

The Hexagon: An Exploration Tool

Hexagon Discussion & Analysis Tool Instructions



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Hexagon Discussion & Analysis Tool Instructions

The Hexagon Discussion and Analysis Tool helps organizations evaluate new and existing programs and practices. This tool is designed to be used by Implementation Teams to facilitate a discussion of six contextual fit and feasibility indicators.

PROGRAM INDICATORS

Program indicators assess new or existing programs or practices that will be implemented along the following domains: evidence, supports, and usability. These indicators specify the extent to which the identified program or practice demonstrates evidence, supports for implementation, and usability across a range of contexts.

IMPLEMENTING SITE INDICATORS

Implementing site indicators assess the extent to which a new or existing program or practice matches the implementing site along the following domains: population need, fit, and capacity. The assessment specifies suggested conditions and requirements for a strong match to need, fit, and capacity for the identified program or practice.

WHEN TO USE

The Hexagon Tool can be used at any stage in a program's implementation to determine its fit with the local context. It is most commonly used during the Exploration stage when implementing sites are identifying possible new programs or practices. If the organization has an Implementation Team, the Implementation Team can carry out this function for the organization.

HOW TO USE

PRIOR TO USING

1. Identify the program or practice to be assessed.
2. Review the discussion questions prior to meeting to ensure any data or resources that need to be reviewed for this discussion are available. If appropriate, an organization may prioritize components for deeper exploration based on the context and potential programs or practices.
3. This tool should be used by a team to ensure diverse perspectives are represented in discussion. Suggested team members include leaders, managers, direct practitioners and consumers or community members.

DURING USE

1. The Implementation Team should review and discuss the questions for each indicator and document relevant considerations in the Notes column. Extra space is included in each section for additional questions identified by the Implementation Team to address unique needs and contexts.
2. After discussing each component, the Implementation Team rates the component using the 5-point Likert scale and indicators in each section.
3. Using the discussion notes and ratings, the Implementation Team makes recommendations about whether to adopt, replicate, or de- implement the program or practice. While ratings should be taken into account during the decision- making process, the ratings alone should not be used to determine final recommendations.

The Hexagon: An Exploration Tool

The Hexagon can be used as a planning tool to guide selection and evaluate potential programs and practices for use.

IMPLEMENTING SITE INDICATORS

CAPACITY TO IMPLEMENT

- Staff meet minimum qualifications
- Able to sustain staffing, coaching, training, data systems, performance assessment, and administration
 - Financially
 - Structurally
 - Cultural responsiveness capacity
- Buy-in process operationalized
 - Practitioners
 - Families

FIT WITH CURRENT INITIATIVES

- Alignment with community, regional, state priorities
- Fit with family and community values, culture and history
- Impact on other interventions & initiatives
- Alignment with organizational structure

NEED

- Target population identified
- Disaggregated data indicating population needs
- Parent & community perceptions of need
- Addresses service or system gaps

PROGRAM INDICATORS

EVIDENCE

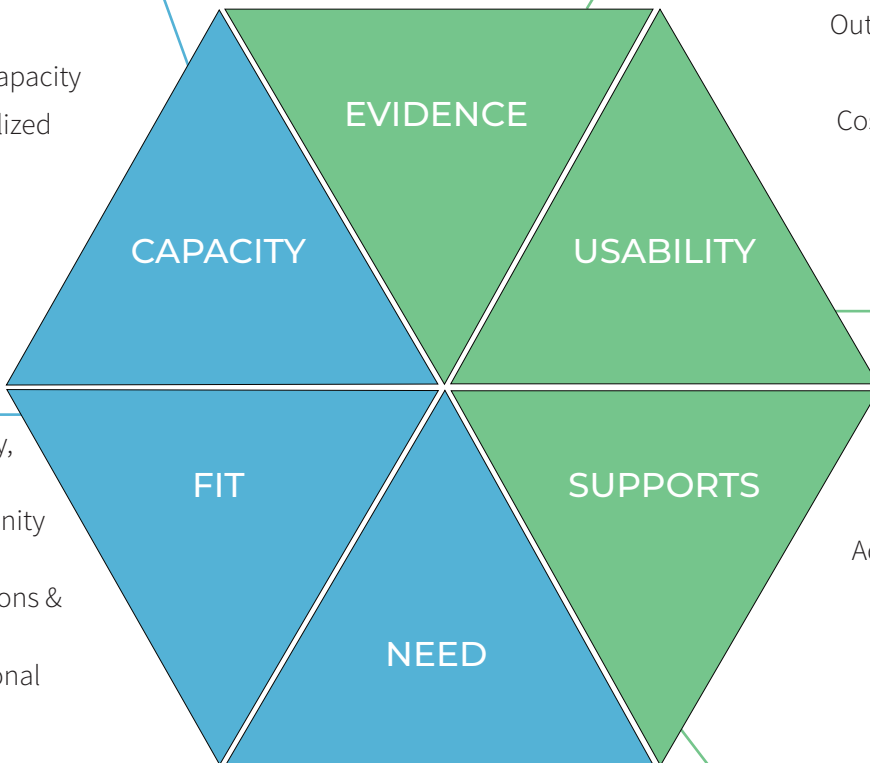
- Strength of evidence—for whom in what conditions:
 - Number of studies
 - Population similarities
 - Diverse cultural groups
 - Efficacy or Effectiveness
- Outcomes – Is it worth it?
 - Fidelity data
 - Cost – effectiveness data

USABILITY

- Well-defined program
- Mature sites to observe
- Several replications
- Adaptations for context

SUPPORTS

- Expert Assistance
- Staffing
- Training
- Coaching & Supervision
- Racial equity impact assessment
- Data Systems Technology Supports (IT)
- Administration & System





Facilitator(s):

Today's Date:

Individuals Participating in the Assessment:

Practice/Program Being Assessed:

Identify the program or practice to be assessed. Write the numerical rating that best describe each component below.

		PROGRAM/ PRACTICE 1	PROGRAM/ PRACTICE 2	PROGRAM/ PRACTICE 3
PROGRAM	EVIDENCE	<input type="text"/>	<input type="text"/>	<input type="text"/>
	SUPPORTS	<input type="text"/>	<input type="text"/>	<input type="text"/>
	USABILITY	<input type="text"/>	<input type="text"/>	<input type="text"/>
IMPLEMENTING SITE	NEED	<input type="text"/>	<input type="text"/>	<input type="text"/>
	FIT	<input type="text"/>	<input type="text"/>	<input type="text"/>
	CAPACITY	<input type="text"/>	<input type="text"/>	<input type="text"/>



1. Are there research data available to demonstrate the effectiveness (e.g. randomized trials, quasi-experimental designs) of the program or practice? If yes, provide citations or links to reports or publications.
2. What is the strength of the evidence? Under what conditions was the evidence developed?
3. What outcomes are expected when the program or practice is implemented as intended? How much of a change can be expected?
4. If research data are not available, are there evaluation data to indicate effectiveness (e.g. pre/post data, testing results, action research)? If yes, provide citations or links to evaluation reports.
5. Is there practice-based evidence or community-defined evidence to indicate effectiveness? If yes, provide citations or links.
6. Is there a well-developed theory of change or logic model that demonstrates how the program or practice is expected to contribute to short term and long term outcomes?
7. Do the studies (research and/or evaluation) provide data specific to the setting in which it will be implemented (e.g., has the program or practice been researched or evaluated in a similar context)?
If yes, provide citations or links to evaluation reports.
8. Do the studies (research and/or evaluation) provide data specific to effectiveness for culturally and linguistically specific populations? If yes, provide citations or links specific to effectiveness for families or communities from diverse cultural groups.

Ratings

5 High Evidence

The program or practice has documented evidence of effectiveness based on at least two rigorous, external research studies, and has demonstrated sustained effects at least one year post treatment

4 Evidence

The program or practice has demonstrated effectiveness with one rigorous research study

3 Some Evidence

The program or practice shows some evidence of effectiveness through less rigorous research studies

2 Minimal Evidence

The program or practice is guided by a well- developed theory of change or logic model, including clear inclusion and exclusion criteria for the target population, but has not demonstrated effectiveness through a research study

1 No Evidence

The program or practice does not have a well-developed logic model or theory of change and has not demonstrated effectiveness through a research study

Additional Questions/ Notes



1. Is there a qualified “expert” (e.g., consultant, program developer, intermediary, technical assistance provider) who can help with implementation over time? If yes, list names and/or organization (e.g. Center, University) and contacts.
2. Are there start-up costs for implementation of the program or practice (e.g., fees to the program developer)? If yes, itemize in notes section. What does the implementing site receive for these costs?
3. Are there curricula and other resources related to the program or practice readily available? If so, list publisher or links. What is the cost of these materials? Enter in notes section.
4. Is training and professional development related to this program or practice readily available? Is training culturally sensitive? Does it address issues of race equity, cultural responsiveness or implicit bias? Include the source of training and professional development. What is the cost of these materials? Enter in notes section.
5. Is coaching available for this program or practice? Is coaching culturally sensitive? If so, list coaching resources and cost in notes section.
6. Are sample job descriptions and interview protocols available for hiring or selecting new staff for this practice? If so, identify here and any costs associated.
7. Is guidance on administrative policies and procedures available? If so, identify resources and any costs associated.
8. Are there resources to develop a data management plan for this program or practice (including data system and monitoring tools) available? If so, identify resources and any costs associated.
9. Is there a recommended orientation to facilitate “buy-in” for staff, key stakeholders and collaborative partners? If so, explain/describe briefly in notes section.

Ratings

5 Well Supported

Comprehensive resources are available from an expert (a program developer or intermediary) to support implementation, including resources for building the competency of staff (staff selection, training, coaching, fidelity) and organizational practice (data system and use support, policies and procedures, stakeholder and partner engagement.)

4 Supported

Some resources are available to support implementation, such as resources to support staff competency but not organizational practice

3 Somewhat Supported

Limited resources are available, such as a curriculum available for purchase

2 Minimally Supported

General guidance provided but no specific resources, such as a suggestion to use strengths based approaches with staff

1 Not Supported

Few to no resources to support implementation

Additional Questions/ Notes



1. Is the program or practice clearly defined (e.g. what it is, for whom it is intended)?
2. Are core features of the program or practice identified, listed, named (e.g. key components of the program or practice that are required in order to be effective)?
3. Is each core feature well operationalized (e.g., staff know what to do and say, how to prepare, how to assess progress)?
4. Is there guidance on core features that can be modified or adapted to increase contextual fit?
5. Is there a fidelity assessment that measures practitioner behavior (i.e., assessment of whether staff use the practice as intended)? If yes, provide citations, documents, or links to fidelity assessment information.
6. Has the program or practice been adapted for use within culturally and linguistically specific populations and/or is there a recommended process for gathering community input into culturally specific enhancements?
7. What do we know about the key reasons for previous successful replications?
8. What do we know about the key problems that led to unsuccessful replication efforts previously?
9. Are there mature sites with successful histories of implementing the program or practice who are willing to be observed?

Ratings

5 Highly Usable

The program or practice has operationalized principles and values, core components that are measurable and observable, and a validated fidelity assessment; modifiable components are identified to support contextualization for new settings or populations

4 Usable

The program or practice has operationalized principles and values and core components that are measurable and observable but does not have a fidelity assessment; modifiable components are identified to support contextualization for new settings or populations

3 Somewhat Usable

The program or practice has operationalized principles and values and core components that are measurable and observable but does not have a fidelity assessment; modifiable components are not identified

2 Minimally Usable

The program or practice has identified principles and values and core components; however, the principles and core components are not defined in measurable or observable terms; modifiable components are not identified

1 Not Usable

The program or practice does not identify principles and values or core components

Additional Questions/ Notes



1. Who is the identified population of concern?
2. What is/are the identified needs of this population?
3. Was an analysis of data conducted to identify specific area(s) of need relevant to the program or practice? If yes, what data were analyzed? Were these data disaggregated by race, ethnicity and language?
4. How do affected individuals and community members perceive their need? What do they believe will be helpful? How were community members engaged to assess their perception of need?
5. Is there evidence that the program or practice addresses the specific area(s) of need identified? If so, how was this evidence generated (e.g., experimental research design, quasi- experimental research design, pre-post, descriptive)?
6. If the program or practice is implemented, what can potentially change for this population?

Ratings

5 Strongly Meets Need

The program or practice has demonstrated meeting need for identified population through rigorous research (e.g., experimental design) with comparable population; disaggregated data has been analyzed to demonstrate program or practice meets need of specific subpopulations

4 Meets Need

The program or practice has demonstrated meeting need for identified population through rigorous research (e.g., experimental design) with comparable population; disaggregated data has not been analyzed for specific subpopulation

3 Somewhat Meets Need

The program or practice has demonstrated meeting need for identified population through less rigorous research design (e.g., quasi-experimental, pre-post) with comparable population; disaggregated data has not been analyzed for specific subpopulation

2 Minimally Meets Need

The program or practice has demonstrated meeting need for identified population through practice experience; disaggregated data has not been analyzed for specific subpopulation

1 Does Not Meet Need

The program or practice has not demonstrated meeting need for identified population

Additional Questions/ Notes



1. How does the program or practice fit with priorities of the implementing site?
2. How does the program or practice fit with family and community values in the impacted community, including the values of culturally and linguistically specific populations?
3. What other initiatives currently being implemented will intersect with the program or practice?
4. How does the program or practice fit with other existing initiatives?
5. Will the other initiatives make it easier or more difficult to implement the proposed program or practice and achieve the desired outcomes?
6. How does the program or practice fit with the community's history?

Ratings

5 Strong Fit

The program or practice fits with the priorities of the implementing site; community values, including the values of culturally and linguistically specific populations; and other existing initiatives

4 Fit

The program or practice fits with the priorities of the implementing site and community values; however, the values of culturally and linguistically specific population have not been assessed for fit

3 Somewhat Fit

The program or practice fits with the priorities of the implementing site, but it is unclear whether it aligns with community values and other existing initiatives

2 Minimal Fit

The program or practice fits with some of the priorities of the implementing site, but it is unclear whether it aligns with community values and other existing initiatives

1 Does Not Fit

The program or practice does not fit with the priorities of the implementing site or community values

Additional Questions/ Notes



1. Typically, how much does it cost to run the program or practice each year? Are there resources to support this cost? If the current budget cannot support this format, outline a resource development strategy.
2. What are the staffing requirements for the program or practice? (Number and type of staff, e.g., education, credentials, content knowledge)
3. Does the implementing site currently employ or have access to staff that meet these requirements?
4. If so, do those staff have a cultural and language match with the population they serve, as well as relationships in community?
5. What administrative practices must developed or refined to support the use of this program or practice?
6. Is leadership knowledgeable about and in support of this program or practice? Do leaders have the diverse skills and perspectives representative of the community being served?
7. Do staff have the capacity to collect and use data to inform ongoing monitoring and improvement of the program or practice?
8. What administrative policies or procedures must be adjusted to support the work of practitioners and others to implement the program or practice?
9. Will the current communication system facilitate effective internal and external communication with stakeholders, including impacted families and the community?
10. Will the program or practice require use of or changes to building facilities? Use notes section to explain. List required uses of and/or changes. Include costs if known.
11. Does the program or practice require new technology (hardware or software, such as a data system)? Use notes section to explain. List required hardware and/or software. Include costs if known.
12. Does the program or practice require use of or changes to the monitoring and reporting system? Use notes section to explain. List required uses of and/or changes. Include costs if known.

Ratings

5 Strong Capacity

Implementing sites adopting this program or practice have a qualified workforce and all of the financial supports, technology supports, and administrative supports required to implement and sustain the program or practice with integrity

4 Adequate Capacity

Implementing sites adopting this program or practice have a qualified workforce and most of the financial supports, technology supports, and administrative supports required to implement and sustain the program or practice with integrity

3 Some Capacity

Implementing sites adopting this program or practice have a qualified workforce and some of the financial supports, technology supports, and administrative supports required to implement and sustain the program or practice with integrity

2 Minimal Capacity

Implementing sites adopting this program or practice have a qualified workforce and only a few of the financial supports, technology supports, and administrative supports required to implement and sustain the program or practice with integrity

1 No Capacity

Implementing sites adopting this program or practice do not have a qualified workforce or any of the financial supports, technology supports, and administrative supports required to implement and sustain the program or practice with integrity

Additional Questions/ Notes

