J05: Building Statewide Capacity to Support A Tier 3 Intervention

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Objectives

• Discuss Implementation Gaps
• Discover the need & fit for RENEW
• Understand the Implementation Framework Structure to build capacity
• Learn about the Implementation Drivers for intervention fidelity
• Review of tools and strategies to grow and sustain an intervention
Reflect: Does this sound familiar?

I’m back from training.

I got a big binder.

The training is already forgotten, but the binder will last forever.

A living monument to temporary knowledge!
TURN AND TALK: Where are your gaps?

**Implementation Gap**

- What is adopted is not used with fidelity or good outcomes
- What is used with fidelity is not sustained for a useful period of time
- What is used with fidelity is not used on a scale sufficient to impact social problems
The Implementation Formula
Formula for Success

RENEW

Effective Innovations

Training Coaching Data

Effective Implementation

Schools
Districts
Community Mental Health
RENEW Implementation Teams

Enabling Contexts

Improve education outcomes & employment
Improved behavioral functioning in home & community
Increased satisfaction with self & relationships
Increased social connections
Stable housing, better utilization of services, and reduced costs, fewer justice contacts.

Socially Significant Outcomes
Who is RENEW For?

- **High rates of:**
  - School dropout
  - Anti-social behavior
  - Trauma

- **Low rates of:**
  - Income and employment
  - Access to mental health services
  - Community and social supports
RENEW Theory of Change

**Context:**
Youth who are...
- Disengaged from home, school, and/or community
- Involved with the mental health, child welfare, and/or juvenile justice systems
- Experiencing failure in school, home, and/or community

**Facilitators provide:**
1. Person-centered futures planning, including choice making and problem solving
2. Individualized team development and facilitation
3. Personally relevant school-to-career development, support, and progress monitoring

**Shorter-Term Improvements in:**
- Developing a concrete, personally relevant plan
- Engagement in home, school, and community
- Access to formal and natural supports

**Longer-Term Improvements in:**
- Educational Outcomes
- Employment
- Emotional & Behavioral Functioning
RENEW Core Values and Principles

**RENEW Core Values**
- Youth-driven
- Community-based
- Culturally and linguistically competent
- Trauma-responsive

**RENEW Principles**
- Self-Determination
- Empowerment
- Strengths-Based
- Self-Efficacy
- Developing Natural and Formal Supports
- Unconditional Care
- Equity
- Full Inclusion
RENEW Goals

- High School Completion
- Employment
- Post-Secondary Education
- Community Inclusion
RENEW 4-Phase Process

Phase 1: Engagement and Futures Planning
Phase 2: Team Development – Initial Planning
Phase 3: Implementation and Monitoring
Phase 4: Transition to Less Intensive Supports
RENEW Maps

1. My History Map
2. Who Am I Today Map
3. My Strengths & Accomplishments Map
4. My People & Resources Map
5. What Works and Doesn’t Work Map
6. My Dreams Map
7. My Fears, Challenges, and Barriers Map
8. Needs Statements
9. My Goals Map
10. Next Steps Map
“Students cannot benefit from interventions they do not experience”
(Fixsen, Naoom, Blasé, Friedman, Wallace, 2005)

- What are the desired outcomes?
- How do you measure success?
- How do you measure fidelity?
- How does sharing data impact sustainability and scale-up?
- How might RENEW enhance your current system?
RENEW Implementation Structure

Using the Implementation Framework Structure to Build Capacity
Stages of Implementation

RENEW Implementation Model

**EXPLORATION & ADOPTION**
- Explore the need for RENEW, develop initial plan, and gain approval from the site
- Create Administrative & Stakeholder Buy-In
  1. Form a RENEW Implementation Team
  2. Identify community partners & resources
  3. Create a referral process
  4. Develop a data system

**INSTALLATION**
- Select and Train RENEW Implementation Team & Facilitators
  1. Youth & Facilitator selection process
  2. RENEW Implementation Training
  3. RENEW Facilitator Training
  4. Install data collection systems

**IMPLEMENTATION**
- Sustainability
  1. Identify site coaches
  2. RENEW Coaches Training
  3. Certify RENEW Facilitators and Coaches
  4. Establish systems and procedures
  5. Build capacity
  6. Share successes with stakeholders
RENEW Implementation Structure

FEEDBACK LOOPS
- Provide feedback and data on implementation efforts

SUPPORT LOOPS
- Provide supports for effective practices implemented with fidelity

Outcome Data
- Implementation Data
- Fidelity Data
- Practice Profile

Aggregate Outcome Data
- System/Average
- Fidelity Data
- Training Outcomes

Reflection on Practice
- Outcome Data
- Fidelity Data
- Practice Profile

Aggregate Outcome Data
- System/Average
- Fidelity Data
- Practice Profile

Training Outcomes
Drivers

OUTCOMES

95% of participants who demonstrate knowledge, demonstrate new skills learned and use new skills in the setting.
Coaching

- Ensures fidelity
- Ensures implementation
- Develops clinical and practice judgment
- Provides feedback to selection and training processes
- Grounded in “Best Practices”
RENEW Continues to Expand

- **1996** - Developed in 1996 by staff at the UNH Institute on Disability (IOD)
- **2002–present** High schools tertiary level intervention
- **2008–present** Community mental health providers in NH
- **2014-** International training, technical support, and coaching
- **2022-** Expands to residential treatment facilities and juvenile justice system in NH

3-tiered PBIS model: NH, IL, PA, WI, IA, MA, ME, CT, RI, NC, MD, CA

*5th Leading Tier 3 intervention in the nation*
Training and Sustaining ToTs

**Training Menu**

**Training**
- 2-Day ToT Training
- Shadow Trainings
  - Team
  - Facilitator

**Sustaining**
- Webinars
- Boosters
- Digital Badging
  - Initial
  - Sustaining

Welcome, Pennsylvania
RENEW Trainers of Trainings (ToTs)!
All materials required to support your training needs are located here.

RENEW
Resilience, Empowerment, Natural Resources for Education and Work

Trainer of Trainings (ToT) Implementation Guide
Roles and Training Sequence for RENEW in PA 2022-2024

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Implementation

Gaps

CAPACITY
Technical Assistance Coaching Human Capital Resources

Extended PaTTAN training offerings Virtual options Flexibility Initiative Assignments

Incentives Marketing Recognition Badging

Teams Alignment Data Building systems Programmatic Supports

Active Implementation Formula

Effective Practices × Effective Implementation × Enabling Context

Expand the training opportunity to others
RENEW
Stipends

- $4500 per year
- Team Training
- Facilitator Training
- Implementation
- Data Submission
  - RIC
  - RIT
  - Student
- Mapping supplies
- Additional resources

RENEW™
resilience, empowerment, and natural supports for education and work
“…one student moved from 10th to 12th grade…on track to graduate…planning on attending college…"

“Her facilitators have grown…excited to work with their next student."

“…connection with teachers to support…future goals."

“…school…relieved HS teacher of a duty/teaching period…dedicated time to RENEW…schedule protected for several years.”

“A student who hated school wanted to drop out, and was taken out of school in an ambulance turned her life around and RENEW was a part of that process. She became an advocate for herself, co-presented RENEW with me to a group of teachers, met with the disability supports coordinator at a local college to plan for her future there, and is now attending that university in the Nursing program!”

“…trained 9 facilitators and done mapping with 30 youth. One…completed RENEW, remained in the military, enlisted.”

“…nine facilitators have…excited to work with their next student.”
Tools & Strategies
Grow and Sustain
RENEW

Kathy Francoeur

RENEW
resilience, empowerment, & natural supports for education and work
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Tools Used to Build Fluency & Scale Up

- RENEW Implementation Checklist (RIC)
- RENEW Integrity Tool (RIT)
- RENEW Facilitator Reflection Tool
- RENEW Coaches Integrity Tools (RCIT)
- RENEW Trainer Fidelity Tool (RTFT)
System Level Assessments

- **RENEW Implementation Checklist**
- Used to gauge state and local plans for implementing, supporting, and sustaining RENEW
- Used to generate action plan
RENEW Coaches Fidelity Tool

- Assesses critical skills of effective coaches
- Assesses fidelity of implementation and quality of service delivery by the RENEW Coach
- Used to determine professional development needs for Coaches
• Assesses critical skills of effective Trainers
• Assesses fidelity and knowledge of training to the critical components of the intervention
• Used to determine professional development needs for Trainers
What Does It Take to Sustain & Build Capacity?

- Fluency in the practice
- Competency as a coach
- Proficiency as a Trainer
- Supportive Leadership
- Aptitude for Data
- Knowledgeable on Systems
Thanks!

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Visit the Center for RENEW Implementation

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