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 a team to ensure diverse perspectives are represented in a discussion of the six contextual fit and feasibility factors.

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 and 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: the period when a site is identifying possible new programs or practices to implement. 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. Identify a team to participate in the discussion. If the site has an Implementation Team, that team can complete the assessment as part of their work. If not, identify key stakeholders internal and external to the organization who have important diverse perspectives on the need and possible programs or practices. Suggested team members include leaders, managers, direct practitioners and consumers or community members.

DURING USE

1. The team should review and discuss the questions for each indicator and document relevant considerations. Extra space is included in each section for notes and additional questions identified by the team to address unique needs and contexts.
2. After discussing each component, the team rates the component using the 5-point Likert scale in each section.
3. Using the discussion notes and ratings, the 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

- Financial capacity
- Structural capacity
- Cultural responsivity 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

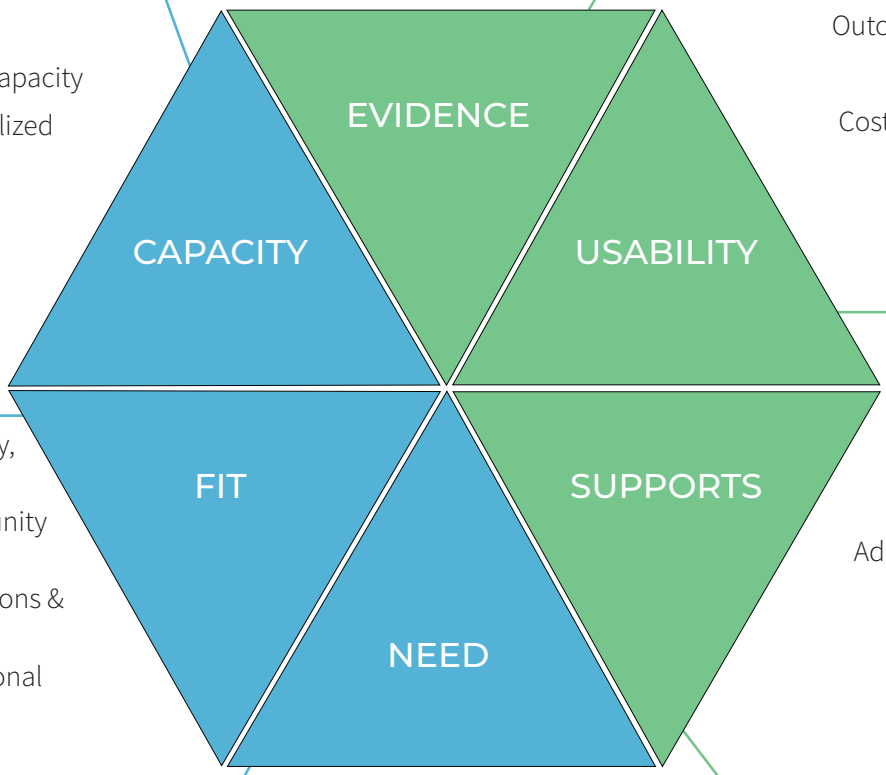
NEED

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

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AT THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

Facilitator(s):

Today's Date:

Practice/Program Being Assessed:

Individuals Participating in the Assessment:

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

		PROGRAM/ PRACTICE 1	PROGRAM/ PRACTICE 2	PROGRAM/ PRACTICE 3
PROGRAM	EVIDENCE			
	SUPPORTS			
	USABILITY			
IMPLEMENTING SITE	NEED			
	FIT			
	CAPACITY			

Program Indicator
EVIDENCE

RATING

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 with control groups, 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 with a control group

3 Some Evidence
The program or practice shows some evidence of effectiveness through less rigorous research studies that include comparison groups

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

Program Indicator
SUPPORTS

RATING

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 data use support, policies and procedures, stakeholder and partner engagement.)

4 Supported
Some resources are available to support implementation, including limited resources to support staff competency (e.g., training and coaching) and limited resources to support organizational changes (e.g., data systems)

3 Somewhat Supported
Some resources are available to support competency development or organizational development but not both

2 Minimally Supported
Limited resources are available beyond a curriculum or one time training

1 Not Supported
Few to no resources to support implementation

Additional Questions/ Notes

Program Indicator
USABILITY

RATING

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, has tools and resources to monitor fidelity, but does not have a validated fidelity measure; 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

Implementing Site Indicator
NEED

RATING

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 have 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 have 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 have 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 have 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

Implementing Site Indicator
FIT

RATING

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

Implementing Site Indicator
CAPACITY TO IMPLEMENT

RATING

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 be 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
The implementing site adopting this program or practice has all of the capacity necessary, including a qualified workforce, financial supports, technology supports, and administrative supports required to implement and sustain the program or practice with integrity

4 Adequate Capacity
The implementing site adopting this program or practice has most of the capacity necessary, including a qualified workforce, financial supports, technology supports, and administrative supports required to implement and sustain the program or practice with integrity

3 Some Capacity
The implementing site adopting this program or practice has some of the capacity necessary, including a qualified workforce, financial supports, technology supports, and administrative supports required to implement and sustain the program or practice with integrity

2 Minimal Capacity
The implementing site adopting this program or practice has minimal capacity necessary, including a qualified workforce, financial supports, technology supports, and administrative supports required to implement and sustain the program or practice with integrity

1 No Capacity
The implementing site adopting this program or practice does not have the capacity necessary, including a qualified workforce, financial supports, technology supports, and administrative supports required to implement and sustain the program or practice with integrity

Additional Questions/ Notes