

ATTACHMENT F

SOURCES REFERENCED FOR THE STAFF SURVEY

PREP Staff Survey Questionnaire Construction:

Sources Referenced

The list below contains brief descriptions of the sources referenced in the PREP Staff Survey, as well as locations to the sources referenced. Descriptions were compiled from websites about the sources.

1) Texas Christian University Survey of Organizational Functioning

The *Texas Christian University Survey of Organizational Functioning (TCU-SOF)* includes the Organizational Readiness for Change (ORC) assessment as well as nine additional scales measuring job attitudes (e.g., burnout, satisfaction, and director leadership) and workplace practices. The ORC assessment focuses on organizational traits that predict program change. It includes scales assessing motivation, resources, staff attributes, and climate. Many of its domains have been shown to have convergent validity and concurrent validity.

Texas Christian University (2005) "TCU Survey of Organizational Functioning"
TCU Institute of Behavioral Research, Fort Worth, TX.

Questionnaires can be found here:

<http://www.ibr.tcu.edu/pubs/datacoll/Forms/sof.pdf>

2) General Organizational Index

The General Organizational Index (GOI) measures a set of general operating characteristics of an organization hypothesized to be related to its overall capacity to implement and sustain any evidence-based practice. It was designed to be administered along with a fidelity scale specific to the evidence-based practice. The GOI items were based on clinical experience but in some instances are supported by research.

Questionnaires can be found here:

<http://www.ncebpcenter.org/pdfs/ACTGOI.pdf>

3) EBP Sustainability Index

The *EBP Sustainability Index* was developed at the University of Kansas to assess the sustainability of evidence-based programs. The EBP-SI Index includes 16 items in 7 areas: Finances, Staffing, Policies, Structure, Quality Improvement, Supervisor and Staff Skills.

Questionnaires can be found here:

http://www.dartmouth.edu/~stl2012/page34/page36/files/ebp-sustainability-index2_feb2012.pdf

4) State Health Authority Yardstick

The *State Health Authority Yardstick (SHAY)* was developed to assess state infrastructure to support evidence-based programs. Scores have been shown to be highly correlated with measures of the evidence-based practice penetration and average fidelity scores.

Miller, Amy and Rochelle Frounfelker (2009) "State Health Authority Yardstick: Report for New Hampshire Bureau of Behavioral Health. Evidence-Based Supported Employment."

Questionnaires can be found here:

<http://www.dhhs.nh.gov/dcbcs/bbh/documents/shay.pdf>

5) Texas Christian University assessment of Program Training Needs

In the *Texas Christian University assessment of Program Training Needs (TCU-PTN)* program directors are asked for a brief description of their program and staffing, followed by ratings of program training needs and pressures plus diagnostic and billing procedures. In a separate but parallel form, individual staff members are asked about facilities and climate, satisfaction with training, preferences for training contents and procedures, computer resources, and barriers to training. TCU-PTN includes 54 items, organized into seven domains: Program Facilities and Climate, Program Computer Resources, Staff Training Needs, Preferences for Training Content, Preferences for Training Strategy, Training Barriers, and Satisfaction with Training.

Texas Christian University (2002) "Survey of Program Training Needs." TCU Institute of Behavioral Research, Fort Worth, TX.

Questionnaires can be found here:

<http://www.ibr.tcu.edu/pubs/datacoll/Forms/ptn-s.pdf>

6) Organizational Readiness to Change Assessment

The *Organizational Readiness to Change Assessment (ORCA)* operationalizes constructs defined in the Promoting Action on Research Implementation in Health Services (PARIHS) theoretical framework to guide implementation of evidence-based clinical practices. ORCA includes subscales related to the strength and extent of evidence for the clinical practice, the quality of the organizational context, and capacity for internal facilitation of the program.

Questionnaires can be found here:

<http://www.implementationscience.com/content/supplementary/1748-5908-4-38-s1.pdf>

7) National Implementation Research Network

Stage-based measures of implementation components have been recommended by the State Implementation and Scaling-Up of Evidence-Based Practices Center at the *National Implementation Research Network (NIRN)* operated by the Frank Porter Graham Child Development Center at the University of North Carolina. A review and synthesis of the implementation evaluation literature grounds these theoretical frameworks, which in turn inform these measures.

Questionnaires can be found here:

<http://sisep.fpg.unc.edu/resources/tools/full-implementation-stage-assessment>

8) Implementation study protocols developed for the Evaluation of Adolescent Pregnancy Prevention Approaches

Implementation study protocols developed for the Evaluation of Adolescent Pregnancy Prevention Approaches (PPA) being conducted by Mathematica Policy Research for the Office of Adolescent Health (Mathematica Policy Research 2011). These protocols include questions and discussion guides designed to gather similar information from teen pregnancy prevention programs during site visits.

Mathematica Policy Research (2011) "Evaluation of Adolescent Pregnancy Prevention Approaches (PPA)" Ongoing Mathematica Policy Research project for OAH, U.S. Department of Health and Human Services.

Copies are available from Mathematica upon request.