without losing your way. The model shows you how three key constructs interact, and how you can:

- Identify whether your practice change project is going to run smoothly or encounter challenges (factors influencing implementation)
- Design and enact supports to move through challenges and leverage strengths (implementation strategies)
- Measure how much and how well the program or practice is being delivered (implementation outcomes)

This worksheet is designed to walk you through developing your own implementation model. Complete it by yourself or as a team. Note that the boxes are color coded to those in the implementation model on the last page.

Step 1: The Program/Service



Describe the program/service you are implementing. Include a statement of your vision, the scope of the implementation, why you are implementing it, and your goals. Be specific!



Identifying what we are implementing is a crucial step in the process. If you are unsure of what you want to implement, we can still work on other areas of the logic model to help with the decision.

Program/Service

Step 2: Implementation

Factors Influencing Implementation

WHAT TO CONSIDER



What “barriers” may get in the way of your implementation efforts? Consider things from inside and outside of your organization. The people you serve, the people who provide the program, the program itself, your organization, systems, and communities.



What “facilitators” may help your implementations efforts? These would be things that make things easier, people that support the effort, or even policies and infrastructure already in place. Think big!



Use the power of your team and a standardized tool. Bring your team together to discuss these factors and prioritize the most important ones. CMHIS recommends a few pre-developed tools that can help.

HOW DO I CHOOSE?

Implementation strategies are supports to help you move through challenges and leverage strengths (expert consultation, modifying workflow, training, changing policies). They can be internal supports or be provided by external consultants.



Utilize the information you already wrote down to guide you. Match your strategies to manage the prioritized barriers or accentuate the facilitators.



Consider what strategies may have been tried before. If they went well, what contributed to that success? If they didn't work as well as you wanted, use that information to guide you to another one that may work better for your project.

Implementation Strategies



Step 3: Goals/Results

Implementation Outcomes

How much and how well an intervention was implemented

Effectiveness Outcomes

How well the intervention worked for those who received it

WHY MEASURE OUTCOMES?

- Clarify reasons for the intervention's success or failure
- Address variability across contexts — unique sites, diverse patient groups
- Inform how to tailor implementation strategies

COMMON IMPLEMENTATION OUTCOMES

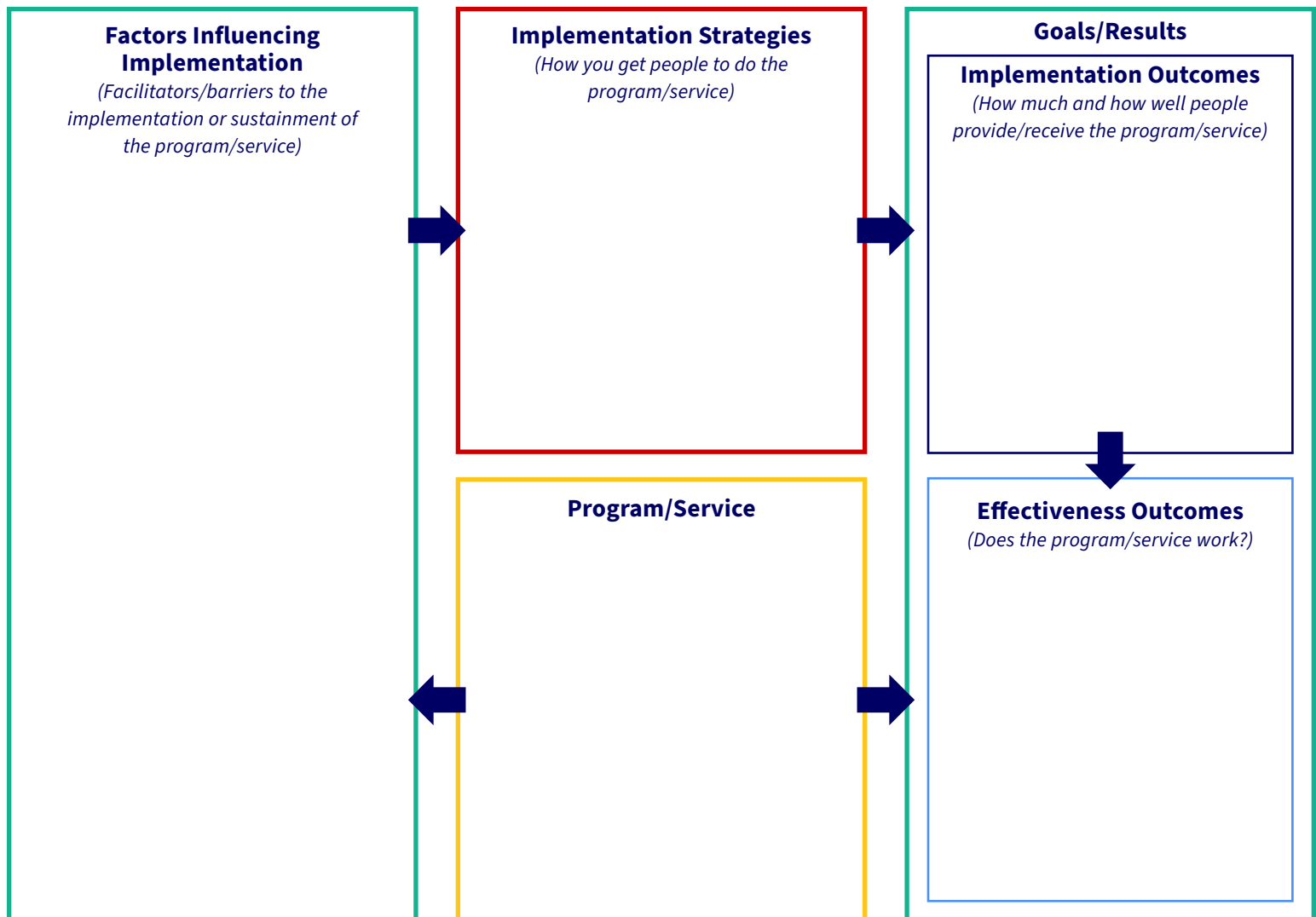
- Reach: percentage of eligible recipients getting the program/service
- Adoption: percentage of eligible deliverers providing the program/service
- Implementation: Fidelity/adaptation to the program/practice as designed
- Implementation costs

Implementation Outcomes

Effectiveness Outcomes

Putting It All Together

YOUR IMPLEMENTATION MODEL



Adapted from: Smith, J. D., Li, D. H., & Rafferty, M. R. (2020). The Implementation Research Logic Model: a method for planning, executing, reporting, and synthesizing implementation projects. *Implementation science* : IS, 15(1), 84. <https://doi.org/10.1186/s13012-020-01041-8>

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