Innovation Implementation Plan

In this Innovation Implementation Plan you will describe how you would plan for implementation and sustainability of a specific evidence-based intervention in an organization with which you are familiar. Your plan should be written in APA style, using references, where appropriate. Your plan should be about 20 pages in length.

1. Description and Rationale for use of the Innovation
   Include the theory base for the intervention, core assumptions, core components, and summary of the evidence base. Does the intervention match the needs of the target population? How do you know this?

2. Resource and Infrastructure Requirements
   Include staffing, equipment, materials, supplies, space, professional development activities, financial requirements, and any other requirements. Does the implementing organization have these in place?

3. Organizational Fit
   Describe the organization in which this intervention will be implemented. Describe the organizational characteristics that make for a good intervention/organization fit in this case.

4. Identification of Primary Implementers
   Who will the primary implementers be? What existing personal characteristics are likely to make these individuals effective implementers? What attributes will you try to develop? How will you do this?

5. Identification of other Stakeholders
   Identify secondary implementers and other stakeholders for this intervention. Describe what their interest will be in the delivery of the intervention or the outcome.

6. Adoption Decision
   What methods will you use to bring about a decision to adopt the intervention by implementers and stakeholders? Describe formal and informal meetings and discussions and identify participants. Describe any training activities and who will be involved. Describe how you will address the characteristics of the intervention in these meetings, discussions and/or training activities. Who will oppose this innovation? How will you deal with this opposition?

7. External Resource Development
   What federal, state, local, private foundation, corporate foundation, or professional association grant program(s) might serve as a source of funds for implementation of the innovation? Describe the purpose of the grant program. Describe your rationale for requesting funds from this program. For what purpose will you ask for funds and how much money will you ask for?
8. Implementation
   Describe training and technical assistance activities including participants, content, methods. Describe other types of meetings and discussions that may take place. Describe your strategies for dealing with social influence. How will you address issues of re-invention and fidelity?

9. Administrator Support
   From which administrators will you need support? What strategies will you use to develop this support? How will you ask them to demonstrate their support for the intervention?

10. Innovation Champion
    Who might serve as a champion for this intervention? Why have you selected this individual? How will you develop and maintain their support?

11. Organizational Structures
    What organizational structures need to be changed or developed in order to support this intervention? How will you bring this about?

12. Policy
    How is federal, state, and/or local policy likely to impact implementation? What strategies can you use to overcome policy barriers and utilize policy facilitators?

13. Implementation Evaluation
    Describe the instruments and methods you will use to obtain information about fidelity and the success of implementation process. Describe what you will do with this information.

14. Sustainability
    What strategies will you use to sustain this intervention after the first complete implementation? How will you maintain the support of implementers and other stakeholders?