

Monitoring self-reported evaluation capacity, support, and buy-in, after introducing a standardized evaluation and research process
Haliburton, Kawartha, Pine Ridge District Health Unit (HKPRDHU)

Resources invested	Activities	Target Audience	Outputs	Expected Short-term outcomes	Methodology Used	Short-term outcomes Results
<p>-Implication of 7 staff members for the intervention's implementation. -Approximate time invested in the intervention's implementation: 531 hours. -Cost: In kind</p>	<p>A standardized evaluation proposal template and an evaluation and research risk algorithm to be completed and reviewed prior to initiating evaluation or research activities.</p>	<p>All staff engaging in evaluation and research activities as part of their employment with the PHU, along with their respective manager(s) and director</p>	<p>- Evaluation and Research Committee (ERC) updated evaluation policy, procedure and template. - Training was given to ERC and management on research and ethics - Internal workshops and a survey were conducted to present the new process to staff involved in evaluation and research</p>	<p>- To increase capacity among health unit staff to conduct evaluation activities. - To increase evaluation knowledge among health unit management and executives; - To measure the support/buy-in for a standardized procedure and risk assessment, among staff, management and executives; - To increase evaluation knowledge/critical appraisal skills among the Evaluation and Research Committee and among health unit management and executives.</p>	<p>Mixed Methods Research Design. An online survey was distributed to all relevant staff. The survey was analyzed using Stata. Qualitative data were assessed by three ERC members separately before a group consensus was reached.</p>	<p>Findings showed that most of those who participated in the workshops felt that they had greater understanding and knowledge of evaluation rigour and ethics. Many liked that the new process was standardized across the organization. Some of the staff trying out the new process found it difficult, confusing and at a higher literacy level. The ERC responded to those concerns with revisions to the policy, procedure, and templates/forms.</p>
<p>Reported factors influencing on implementation</p>	<p>- Lack of buy-in from some staff and direction from some managers resulted in fewer staff completing the process. - Employee resistance to organizational change. Low response rate to the survey (29%) - The timeline that was too short to implement all activities and to assess related outcomes.</p>					