

Implementation Climate Scale – Extended (ICS-X)

The ICS-X measures “employees' shared perceptions of the importance of innovation implementation within the organization” (Klein, Conn, & Sorra, 2001). There are nine dimensions within the ICS-X measure: focus, educational support, recognition, rewards, selection for EBP, selection for openness, use of data, existing supports, and EBP integration.

Scoring:

- The score for each dimension is created by computing a mean score for each set of items that load that dimension.
- A mean of the dimension scores may be computed to yield the mean score for the total ICS-X.

Additional notes:

- The terms used for individual workers in this version include “providers” and “staff.” The term used for an organizational unit is “team/agency.” These terms can be adapted to fit the relevant context.
- This version of the measure refers to general EBPs. It is likely preferable in many circumstances to adapt the measure to focus on a specific EBP by replacing “evidence-based practices” with the name of the practice being implemented. Researchers should consider the purpose of the measurement when determining what wording is most appropriate for their specific situation.

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Please indicate the extent to which you agree with each statement.

0	1	2	3	4
Not at all	Slight extent	Moderate extent	Great extent	Very great extent
Focus				
1. One of this team/agency's main goals is to use evidence-based practices effectively	0	1	2	3 4
2. People in this team/agency think that the implementation of evidence-based practices is important	0	1	2	3 4
3. Using evidence-based practices is a top priority in this team/agency	0	1	2	3 4
Educational Support				
4. This team/agency provides conferences, workshops, or seminars focusing on MI evidence-based practices	0	1	2	3 4
5. This team/agency provides evidence-based practice trainings or in-services	0	1	2	3 4
6. This team/agency provides evidence-based practice training materials, journals, etc.....	0	1	2	3 4
Recognition				
7. Providers in this team/agency who use evidence-based practices are seen as clinical experts....	0	1	2	3 4
8. Providers who use evidence-based practices are held in high esteem in this team/agency.....	0	1	2	3 4
9. Providers in this team/agency who use evidence-based practices are more likely to be promoted	0	1	2	3 4
Rewards				
10. This team/agency provides financial incentives for the use of evidence-based practices.....	0	1	2	3 4
11. The better you are at using evidence-based practices, the more likely you are to get a bonus or a raise	0	1	2	3 4
12. This team/agency provides the ability to accumulate compensated time for the use of evidence-based practices	0	1	2	3 4
Selection for EBP				
13. This team/agency selects staff who have previously used evidence-based practices	0	1	2	3 4
14. This team/agency selects staff who have had formal education supporting evidence-based practices	0	1	2	3 4
15. This team/agency selects staff who value evidence-based practices	0	1	2	3 4

Selection for Openness

16. This team/agency selects staff who are adaptable..... 0 1 2 3 4
17. This team/agency selects staff who are flexible..... 0 1 2 3 4
18. This team/agency selects staff open to new types of interventions 0 1 2 3 4

Use of Data

19. In this team/agency, staff review data on barriers to the implementation of evidence-based practices to problem-solve and develop action plans..... 0 1 2 3 4
20. This team/agency collects data about how well evidence-based practices are being implemented (e.g., fidelity assessments) 0 1 2 3 4
21. This team/agency provides data-driven feedback to staff about their delivery of evidence-based practices 0 1 2 3 4

Existing Supports

22. This team/agency protects and dedicates time for staff to continue to learn about and reflect on their use of evidence-based practices..... 0 1 2 3 4
23. This team/agency provides follow-up support after professional development to help staff deliver evidence-based practices with fidelity 0 1 2 3 4
24. This team/agency devotes structured meetings (e.g., clinical supervision meetings, case review) to problem-solve delivering evidence-based practices with fidelity..... 0 1 2 3 4

EBP Integration

25. This team/agency's quality improvement efforts integrate the use of evidence-based practices 0 1 2 3 4
26. This team/agency connects the implementation of evidence-based practices to staff's performance evaluations. 0 1 2 3 4
27. This team/agency integrates the implementation of evidence-based practices with other ongoing work 0 1 2 3 4