Using Evidence Based Practices in Professional Development: Taking Your Trainings to the Next Level

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Pre Assessment

https://create.kahoot.it/?_ga=1.141976946.1720863250.1480452965&deviceid=ff945d8b-e954-4ab7-880d-0c2504a53f10R#user/bc65f33f-b1a2-4b89-a087-77129d8ae070/kahoots/created

Why Are We Offering This Workshop at the 2016-2017 CAPTAIN Summit?

We looked at the data

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How do you rate your knowledge of evidence based training and coaching practices?

- 39% of new SELPA CAPTAIN Cadre members indicated high or very high knowledge in this area
- 58% of returning SELPA CAPTAIN Cadre members indicated high or very high knowledge in this area

What did this data tell us?

During your trainings, do you show videos, live demonstrations, or role play how EBP should be used?

- Always: 43.56%
- Sometimes: 40.44%
- Never: 4.89%
- N/A: 11.11%

What did this data tell us?

Following trainings, do you test for content knowledge to see if recipients of your trainings have acquired the desired information (e.g. true/false or multiple choice tests, vignette tests)?

- Always: 16.44%
- Sometimes: 48.48%
- Never: 21.78%
- N/A: 13.78%
During coaching/consultation, do you use Implementation Checklists to determine if EBPs are being implemented with fidelity?

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Always</td>
<td>22.22</td>
</tr>
<tr>
<td>Sometimes</td>
<td>47.56</td>
</tr>
<tr>
<td>Never</td>
<td>12.44</td>
</tr>
<tr>
<td>N/A</td>
<td>17.78</td>
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</tbody>
</table>

What did this data tell us?

During coaching/consultation, do you collect and evaluate data on the student/client in order to ensure that the EBP is having the desired effect?

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<tr>
<td>Always</td>
<td>24.89</td>
</tr>
<tr>
<td>Sometimes</td>
<td>48.00</td>
</tr>
<tr>
<td>Never</td>
<td>8.40</td>
</tr>
<tr>
<td>N/A</td>
<td>18.67</td>
</tr>
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What did this data tell us?

Core Components of This Training:

- Participants will be able to discriminate differences between dissemination and implementation and will be able to articulate how they fit into the CAPTAIN Cadre requirements and activities
- Participants will be able to identify the components of evidence based practices for designing and delivering professional development (EBPs for PD)
- Participants will learn how to evaluate the use of EBPs for PD through case studies and a self evaluation tool that can be used following the training
CAPTAIN Vision

Develop a Statewide Training and Technical Assistance Network
with a focus on Evidence-Based Practices
for individuals impacted by ASD inclusive of stakeholder agencies who will disseminate information at a Local Level

CAPTAIN Goals

Goal 1: Increase knowledge about ASD and EBPs through systematic dissemination of information

Goal 2: Increase implementation and fidelity of EBPs in schools and communities

Goal 3: Increase interagency collaborations to leverage resources and standardize a process for using EBPs

Cadre Requirements:

• Complete Foundations of ASD Class

• Participate in Annual CAPTAIN 2 Day Summit

• Participate in local CAPTAIN collaboratives to implement local plans (quarterly)

• Complete Annual CAPTAIN Survey
Additional SELPA Cadre Requirements:

- Provide 1 Annual Overview of EBPs and ASD Training
- Provide 3 Trainings in Specific EBPs
- Coach 3 teachers/program OR train 3 additional trainers/coaches within your SELPA to use CAPTAIN training/coaching resources
- Meet with your SELPA Director and Admins to go over regional plan and to secure needed resources

Regional Plans: Define Regional Activities for Meeting CAPTAIN Goals

Dissemination

<table>
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<td>Targeted distribution of information and intervention materials to an audience</td>
<td>Use of strategies adopted by an identified group of practitioners, performed with fidelity</td>
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Which CAPTAIN Goal(s):

What Activities:
The study of methods that influence the integration of evidence-based interventions into practice settings

Uses common frameworks, principles, and best practices to study and improve implementation of evidence-based or evidence-informed practices in the real world

Active Implementation Frameworks

Implementation Drivers

The HOW
What does this chart tell you?

Training is NECESSARY but not SUFFICIENT to result in practice changes!!!

Reexamine the Intended Purpose or Outcomes of the Activities.....

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<tr>
<td>Which CAPTAIN Goal(s):</td>
<td>Which CAPTAIN Goal(s):</td>
</tr>
<tr>
<td>What Activities:</td>
<td>What Activities:</td>
</tr>
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</table>
What are the research informed practices we should use in professional development?

1. Selection procedures of content and trainees
2. Core components of the training are defined
3. Pre Assessment of core components

Case Study: Discuss Steps 1 - 3

Two CAPTAIN Cadre trainers got together to discuss which EBP they wanted to develop a workshop. They spent a considerable amount of time in their planning meeting discussing the teachers in their district, what seems to be working and not working and if any of the teachers had expressed any interest in learning more about a specific EBPs which led them to ultimately choose Visual Supports. They proceeded to give the training and at the opening they explained that this training was going to cover the EBP known as Visual Supports. They also asked for a raise of hands to see who had heard of or knew about the EBP Visual Supports.

In this Case Study example:
- Did the trainers do steps 1 – 3?
- If not, which step did they leave out? How could they improve their process?

What are the research informed practices we should use in professional development?

4. Discussion opportunities included throughout the presentation
5. Demonstration Component (e.g., video and/or live modeling/demonstrations)
6. Practice Opportunities Component with Feedback (e.g., hands on practice, role playing)
What are the research informed practices we should use in professional development?

7. Post Assessment Component
   - Use this data to revise training/identify gaps to improve effectiveness of training
   - Share the data with appropriate coaching staff and project leadership team
   - Analyze Post Assessment results and determine what changes are needed to improve effectiveness of the professional learning event and/or drive the subsequent technical assistance support, monitoring and scaffolding

You Try: Case Study

After you provided your workshop you analyzed your Post Assessment data and noticed that the majority of participants missed the questions about fidelity of EBP implementation and how to select EBPs.

In this Case Study example:
   - How would you use the Post Assessment data in your follow up coaching with teachers from this group?
   - How would you use the results from this Post Assessment data to change/adapt or modify future trainings?

What are the research informed practices we should use in professional development?

8. Provide follow up coaching using Implementation Checklists to look at fidelity of EBP use

9. Data that directly links use of EBPs to student outcomes (e.g. GAS goals)
How Did CAPTAIN Leaders Apply These Practices Today?

1. Step 1: Needs Assessment: We looked at the CAPTAIN Survey data

2. Step 2: Core Components: We identified core components and designed this workshop

3. Step 3: Pre Assessment: We developed the pre assessment questions based on the core components of this training

4. Steps 4 – 6 Discussion, Demonstration and Practice with Feedback: We infused these into this workshop to allow participants to develop knowledge and skills

5. Step 7 Post Assessment: We will use the Post Assessment data from this workshop to provide additional support and we will change any components that data reveal are necessary for future workshops

6. Step 8 Follow Up Coaching and Support: We have developed the CAPTAIN Trainers Checklist to support your fidelity and self evaluation in the future. We have provided an exemplar for your use in the CAPTAIN: What Are EBPs for ASD training

7. Step 9 Data on Outcomes: We will include questions on training practices in Annual CAPTAIN Survey and compare results year to year

CAPTAIN Trainers Checklist

This form available: CAPTAIN Resources
www.captain.ca.gov

Post Assessment

https://create.kahoot.it/?ga=1.141976946.176083250.1480452965&devic eid=894d88e-954-4a97-880c-0c2504a53710&refuser=bc85f31f-b1a2-4b89-9f7d-71149d839f9a&ext=kahoot/created
An important resource and a "must read"!!!

Your Exemplar Training: What Are EBPs for ASD

CAPTAIN Resources
www.captain.ca.gov

HAVE FUN TRAINING!