

LEADING CHANGE TOOLKIT™

TO HELP CHANGE AGENTS AND
CHANGE TEAMS MAKE LASTING
IMPROVEMENTS IN HEALTH CARE

Knowledge-to-Action Framework worksheet: Planning for evaluating implementation outcomes

As you and your change team select and tailor implementation interventions, use the guiding questions below to determine how you will evaluate their outcome.

Implementation outcome	Questions for evaluating the implementation outcome	Questions for planning to achieve the outcome
Acceptability	Does the intervention improve how persons/ patients and/or families experience care?	
Feasibility	Does the organization have the resources, staff and equipment needed to make the practice change? Do staff have the time, skills, training and ability to implement the practice change?	
Appropriateness	Is there any aspect of the intervention that could make it inappropriate for health professionals or the persons/patients and/or families (for example, cultural values or religious beliefs)?	

<p>Cost</p>	<p>What costs and resources associated with adapting the practice change to the local context need to be considered?</p> <p>*TIP: resources include time and burden, not just money.</p> <p>How will the costs vary across different settings (if applicable)?</p>	
<p>Adoption</p>	<p>How will you know whether staff made the practice change?</p>	
<p>Fidelity</p>	<p>What are the key elements of the practice change that must be delivered to be successful?</p> <p>How will the delivery of the practice change be assessed?</p>	
<p>Reach</p>	<p>Who is the targeted person/patient group(s) and/or families (for example, older adults)?</p> <p>In which settings or sites will they be targeted?</p> <p>How and where will you reach them?</p> <p>How will you know if you reached the appropriate targeted sites?</p>	
<p>Sustainability</p>	<p>How will you continue to track success and changes made over time?</p> <p>How do you plan to provide ongoing feedback?</p>	

	<p>What will happen over the long term?</p> <p>*TIP: Consider both individual health professionals and organizations.</p>	
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