

Introduction

- Evidence-based interventions (EBIs) are **underutilized** in routine autism services
- Leader-level implementation strategy (TEAMS Leadership Institute; TLI) improves implementation & clinical outcomes (EBI fidelity; Child behavior)
- Enhancing leader-level implementation strategies with team-based strategies may improve implementation outcomes through development of high functioning and effective teams
- Research Aims:
 - Use data from a scale out trial to **examine preliminary effectiveness of the team-enhanced strategy (TLI-2) on (a) implementation outcomes; b) clinical outcomes; and (c) team mechanisms** for two autism EBI in public service systems.

Methods & Participants

- TLI-2 adapted in collaboration with community partners (See Table 1)

MEASURES

- **Implementation Climate Survey (ICS)** –18 items rated on a 5-point Likert scale. It captures six key dimensions of organizational climate for effective EBP implementation.
- **Implementation Support Strategies (ISS)** – rating program use of 15 implementation strategies on a 3 point Likert scale.
- **Provider Certification** – Met EBI certification requirements
- **Provider Training & Consultation Attendance**
- **Team role specification, coordination, cohesion** – Validated ratings of team functioning in these areas.
- **Exit Interviews** with TLI-2 team members

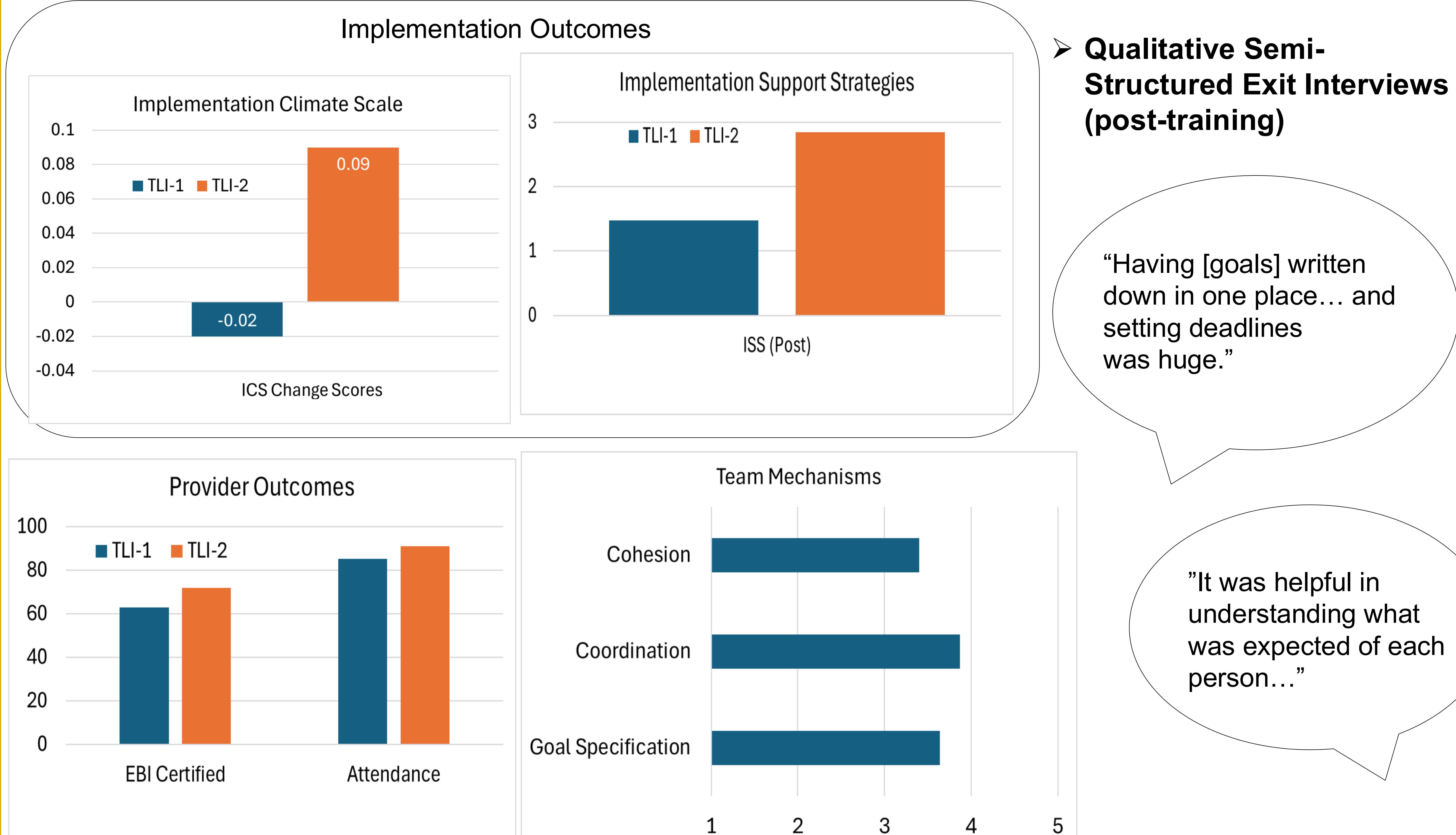
PARTICIPANTS – matched across groups

	TEAMS-1 RCT (Comparison)	TEAMS-2 Scale Out Open Trial
Programs	12	16
Team Members (Leaders and Non-Leaders)	32	39
Provider / Child Dyads	35	40

TLI – 2 Team Enhanced Overview

Component	Activities *blue items were added for TLI-2
Assessment	<ul style="list-style-type: none"> • Implementation Climate Survey • Card Sort Task (role specification)
Initial Leader Meeting	<ul style="list-style-type: none"> • Review TLI-2 goals & reasons for a team • Identify & invite Team members
TLI Institute	<ul style="list-style-type: none"> • Implementation Climate • Autism EBI • Use of assessment reports and card sort data to develop implementation team support plan
Coaching Calls	<ul style="list-style-type: none"> • Track implementation team tasks and goals and refine climate plans.
Booster Session	<ul style="list-style-type: none"> • Sustainment strategies; quality (fidelity monitoring); child outcome monitoring; goal review; update implementation plan for monitoring.
Graduation	<ul style="list-style-type: none"> • Celebrate and recognize completion of EBI training and TLI

Preliminary Results



Key Findings

- **Implementation Outcomes**
 - TLI-2 may lead to improved provider perceptions of implementation climate and use of implementation support strategies.
- **Provider Outcomes**
 - TLI-2 may improve provider EBI certification rates
- **Team Effectiveness Mechanisms**
 - TLI-2 may improve shared mental models and clarify task delegation
 - TLI-2 may increase ratings of team coordination.
 - Qualitative data indicated tasks were distributed based on strengths and bandwidth creating a collaborative and safe environment
 - Written goals and deadlines helped improve accountability and clarity

Conclusions & Next Steps

- Additional analyses are underway
- Using team effectiveness strategies (e.g., team charter embedded in an implementation team support plan) is a promising approach to strengthen how teams work together and improve EBI use

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- References & Related Materials

