



# COLORADO PREVENTING TARGETED VIOLENCE

## Semi-Annual Report



Colorado Evidence-Based Practices Implementation for Capacity (EPIC) Resource Center

### EXECUTIVE SUMMARY

The Colorado Evidence-Based Practices Implementation for Capacity (EPIC) Resource Center presents this semi-annual report describing the status and progress made on EPIC's partnership with Colorado Preventing Targeted Violence (CO-PTV) since November of 2019. EPIC is providing technical assistance with implementing and testing the CO-PTV model statewide. The milestones as determined from the past 6-month period have been mostly met, as is reflected in Tables 1-7 and the primary content of this report. The next steps include:

- Review and revise priorities with new program leader
- Finalize and document the CO-PTV model
- Finalize content and delivery plan for CO-PTV 201 training
- Develop a strategy and materials to market CO-PTV trainings
- Deliver CO-PTV 101 and 201 training to these communities
- Evaluate and refine trainings based on feedback

All supporting documents can be found in hyperlinks included in Tables 1-7.

Thank you for the opportunity to work with you and for your continued commitment to the successful implementation of this meaningful work. We look forward to our continued partnership.

## INTRODUCTION

The Colorado Evidence-Based Practices Implementation for Capacity (EPIC) Resource Center has been collaborating with Colorado Preventing Targeted Violence (CO-PTV) since November of 2019.

CO-PTV and the EPIC team have agreed upon the following overall project **goals**:

- Build CO-PTV knowledge and skills in implementation science, evaluation, and communication to support and assess program effectiveness
- Build capacity for model implementation and sustainability
- Assist with the development and implementation of a project plan
- Develop and continue to assess communication/feedback loops among EPIC, CO-PTV, and stakeholders
- Assist with process evaluation (data collection and analysis) and systems mapping
- Assess data infrastructure; administer additional assessments as needed

The partnership is defined in the **Give and Gets agreement** and focuses on the following **milestones**:

- Define, document and promote the CO-PTV model
- Evaluate the CO-PTV model's outcomes and impact
- Educate and support Colorado's communities in building a foundation for preventing targeted violence
- Support Colorado communities in conducting community-designed CO-PTV interventions
- Build a network of partnerships based on trust

## IMPLEMENTATION PHASES

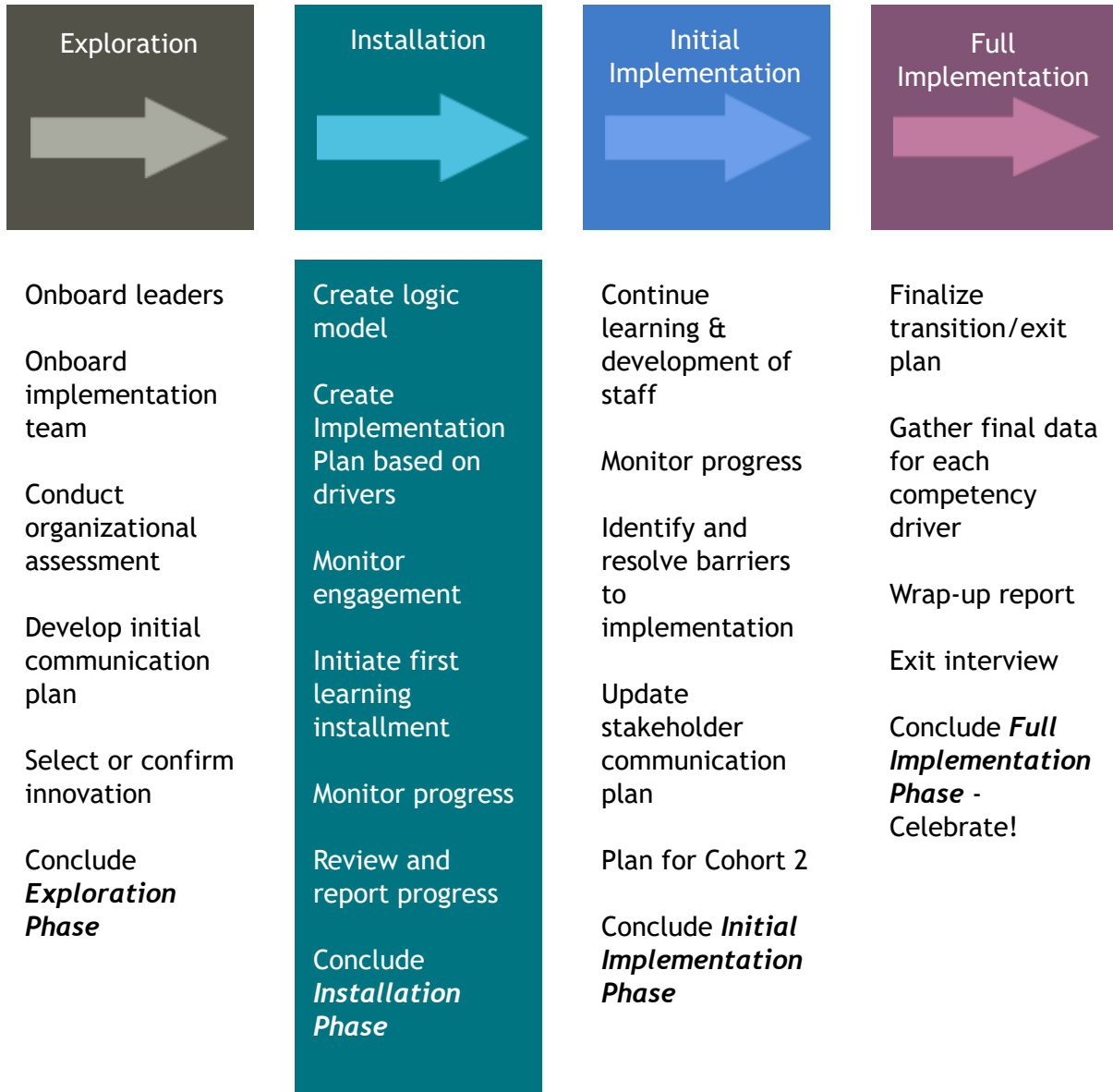
EPIC follows the [National Implementation Research Center's](#) (NIRN) implementation model. NIRN is a nationally recognized implementation science network that uses science and the practice of implementation to help solve real world problems. NIRN identifies four phases in a successful implementation process: Exploration, Installation, Initial Implementation, and Full Implementation. The focus of each phase is as follows:

- Exploration: to ensure that the innovation chosen is aligned with CO-PTV's desired outcomes
- Installation: planning, change management, communication, and progress monitoring
- Initial Implementation: staff professional development
- Full Implementation: ensuring sustainability

Because EPIC is providing technical assistance only on some pieces of this model to CO-PTV, not all milestones in NIRN's phases are relevant to this partnership. Nonetheless, implementing the CO-PTV model requires attention to all phases; consequently, this report adheres to the NIRN model in reporting milestones completed. Since the inception of this

partnership, all technical assistance components provided to CO-PTV have been in the Installation Phase.

### The Four Phases of Implementation--Overview



## EXPLORATION PHASE

All activities in the *Exploration Phase* are designed to build the foundation for a successful implementation. The purpose of this phase is to develop a strong working relationship with the client, to establish the scope of work and partnership agreement, to understand the client's work and culture, to identify the client organization's assets and needs, to define the client's milestones, and to ensure that the innovation chosen is aligned with the client's definition of success.

Because this partnership focuses on technical assistance (which allows for work in specific areas of implementation relevant to a client), only certain milestones in the *Exploration Phase* were completed. Much of the work for CO-PTV in exploration has focused on developing a deep understanding of the model as well as building the relationships with CO-PTV leaders that will establish a working alliance for future activities. The partnership agreement has been drafted, but is on hold awaiting the transition of the CO-PTV Coordinator role. Milestones and detailed activities have been mapped for the overall model and will continue to guide its development moving forward. A chosen innovation is not relevant to this project as CO-PTV is the innovation in the process of being designed and tested.

## INSTALLATION PHASE

All activities in the *Installation Phase* are designed to prepare CO-PTV for the innovation in order to ensure its successful implementation. The focus is on planning, change management, communication, and progress monitoring.

CO-PTV is currently in the *Installation Phase*. CO-PTV's milestones for this 6-month period are listed below, along with their current status.

Table 1: Installation Phase - Create Logic Model - In Progress			
Milestones	Status	Responsible Party(ies)	Supporting Document(s)
Define impact, outcome, activities, & outputs	In Progress	EPIC	<a href="#">Logic Model</a>
Identify needed resources	In Progress	EPIC	<a href="#">Logic Model</a>

Table 2: Installation Phase - Create Implementation Plan Based on Drivers - In Progress			
Milestones	Status	Responsible Party(ies)	Supporting Document(s)
Set priorities	In Progress	EPIC and CO-PTV	<a href="#">Priorities</a>
Plan next 6 months	In Progress	EPIC and CO-PTV	<a href="#">Project Plan</a>

Table 3: Installation Phase - Monitor Engagement - Pending	
Milestones	Status, Responsible Party(ies)
Create <b>Change Management Plan</b>	Not Applicable to this project
Create <b>Communication Plan</b>	Pending, EPIC and CO-PTV

Table 4: Installation Phase - Initiate First Learning Installment- In Progress			
Milestones	Status	Responsible Party(ies)	Supporting Document(s)
Engage communities and connect to PTV 101 Training	Complete, fall quarter 2019	CO-PTV	
Conduct PTV 101 Training	Complete, 1-9-2020	CO-PTV	<a href="#">Feedback Survey</a>
Conduct PTV 201	Pending	CO-PTV	
Conduct first quarterly engagement activities	Pending	CO-PTV	

Table 5: Installation Phase - Monitor Progress - Pending
Milestones
Create <b>Evaluation Plan</b>

Table 6: Installation Phase - Review and Report Progress - In Progress			
Milestones	Status	Responsible Party(ies)	Supporting Document(s)
<i>Monthly report</i>	<i>Pending</i>	<i>EPIC</i>	<i>Monthly Report Coming soon!</i>
Semi-annual report	Complete, 08-08-2020		

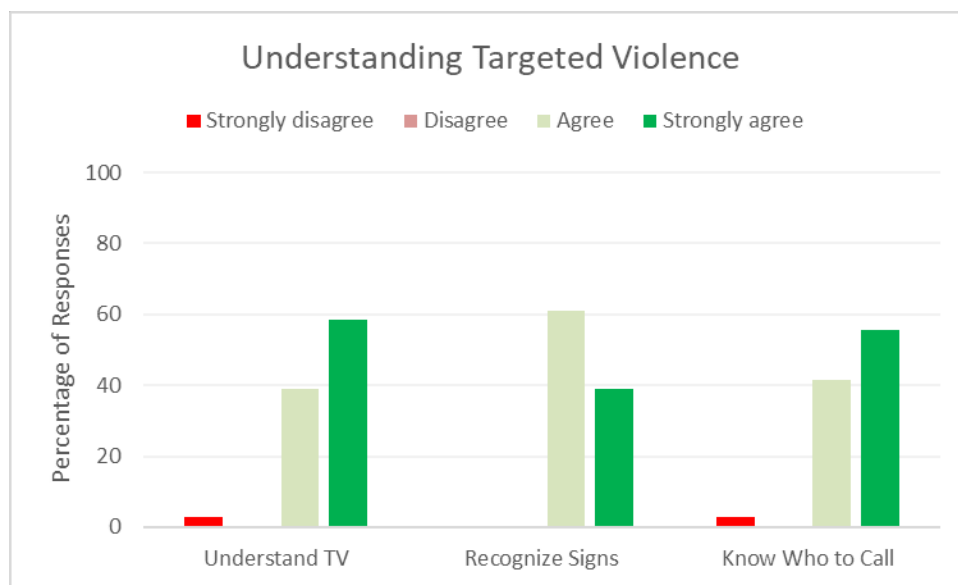
Table 7: Installation Phase - Conclude Phase - Pending
Milestones
Review progress
Name role shifts
Overview Initial Implementation Phase & next steps

This 6-month reporting period (January 1 to June 30, 2020) has been a time of transition for CO-PTV. In addition to the disruptions caused by COVID-19, which prevented in-person training, there has been a change in program leadership, with Lindsey Shaw leaving her

position at the end of April and Mekenah Merrill joining the team in July. Disruptions notwithstanding, CO-PTV has advanced its work in the following ways.

CO-PTV and EPIC have drafted a logic model for the CO-PTV program, specifying relevant activities and linking them to anticipated outcomes and impact. The logic model will guide the EPIC-led program evaluation and the development of a manual for use as the model is disseminated throughout the state.

CO-PTV conducted a pilot basic training (PTV 101) for 36 participants in January 2020 and an initial evaluation of the training. The training met its main objective of providing education; according to a post-training evaluation survey, almost all participants reported that after the training, they understood targeted violence, recognized its signs and knew whom to call should they become aware of an intention to conduct acts of targeted violence (see Figure 1).



**Figure 1: Participants' learning at CO-PTV's basic training**

Participants also reported that the training was valuable and that the information they learned was directly applicable to their lives. The training evaluation results are summarized in the Feedback Survey linked above in Table 4.

CO-PTV has completed a pilot for follow-up training (PTV 201); details on pilot results are pending.

CO-PTV has identified a representative set of rural, urban, and mixed communities that will receive training in the CO-PTV model from start to finish for the purposes of evaluating the effectiveness of the model.

CO-PTV has applied for a Department of Homeland Security grant to support development and evaluation of the CO-PTV model.

CO-PTV has designed a number of supporting documents to summarize and promote the model. These include a one-page description of the model, a CO-PTV graphic outlining objectives and movement through the model, and a theory of change.

CO-PTV has drafted a project plan and mapped activities to specific CO-PTV leader roles to guide both the development of the model as well as continued work with communities participating in the development of a targeted violence prevention approach.

## INITIAL IMPLEMENTATION PHASE

All activities in the *Initial Implementation Phase* are designed to ensure that staff are able to use the innovation well. The focus is on staff professional development through training, Communities of Practice (practice groups), and coaching. As this phase unfolds, barriers to implementation continue to emerge.

## FULL IMPLEMENTATION PHASE

All activities in the *Full Implementation Phase* are designed to ensure the organization is equipped to sustain the innovation. By this point, sufficient staff have achieved fidelity and developed the coaching skills to train and mentor new staff. Organizational systems and structures are in place to allow the innovation to flourish.

## CONCLUSION and NEXT STEPS

EPIC and CO-PTV's partnership began in 2019. As can be seen in the tables above, CO-PTV has completed several steps included in the Initial Implementation Phase in service of developing a strong program. Within the next several weeks, EPIC will create a Google site to facilitate sharing information and documents easily between EPIC and the CO-PTV IT. Based on a review of the work to date, EPIC and CO-PTV have identified the following goals for the next six months:

- Review and revise priorities with new program leader
- Finalize and document the CO-PTV model
- Finalize content and delivery plan for CO-PTV 201 training
- Develop a strategy and materials to market CO-PTV trainings
- Deliver CO-PTV 101 and 201 training to these communities
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This prioritization will guide the milestones for the next six months as presented in the Installation Phase. The steps for achieving these milestones are specified in the Implementation Plan and progress will be regularly monitored by the Implementation Team.