Assessing Organizational and Provider Context and Readiness for Strategy Training Implementation: Methods and Preliminary Results

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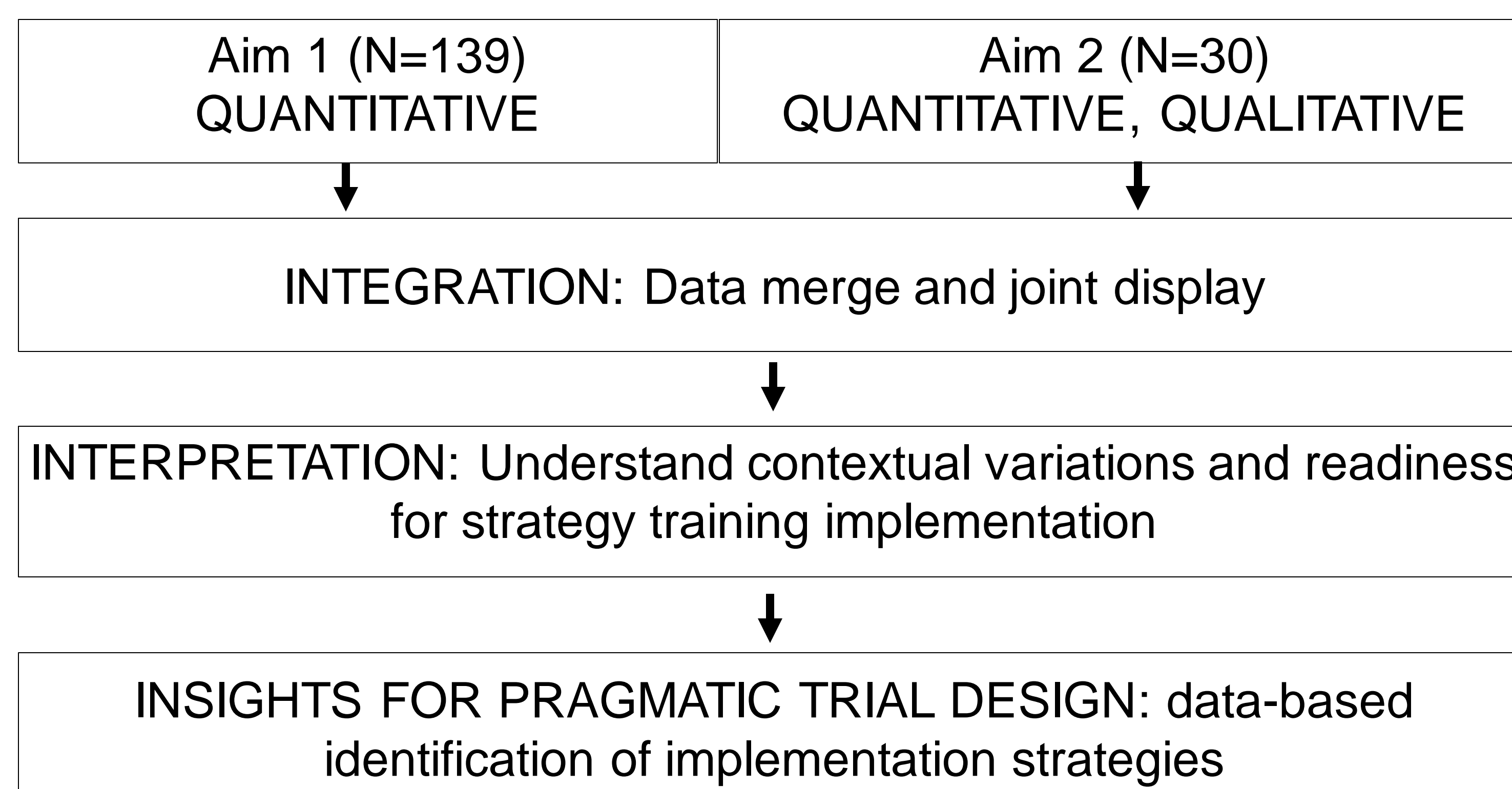
BACKGROUND

- Strategy training is feasible, efficacious, multidisciplinary and improves patient and health system outcomes, particularly among patients with cognitive impairments

- Widespread strategy training implementation in rehabilitation is hindered by variations in organizational and provider characteristics

- Furthermore, strategy training has been studied in samples that lack diversity in race, ethnicity, & income

OBJECTIVES

- To examine in variation in facility, patient, and provider characteristics

- To select 30 nationally representative facilities for a deeper examination of :
  o Facility and provider readiness for implementation
  o Perceived barriers and facilitators to implementation

OVERALL STUDY METHODS

Figure 1. Study design

Aim 1 (N=139) QUANTITATIVE	Aim 2 (N=30) QUANTITATIVE, QUALITATIVE

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INTEGRATION: Data merge and joint display

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INTERPRETATION: Understand contextual variations and readiness for strategy training implementation

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INSIGHTS FOR PRAGMATIC TRIAL DESIGN: data-based identification of implementation strategies

RESULTS

Table 1. Variation among facilities

	Aim 1 (N=139)	Aim 2 (N=30)
Average Daily Census	N (%)	N (%)
Small (<35 beds)	29 (21%)	9 (30%)
Medium (35-58 beds)	78 (56%)	13 (43%)
Large (>58 beds)	32 (23%)	8 (27%)
Patient Race/Ethnicity	N (%)	N (%)
<90% White	105 (76%)	23 (77%)
>10% Black	64 (46%)	15 (50%)
>5% Hispanic/Latin	38 (27%)	9 (30%)
Socioeconomic Status	N (%)	N (%)
Median Income <$58,789	69 (50%)	25 (83%)
Medicaid >10%	35 (25%)	12 (40%)

Table 2. Characteristics of participants

	DTO (N=30)	Provider (N=152)
Discipline	N (%)	N (%)
Occupational Therapy	8 (27%)	9 (30%)
Physical Therapy	17 (57%)	13 (43%)
Speech Therapy	5 (17%)	8 (27%)
Race/Ethnicity	N (%)	N (%)
Black	2 (7%)	13 (9%)
White	23 (77%)	111 (73%)
Other (e.g., Asian, decline)	5 (16%)	28 (18%)
Hispanic	4 (13%)	18 (12%)
Years of Experience	N (%)	N (%)
Inpatient Rehabilitation	12.65±6.27	7.55±14.32

DTO = director of therapy operations

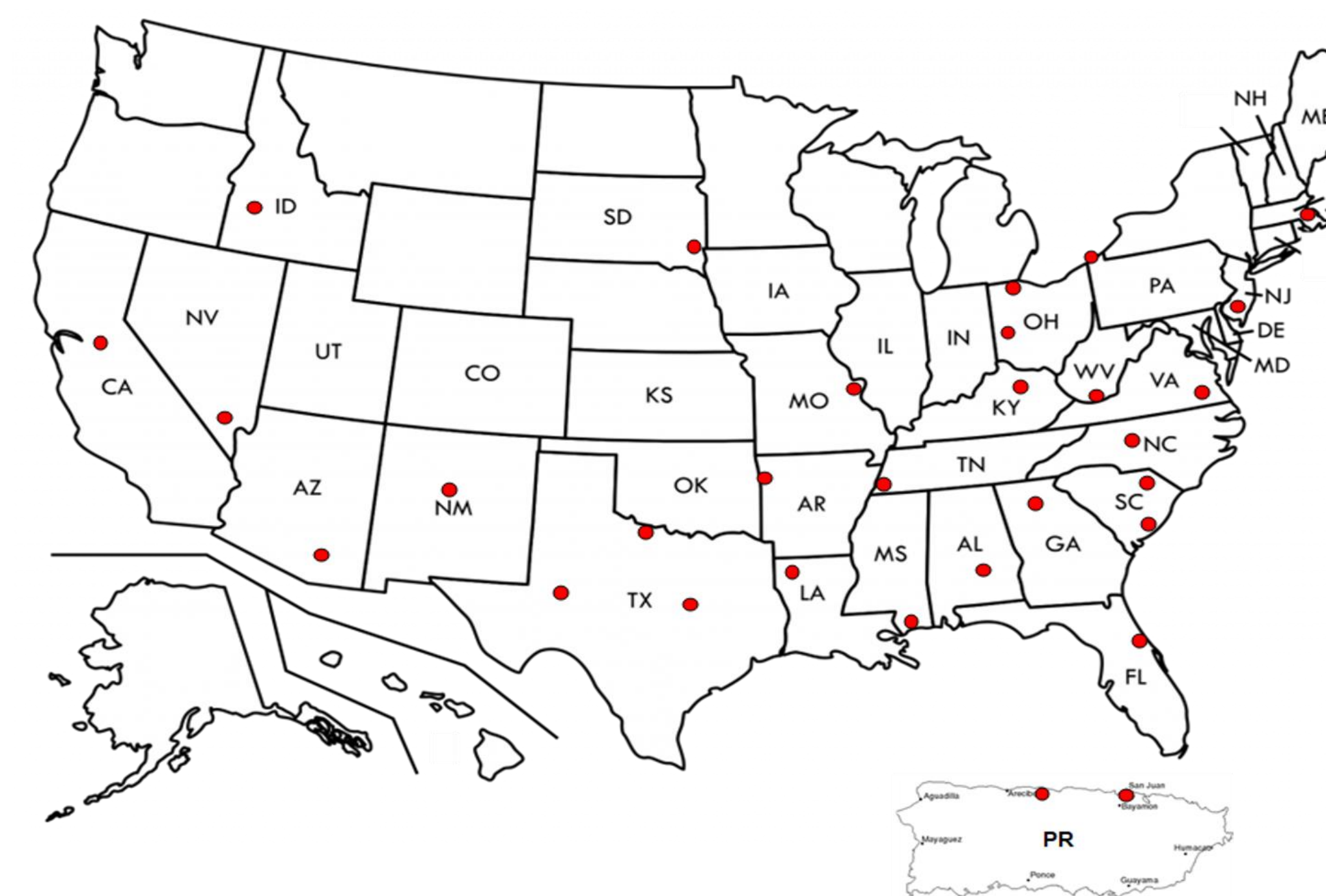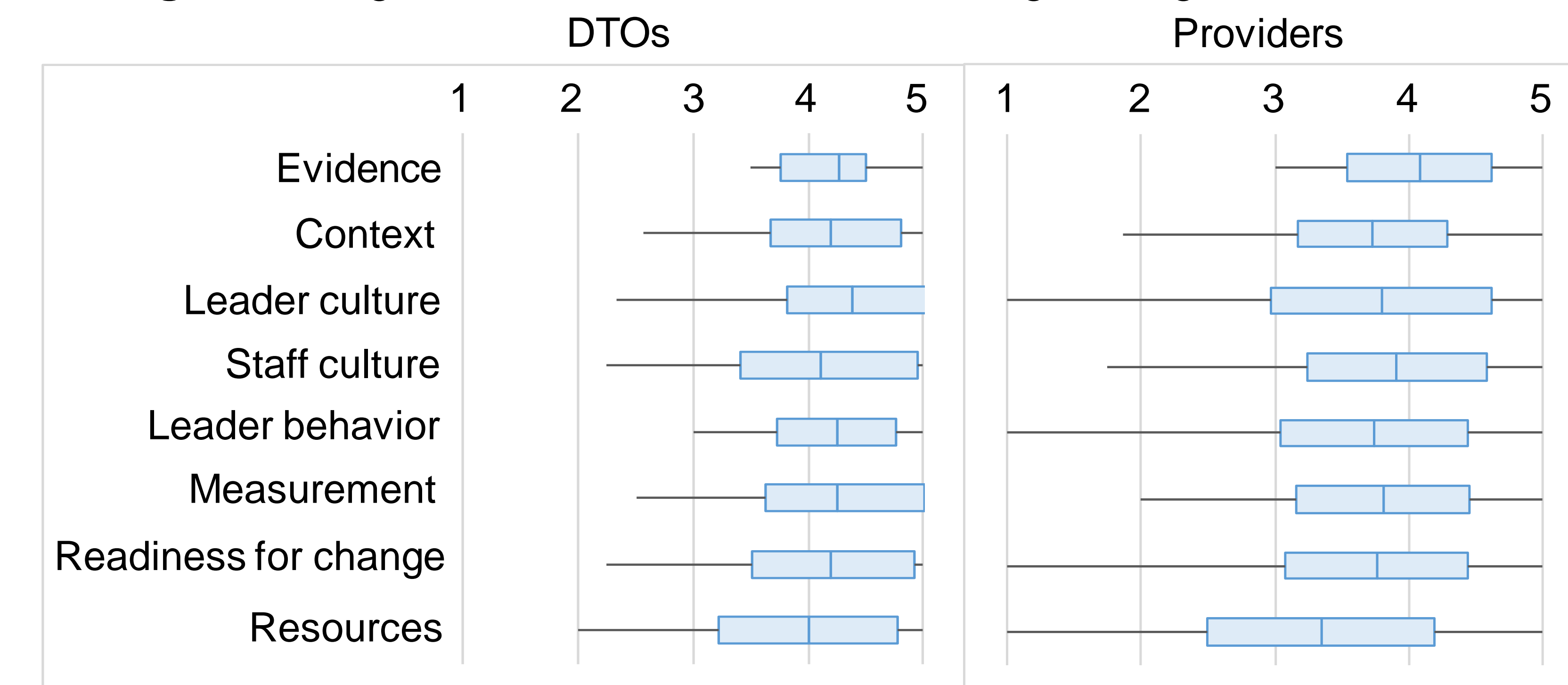**Figure 2.** Map of selected facilities (N=30)

Figure 3. Organizational Readiness for Change ratings

Concordance (QUANT=QUAL)

Strategy training evidence strong, well-received

Barriers, facilitators varied by region and facility size

Providers, DTOs identified supportive leadership

Discordance (QUANT≠QUAL)

Strategy training efficacy may vary among patients

Providers, not DTOS, concerned about adequate staffing for strategy training implementation

Expansion (QUANT+QUAL)

Culture influenced by interest in innovation, staffing, stressors from Covid-19

Desire for strong executive leadership investment

Space a barrier for some, a facilitator for others

7 of top 10 implementation strategies to overcome barriers endorsed by both DTOs and providers
Assess readiness and identify barriers; build coalition; capture and share local knowledge; conduct local consensus discussions; create a learning collaborative; identify/prepare champions; organize implementation team meetings