

Developmental Evaluation, Navigating Complexity: 'Evidence for Change' - Case Study

THE INITIATIVE

Evidence for Change (EfC) is a professional development initiative for multi-disciplinary teams, who wish to use evidence to improve health and social care provision with a focus on reducing health inequalities. The eight-month pilot utilised blended learning together with sequenced opportunities for team reflexivity¹ to integrate learning and research skills into professional practice. The blend of learning methods also incorporated elements of Participative Action Research², and Collaborative Inquiry³ within the Developmental Evaluation⁴ process.



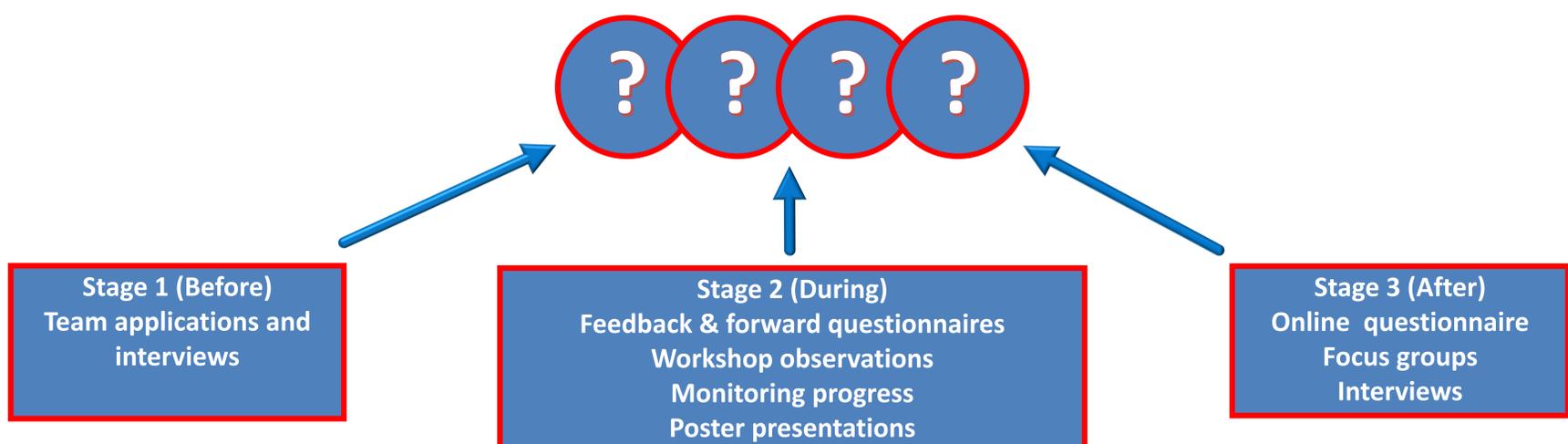
DEVELOPMENTAL EVALUATION⁴

The Due North Report of the Inquiry on Health Equity for the North⁵ and the NHS Five Year Forward View⁶ outline the significant challenges faced by the health and social care teams involved in EfC. Developmental Evaluation⁴ was chosen to support both the EfC design team and the participating teams to navigate complexity within their rapidly emerging environments in order to make meaningful impacts with restrained and diminishing resources.

Evaluation objectives: a) to inform the evolving design of EfC (both pilot and future iterations); b) to identify the impact of EfC upon participants, their practice, their organisations and local community; c) to provide a learning process to support the participating teams to navigate complexity when developing services.

PROCESS

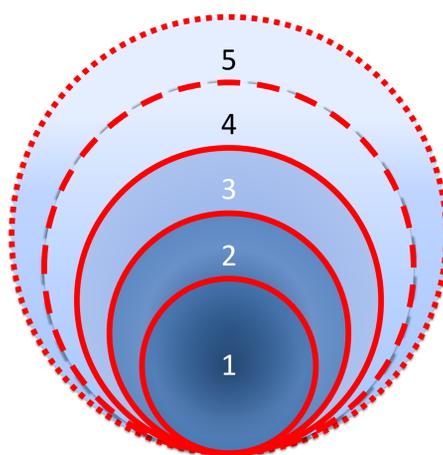
At each stage of the initiative the design team gathered, analysed and reflected upon data about the teams' needs in order to inform the next step of EfC design (build it as you go). During stage two the cyclical process of investigation was used more intensively, whilst simultaneously incorporating the process into the workshop structure in order to support the participating teams to navigate their own complex environment.



PRELIMINARY RESULTS

Using Saunders's five levels of impact⁷ to identify the rippling out effects of EfC, to date, the design team have established evidence of:

- level 1 – impacts on individuals (self) including improved motivation and personal learning (non-linear outcomes⁴)
- level 2 – impacts on personal practice including increased communication, teamwork, and negotiation



- level 3 – impacts on department/team including engagement of public advisers in work, successful bids and continued work streams
- level 4 – impacts on organisation or local community including improved services and increased public activity
- level 5 – currently no impacts reported in relation to changes within sector nor wider society

NEXT STEPS

The evaluation is not yet complete but initial data collection has identified extensive personal and professional learning on the part of participants as well as impact on the practice of the teams. A number of the teams have continued to work together with the EfC design team to continue their programme of work. The data being collected now will inform the development of EfC2 which will roll out in mid 2016.

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