



Child welfare agencies continually strive to achieve better outcomes by developing, implementing, and evaluating practices and programs. For teams leading a change process, deciding what to implement is a critical step in achieving their goals. Choosing an appropriate solution requires critical thinking about whether an existing intervention is a good fit and holds promise or if something new is needed. This workbook and this video series are part of a collection of resources designed to help child welfare agency leaders, managers, and teams select, adapt, or design an intervention to address an identified problem. Use this workbook to further your understanding of concepts and prepare to move learning into action with your team.

## Cultivating Skills – Intervention Selection and Design/Adaptation

### Getting Started and Understanding the Intervention Selection and Design/Adaptation Brief

This workbook is designed to support knowledge and skill development as you listen, reflect, and discuss what you have learned throughout the process. Use this workbook to spark ideas and collect your thoughts as you move through the following activities:

1. Reading the "[Change and Implementation in Practice: Intervention Selection and Design/Adaptation](#)" brief
2. Watching the [video series](#) on the essential functions of intervention selection and design/adaptation
3. Viewing the recorded intervention selection webinar, "[Deciding What to Implement to Achieve Successful Change](#)," and discussing it with your team

### What's in the Intervention Selection and Adaptation/Design Brief?

*The brief offers an overview of the intervention selection phase in a change and implementation process, including:*

1. Why intervention selection and adaptation/design are important and key terms
2. How to research possible intervention options
3. How to assess the evidence, fit, and feasibility of potential options
4. How to determine if interventions are well defined
5. Deciding to replicate, adapt, or design a new intervention
6. How to define an intervention
7. Developing a proposal
8. How to further define and operationalize an intervention if needed

### How Can It Help You in Your Work?

*The "[Change and Implementation in Practice: Intervention Selection and Adaptation/Design](#)" brief offers user-friendly guidance on implementation concepts and their use to support child welfare system and practice improvements. The brief may be used as a foundational tool to support jurisdictions seeking to engage in intervention selection or adaptation/design.*

Linking the concepts in the series to your everyday work and experiences is an important element of understanding how to use this knowledge and these skills in practice. **Please review the following questions and consider your responses before you view the videos.**

<p><b>Have you ever needed to solve a problem or fill a need and were not sure what solution would work best? How did you decide what solution to try?</b></p>	
<p><b>How did you know that your choice was the best match for the problem or need?</b></p>	
<p><b>Can you think of a time when you thought that you had a solution for a problem but were not sure it would work exactly the way you needed it to? How did you adapt so that the solution would be a better fit?</b></p>	

## Video Series

As you work through each video in the series, use the questions and activities in each section to reflect on what you have learned.

### Function 1: Research Possible Intervention Options

During “Function 1: Research Possible Intervention Options,” record your thoughts here:

<p><b>Why is it important to select an intervention that not only has a strong research base but also aligns with child welfare practice expertise and target population culture and values?</b></p>	
<p><b>Consider your own experience with researching possible interventions. What have been some of the successes and challenges in researching possible options within child welfare?</b></p>	
<p><b>What are your strengths or limitations in researching possible intervention options? Where would you look for support in building your knowledge and skills in this area?</b></p>	
<p><b>When researching possible interventions, what strategies can you use to ensure that the intervention core components connect back to the theory of change that has been developed and the actions that have been defined?</b></p>	
<p><b>What are the risks of choosing an intervention before identifying the root cause of the problem and developing a theory of change?</b></p>	

## Function 2: Assess Evidence, Fit, and Feasibility of Possible Interventions

After you view “Function 2: Assess Evidence, Fit, and Feasibility of Possible Interventions,” please answer the following reflection questions before moving on:

<b>Why is it important to think about agency and community capacity for implementation and evaluation when assessing possible intervention options?</b>	
<b>What factors should your team think about when assessing the fit and feasibility of an intervention?</b>	
<b>What strategies could your team use to assess the fit of potential intervention options with your agency’s values and priorities to ensure you select the best match?</b>	

## Function 3: Determine Whether Interventions Are Well Defined (Useable and Transferrable)

After you view “Function 3: Determine Whether Interventions Are Well Defined (Useable and Transferrable),” please answer the following reflection questions before moving on:

<b>Can you think of a time when your agency implemented an intervention that was not well defined? How did that affect the success of the intervention?</b>	
<b>What are some examples of well-defined interventions using the key activities of explaining, teaching, implementing, and monitoring the intervention?</b>	

## Function 4: Decide to Replicate or Adapt an Existing Intervention or Design a New One

After you view “Function 4: Decide to Replicate or Adapt an Existing Intervention or Design a New One,” please answer the following reflection questions before moving on:

<b>What types of stakeholders should teams include in deciding to replicate or adapt an existing intervention or design a new one? What strategies have you seen that have helped engage key stakeholders in this process?</b>	
<b>In your experience, what are the common reasons that a team might choose to adapt or design a new intervention? What should you consider to ensure that the decision is well thought out?</b>	

**Think about your own experience with deciding to replicate, adapt, or design interventions. What are the challenges your agency faced in this process? What strategies ensure that the decision and final intervention selected address the identified problem or need and are appropriate for the population and setting?**

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### Function 5: Define the Intervention

After you view “Function 5: Define the Intervention,” please answer the following reflection questions before moving on:

**In your experience, where does your team struggle with defining interventions? What strategies or supports might help overcome these challenges?**

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**Think of an example of an initiative that was not described well enough for you to understand what it was, what your role was, or how the intervention was being evaluated. What could have been included in the description that would have helped your understanding?**

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### Function 6: Develop a Proposal

After you view “Function 6: Develop a Proposal,” please answer the following reflection questions before moving on:

**An intervention proposal consolidates the team’s research, assessments, and recommendations to explain the proposed intervention, the underlying reasoning for its selection, and plans for moving forward, but teams often skip this step to move straight to implementation. What are the benefits of investing the time to develop an intervention proposal? What are the risks of skipping this step?**

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**How can a formal proposal for an intervention support continuity between different initiatives and prepare your agency for implementation planning?**

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**How can you involve those who will have to supervise or practice the intervention with families in developing a proposal? Why is this important?**

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### Function 7A: Operationalize Core Components

After you view “Function 7A: Operationalize Core Components,” please answer the following reflection questions before moving on:

<b>Core components should be operationalized comprehensively enough for the agency to be able to explain, teach, implement, and monitor the intervention. How might you discuss this if your team seems ready to implement but does not have core components that meet these key criteria?</b>	
<b>How can you help your team consider how an intervention’s core components relate to other initiatives?</b>	

### Function 7B: Adapt or Develop Practice Profiles

After you view “Function 7B: Adapt or Develop Practice Profiles,” please answer the following reflection questions before moving on:

<b>What strategies might you use to adapt or develop a practice profile to clearly identify expected behaviors?</b>	
<b>How can you integrate practice profiles of related interventions?</b>	
<b>What strategies might you use to build understanding of and buy-in for the value of developing practice profiles for frontline staff and concurrently updating coaching and supervision expectations? Why is this important?</b>	

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