

Organizational Readiness Survey: The Key to Implementing Change

March 1, 2024
12:00 PM – 1:00 PM

PPCJI Pennsylvania Partnership for Criminal Justice Improvement

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Agenda

- Overview of the Organizational Readiness Assessment Survey
- Tips from the field
- Process of conducting
- Panel discussion

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Stages of Implementation

LEVEL 1 PREPARATION

Key Tasks:

1. Conduct an organizational culture/readiness assessment
2. Develop a county EBP implementation plan
3. Determine the level of technical assistance required
4. Train staff on the principles of EBP and on the strategic plan
5. Provide EBP training to local stakeholders

LEVEL 2 INITIATION

Key Tasks:

1. Train and coach staff in motivational interviewing
2. Develop risk and needs assessment practices and train staff
3. Choose a model for effective one-on-one interventions and train staff
4. Develop a case plan template and train staff
5. Create and implement a quality assurance system

LEVEL 3 IMPLEMENTATION

Key Tasks:

1. Develop a caseload structure
2. Provide group-based cognitive behavioral interventions
3. Develop effective responses to prosocial and noncompliant behaviors, and train staff

LEVEL 4 EVALUATION

Key Tasks:

1. Create a performance management system
2. Align policies and practices with EBP
3. Conduct a gap analysis and develop a service matrix
4. Ensure sustainability

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Key Tasks: Conduct an organizational culture/readiness assessment

- Subtask
 - Use a structured assessment to gauge the organizational climate and culture
 - Summarize the findings
 - Develop and implement a plan to address areas of concern

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Organizational Readiness Assessment Survey

- Adopted from survey used by PA juvenile departments
- Original version derived by Likert based on business management theories
- Assesses culture and identifies strengths and barriers that may impact any large initiative
- Participants answer 20 questions where they are asked for their impressions of current and ideal environment
- Ability to add comments

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Process for Conducting the Survey

- Survey has been developed in SurveyMonkey
- Carey Group is available to assist with conducting
- Results will be generated and shared with county

Pennsylvania EBP Resources for Criminal Justice

- [New!](#) Conducting an Organizational Readiness Survey
- [New!](#) Organizational Readiness Survey
- [New!](#) The Organizational Readiness Survey: Tips for Effectively Using Results

<http://www.ccappoap.com/ebpstakeholderresources/ebp-resources/>

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Tips from the Field

- Explain the “Why”
- Use an Independent Vendor
- Encourage Participation
- Encourage Respondents to Complete the Survey Independently
- Seek External Perspective

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Tips from the Field

- Discuss the Results with the Management Team
- Share Results with Staff
- Act
- Have a Thick Skin
- Do it Again

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Implementing and Using the Results

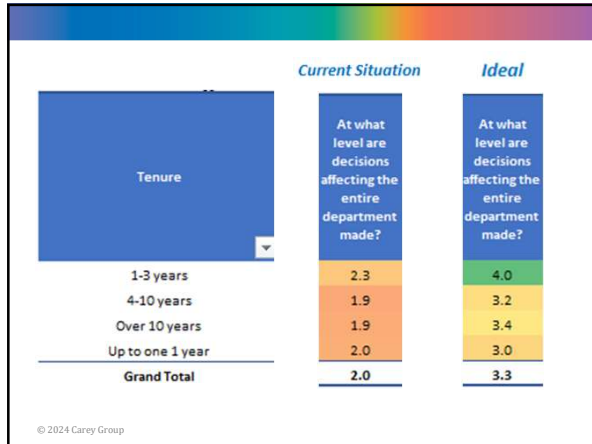
Panel Discussion

- Ashlee Lynn (Allegheny County)
- Doug Ritson (Butler County)
- Chad Libby (Dauphin County)

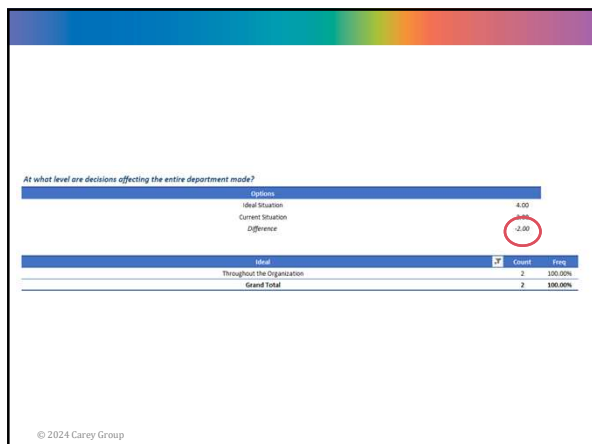
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Effective Case Planning & Management for Staff
 Participant PowerPoint Handout
 Version 2.0







Comments

answer is only referring to me and my direct management

In certain situations, staff input is considered.

Staff input is sometimes utilized current situation

There needs to be more staff input when deciding decisions within the department. Often staff members do not feel like their voice or opinions matters


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Honestly depends on the situation.

Most decisions affecting the department are made at the top. There are times when staff are able to give input on items.

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Thank you and good luck!



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