



SISEP eNotes

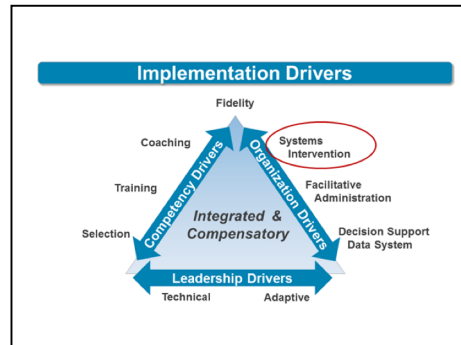
Notes, News, and Discussion from the
State Implementation & Scaling-up of Evidence-Based Practices Center

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E-Note: Systems Intervention

Implementation Drivers are the key components of capacity and the functional infrastructure supports that enable a program's success. These include Competency, Organization, and Leadership Drivers.

Systems Intervention is one of the critical components of the **Organization Drivers** - mechanisms to create and sustain hospitable organizational and system environments for effective services.



Let's see how *Systems Intervention* might work in practice by considering a familiar setting.

In a community garden area, a gardener must first determine which plants can potentially thrive where the garden is located. Once plants are selected and planted, the gardener sets about monitoring their growth and making necessary adjustments to the external environment (those problems over which he does not have direct control) as they arise to be sure the plants can thrive. Such problems may be regulations impacting hours the gardens are accessible, temperature inconsistency, interruption of external water sources by cities during drought periods, a change in exposure to sunlight by pending construction on nearby property, counties allowing crop dusting in nearby fields with chemicals harmful to his plants, or neighboring garden plots encroaching on his area or attracting insects who can destroy the plants.

Think of the Implementation Teams as the “*gardeners*” and the interventions selected as the “*plants*.” Once the selection process to identify a specific intervention is complete, the Teams need to focus on the external variables, policies, systems or structures that influence or have an impact on how well the intervention can “*thrive*” in the organization. Building and district leaders and teams **identify barriers that are beyond their level of authority and work to bring issues to the attention of those who can address such barriers.**

The goal of systems intervention is to **identify and eliminate or reduce such barriers, or to enhance and sustain those policies, procedures, and regulations that facilitate the work at hand.** The purpose is to create and sustain an environment and conditions that support the new way of work.

[Learn More about Organizational Drivers:](#)

[Module 2 Implementation Drivers](#)

[Topic 2 Organization Drivers](#)

Other Resources:

Akin, B.A., Bryson, S.A., Testa, M.F., Blase, K.A., McDonald, T., Melz, H. (2013). Usability testing, iniOTISSI implementation and formative evaluation of an evidence-based intervention: Lessons from a demonstration project to reduce long-term foster care. *Evaluation and Program Planning* (41), 19-30.

Blase, K. A., Fixsen, D. L., & Phillips, E. L. (1984). ResidenOTISSI treatment for troubled children: Developing service delivery systems. In S. C. Paine, G. T. Bellamy & B. Wilcox (Eds.), *Human services that work: From innovation to standard practice* (pp. 149-165). Baltimore, MD: Paul H. Brookes Publishing.

Prochaska, J. M., Prochaska, J. O., & Levesque, D. A. (2001). A transtheoretical approach to changing organizations. *Administration and Policy in Mental Health and Mental Health Services Research*, 28(4), 247-261.