Getting from Here to There:
The Roadmap for Preparing to Implement the EBDM Framework

Core Activities	Likely Action Steps (Others may be added, where needed)	By the end of the planning process, a site will have…
Build a genuine, collaborative policy team.	• Administer a policy team collaboration survey (one or more times). • Establish ground rules and operating norms. • Develop a shared vision statement. • Articulate roles and responsibilities of team members. • Develop "One Less" individual statements and a team document that reflects these statements. • Take other steps to build/enhance the collaborative climate of the policy teams.	• a highly functioning collaborative policy team. • a shared vision for the criminal justice system. • a track record of meaningful team accomplishments.
Build individual agencies that are collaborative and in a state of readiness for change.	• Administer an agency-based collaboration survey (one or more times). • Engage staff in the EBDM initiative in specific, purposeful ways (e.g., establish an internal working team to collect information, provide input, and assist in specific objectives). • Develop specific action items to address learnings from the survey.	• agencies that demonstrate a collaborative climate and readiness for change. • an engaged staff that provides meaningful, ongoing input into evidence-based policy and practice changes.
Understand current practice within each agency and across the system.	• Develop a system map. • Conduct policy/practice assessment around each decision point to determine the use of evidence-based practices/decision making and continuous quality improvement (CQI) competencies. • Gather baseline data. • Identify strengths/challenges and targets of change.	• a full understanding of the basis upon which decisions are made at key points within and across agencies. • a set of agreed-upon strengths. • a set of agreed-upon targets for change.
Understand and have the capacity to implement evidence-based practices.	• Administer a knowledge survey to the policy team and agency staff. • Assess staff skills in core competency areas. • Develop specific strategies to augment knowledge and competencies, where needed.	• a common understanding of the research (and its limitations) across all relevant agencies/staff. • an understanding of the implications of these findings for future policy and practice.

Develop logic models.	• Develop a system model.	• sound and testable logic models at the system level.
Establish performance measures, determine outcomes, and develop a system scorecard.	• Agree on key definitions (e.g., "recidivism," "probation violation"). • Develop scorecard items/outcomes. • Identify performance measures. • Assess data system capacity/collection methods. • Build capacity, where needed.	• a set of agreed-upon performance measures that will enable an objective, empirical evaluation of the effectiveness of the justice system agencies in achieving their agreed vision. • benchmarks against which longer-term outcomes can be measured. • methods to collect and analyze data on an ongoing basis to inform policy and practice. • a systemwide scorecard
Engage and gain the support of a broader set of stakeholders and the community.	• Conduct a public opinion survey. • Compile information/a clear set of messages the team and individual stakeholders can use to inform and engage the community. • Define the desired role of the community in justice system activities. • Identify individuals/groups within the community who are appropriate for outreach.	• a strategy for engaging additional stakeholders and the community in meaningful dialogue about the vision/goals of the justice system, the state of knowledge and research, and the system's performance in achieving these goals.
Develop a strategic action plan for implementation.	• Conduct an analysis of potential barriers to implementation. • Develop a plan of action for implementing specific policy and practice changes—who, what, when, where, how.	• a clear, specific, measurable plan for implementing policy and practice changes that advance evidence-based decision making and further support the achievement of the justice system's vision and goals.