



## THINC-NICE Learning Series

# Monitoring Implementation: Using implementation science to evaluate your initiative

In this workshop, we focused on:

- How to use implementation science to monitor and evaluate implementation efforts
- What to measure, how to determine what matters most for their context, and practical ways to monitor progress over time
- Practical considerations for monitoring efforts with goals, context, and theory in mind

## What are we measuring?

Adapted from [Proctor et al. \(2011\)](#), the following implementation outcome categories can help you to understand the types of outcomes that are relevant to your implementation work:

- **Sustainability:** Whether the intervention is maintained over time, becomes integrated into routine practice, and continues to address mapped barriers and facilitators.
- **Process:** What was done to implement the initiative, such as the steps taken, support provided, fidelity, adaptations, dose, and quality of delivery.
- **Intervention Characteristics (“Implementability”):** How feasible, acceptable, appropriate, and cost-effective the intervention is in your setting.

- **Penetration:** How widely the intervention has reached or been integrated across settings.
- **Adoption:** How and where the intervention is initially used, including uptake at the setting and provider levels, and whether any barriers or facilitators are influencing that use.

## What are we monitoring?

While there are many possible outcomes you could measure, monitoring is about deciding which ones are most relevant for your work. Here are some guiding points to help you identify what to monitor:

- **Be clear about your implementation research questions**—These questions should guide what data you collect.
- **What are the intended impacts of the work?**—Consider whether your goal is to inform policy, improve practice, or support future scale-up.
- **How “mature” is this work?**—The stage of your initiative can influence what’s feasible and useful to monitor.
- **What is our program theory?**—Your understanding of how change is expected to happen can help identify which steps and outcomes should be tracked.

## Practical considerations

Monitoring can quickly become overwhelming if too many outcomes or data sources are involved. These considerations can help you plan better:

- **Consider prioritizing outcomes**—If you have too many outcomes to capture, including a prioritization exercise could help make monitoring more manageable.
- **Consider embedding data collection into existing structures**—Use opportunities like regular meetings, supervision sessions, or check-ins to gather data—such as asking reflective questions or using quick surveys. This can help make monitoring feel more integrated.
- **An implementation process checklist can go a long way**—It can be a simple tool or part of a structured conversation. For example, a checklist can help you document strategies used, adaptations made, and barriers encountered over time.

## Resources

**Stages of Implementation Completion** by Oregon Social Learning Center (*The Cost of Implementing New Strategies (COINS)* is also available on this page)

**Dissemination and Implementation Models in Health Research and Practice webtool** by **University of Colorado Denver**

**RE-AIM Planning and Evaluation Framework: Adapting to New Science and Practice With a 20-Year Review** by Russell E. Glasgow, et al.

**Outcomes for Implementation Research: Conceptual Distinctions, Measurement Challenges, and Research Agenda** by **Enola Proctor**, et al.

**Psychometric assessment of three newly developed implementation outcome measures** by Bryan J. Weiner, et al.

**Toolbox** by The Center for Implementation

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- [StrategEase: The HOW of Creating Sustainable Change](#)
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- [Cultivating Trust and Navigating Power](#)
- [Hidden Curriculum: Igniting Change From the Middle](#)
- [Embracing Complexity](#)