Advancing Sustainability Research within Implementation Science

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Overview

• Introduction to sustainability in implementation science

• Examples from my work with Lay Health Advisor Interventions (LHAs) to address cancer inequities

• Future directions/opportunities to advance sustainability research in the field
Dissemination Science

• Study of factors that lead to widespread adoptions of EBIs

• How to facilitate the uptake and adoption of EBIs

Implementation Science

• Studies strategies and factors that lead to successful integration of EBIs in specific settings

• How to embed EBIs in ‘real-world’ practice/settings
Where does sustainability of evidence-based interventions fit in?
Figure 13.1 Stages of research and phases of dissemination and implementation.

Implementation Science Framework (Proctor et al. 2009)

What?
Evidence Based Interventions

How?
Implementation Strategies

Implementation Outcomes
Feasibility
Fidelity
Penetration
Acceptability
Sustainability
Uptake
Costs

Service Outcomes
Efficiency
Safety
Effectiveness
Equity
Patient-centeredness
Timeliness

*IOM Standards of Care

Health Outcomes
Satisfaction
Function
Health status/symptoms

Implementation Research Methods

How do researchers conceptualize and plan for the sustainability of their NIH R01 implementation projects?

Alekhya Mascarenhas Johnson¹, Julia E. Moore¹, David A. Chambers², Jennifer Rup¹, Camellia Dinyarian¹ and Sharon E. Straus¹,3*

3 % focused solely on sustainability
Domains of D&I Research

Annual Review of Public Health

The Sustainability of Evidence-Based Interventions and Practices in Public Health and Health Care

Rachel C. Shelton,¹ Brittany Rhoades Cooper,² and Shannon Wiltsey Stirman³
Why is sustainability important?

• **Major challenge** in sustaining programs and health benefits across settings and intervention types
  • **40% - 60%** of health programs sustain at least one component 1-6 years after adoption (Scheirer, 2005)

• **Accountability** for significant **investments** in evidence-based programs -- improved health outcomes?

• Identified as one of the “**most significant translational research issues**” we are facing (Proctor, 2015)
Sustaining Health-Protective Behaviors Such as Physical Activity and Healthy Eating

The risk of many serious chronic health conditions, including coronary heart disease, type 2 diabetes, and cancer, can be substantially reduced by protective health behaviors, such as regular physical activity and healthy dietary intake. To attain significant health benefits, however, these health-protective behaviors should be performed consistently and regularly (i.e., every day or multiple times per day or week). For example, the 2008 Physical Activity Guidelines for Americans recommend that adults should accumulate at least 30 minutes per week of moderate-intensity aerobic physical activity or 75 minutes per week of vigorous-intensity aerobic physical activity—preferably spread across at least 5 days of the week. Furthermore, the 2015-2020 Dietary Guidelines for Americans recommends that adults should fill half their plate with fruits and vegetables at every meal and snacking occasion. For maximum health protection, physical activity and healthy dietary intake should become an integral part of an individual’s daily routine.

A defining characteristic of these repeat-health occurrence health behaviors, which differentiates them from limited-occurrence health behaviors such as screenings and vaccinations, is that they should be

When the factors that influence health-protective behaviors vary over short time periods and across settings, maintaining consistency can be
How do you define sustainability in D&I?
Conceptualizing Sustainability

- **Sustainability:** the continued use of program components at sufficient intensity for the sustained achievement of desirable program goals and population health outcomes (*Scheirer & Dearing, 2011*)

- **Components of Sustainability:** (*Shelton, 2018*)
  - Continuation of program components/core elements of intervention; adaptation
  - Continuation of health benefits/health outcomes
  - Continued infrastructure/capacity (partnerships, networks, coalitions)
  - Institutionalization?

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Evolving Sustainability Definition

“(1) After a defined period of time, (2) the program, clinical intervention, and/or implementation strategies continue to be delivered and/or (3) individual behavior change (i.e., clinician, patient) is maintained; (4) the program and individual behavior change may evolve or adapt while (5) continuing to produce benefits for individuals/systems.”

(Moore and colleagues, 2017)
Methodological Challenges

• Most work has been descriptive, exploratory, single-site

• Rarely guided by conceptual frameworks

• **Variable definitions** of sustainability

• Sustainability measured dichotomously/self-report

• Variable time periods for follow-up; short-term

• Rarely prospective

• **Adaptations** not often captured
What do we know about sustainability?

Review of 125 studies of sustainability: (Stirman et al, 2012)

- 45% measured continued delivery of program components
- 22% of the studies reported health behaviors/outcomes
- Less than half of programs continued at high levels of fidelity

- Little information regarding adaptations:
  - Which components were continued or discontinued
  - Why and what adaptations were made
  - Health impact of partially sustained programs


Voltage Drop: interventions expected to yield lower benefits over time as they move from efficacy to effectiveness to implementation to sustainability

Program Drift of fielded intervention over time: deviation from manualized protocols is assumed to decrease benefits

The Dynamic Sustainability Framework (DSF) Focuses on continued learning and evaluation, problem-solving, and ongoing adaptations of interventions to enhance their fit with different populations and within differing contexts over time, and as new evidence emerges.

What Influences Sustainability?

- In addition to **funding**, range of broad factors identified as potentially important influences: (Shelton et al., 2018)
  - **Outer context**: (policies)
  - **Inner context**: organizational factors
  - **Characteristics of intervention** and population; fit
  - Practitioner/staff/implementer **characteristics**


EPIS (Aarons et al. 2011)

Fig. 2 Conceptual model of implementation phases and factors affecting implementation in public service sectors
Integrated Sustainability Framework

Table 1  Emerging factors associated with sustainability across multiple settings and contexts

<table>
<thead>
<tr>
<th>Outer context</th>
<th>Community</th>
<th>School</th>
<th>Clinical/social service</th>
<th>Global</th>
<th>Whole systems</th>
<th>Coalitions</th>
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<tbody>
<tr>
<td>Policy and legislation</td>
<td>X</td>
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<td>Values, priorities, needs</td>
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<td>Inner context</td>
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<td>Funding/resources</td>
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<td>Climate/culture</td>
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<td>Mission</td>
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<thead>
<tr>
<th>Intervention characteristics</th>
<th>Community</th>
<th>School</th>
<th>Clinical/social service</th>
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<td>Benefits/need</td>
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<td>Burden/complexity</td>
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<td>Trialability</td>
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<td>Cost</td>
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| Processes                  |           |       |                         |        |              |           |
| Partnership/engagement     | X         |       |                         | X      | X            | X         |
| Training/support/supervision | X         | X     |                         | X      |              |           |
| Fidelity                   |           |       |                         |        | X            |           |
| Adaptation                 |           |       |                         |        | X            |           |
| Planning                   | X         |       |                         |        |              | X         |
| Team/board functioning     |           |       |                         |        |              | X         |
| Program evaluation/data    | X         | X     |                         | X      | X            | X         |
| Communication              | X         |       |                         |        |              |           |
| Technical assistance       |           |       |                         |        | X            |           |
| Capacity building          | X         |       |                         |        | X            |           |

| Implementer and population characteristics |           |       |                         |        |              |           |
| Provider/implementer characteristics | X         |       |                         | X      | X            |           |
| Implementation skills/expertise | X         |       |                         |        |              | X         |
| Implementer attitudes       | X         |       |                         |        |              |           |
| Implementer motivation      | X         |       |                         |        |              |           |

School  Clinical  Community
Coalitions  Whole system  Global
The sustainability of public health interventions in schools: a systematic review

Lauren Herlitz, Helen MacIntyre, Tom Osborn & Chris Bonell

Implementation Science 15, Article number: 4 (2020) | Cite this article

Results

Of the 9677 unique references identified through database searching and other search strategies, 24 studies of 18 interventions were included in the review. No interventions were sustained in their entirety; all had some components that were sustained by some schools or staff, bar one that was completely discontinued. No discernible relationship was found between evidence of effectiveness and sustainability. Key facilitators included commitment/support from senior leaders, staff observing a positive impact on students’ engagement and wellbeing, and staff confidence in delivering health promotion and belief in its value. Important contextual barriers emerged: the norm of prioritising educational outcomes under time and resource constraints, insufficient funding/resources, staff turnover and a lack of ongoing training. Adaptation of the intervention to existing routines and changing contexts appeared to be part of the sustainability process.
Linking Sustainability Research to Intervention Types (Scheirer, 2013)

Researchers, funders, and managers of health programs and interventions have become concerned about their long-term sustainability. However, most research about sustainability has not considered the nature of the program to be sustained. Health-related interventions may differ in their likelihood of sustainability and in the factors likely to influence continuation. I suggest a framework for analyzing the sustainability of 6 types of interventions: (1) those implemented by individual providers; (2) programs requiring coordination among multiple staff; (3) new policies, procedures, or technologies; (4) capacity or infrastructure building; (5) community partnerships or collaborations; and (6) broad-scale system change. Hypotheses for future research and strategies that program managers might use to achieve sustainability also differ by program or intervention type. (Am J Public Health. 2013;103:e73–e80. doi:10.2105/AJPH.2012.300976)
<table>
<thead>
<tr>
<th>Intervention Type</th>
<th>Sustainability Hypotheses</th>
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<tbody>
<tr>
<td>Interventions implemented by individual providers</td>
<td>• High rates of sustainability compared with other intervention types, if implemented appropriately before sustainability assessed&lt;br&gt;• Strongly influenced by whether payment for the individual’s delivery is included within normal streams of financial support (e.g. fee-for-service medicine)&lt;br&gt;• Strongly influenced by the individual’s motivation to continue the new practice</td>
</tr>
<tr>
<td>Interventions requiring coordination among multiple staff</td>
<td>• Strongly influenced by factors within the organizational context (e.g. administrative support, project champions, congruence with organization’s underlying mission and culture, fit with organizational procedures and programs)&lt;br&gt;• Strongly influenced by availability of continued financial resources for supporting staff and administrators involved&lt;br&gt;• Enhanced by external training and technical assistance to organizational leaders for organizational processes and planning required</td>
</tr>
<tr>
<td>New policies, procedures, and technologies</td>
<td>• Likely to have high rates of sustainability once fully implemented&lt;br&gt;• Influenced by continued efforts to monitor and enforce the intended new policy&lt;br&gt;• At least some continued use is likely - after some new technologies are in place and fully implemented, it may be impossible to revert to the previous system&lt;br&gt;• Inadequate implementation or lack of technical support may hamper effectiveness of new technology</td>
</tr>
<tr>
<td>Capacity or infrastructure building</td>
<td>• Depends strongly on continued presence of those trained during capacity building (e.g. low turnover)&lt;br&gt;• Does not depend as heavily on new sources of financial support&lt;br&gt;• Efforts depend strongly on the political and financial climates affecting organization&lt;br&gt;• Capacity or infrastructure building that focuses on changes in technology or standard operating procedures more likely to be sustained after full implementation than capacity building that focuses on training individuals</td>
</tr>
<tr>
<td>Collaborative partnerships or coalitions</td>
<td>• Formal coalitions or partnerships developed during a funded initiative are more likely to be sustained than the activities delivered during the funded period, if partnership members are committed&lt;br&gt;• Sustaining coalitions or partnerships beyond the initial funded period may enable them to develop new activities, win new grants, or otherwise continue to address the focus problem area&lt;br&gt;• May not require new external funding sources; coalition leadership and partners’ perceptions of the value of continued affiliation are more influential than additional external funding</td>
</tr>
<tr>
<td>Broad-scale system change</td>
<td>• Likely to require a long period of continuing and diverse efforts to achieve the desired outcomes&lt;br&gt;• Likely to require continued funding for a long time (e.g. 10-20 years), rather than typical 3-5-year grant period&lt;br&gt;• Environmental contexts are likely to be especially influential for sustaining changes in a broader health system</td>
</tr>
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How can we plan for sustainability?
Capacity for Sustainability

• **Sustainability capacity:** presence of structures and processes that allow a program to maximize resources to successfully implement and maintain evidence-based policies and activities

• Measured using the 40-item **Program Sustainability Assessment Tool (PSAT)**
  - [sustaintool.org](http://sustaintool.org)


Measured using adapted 40-item Program Sustainability Assessment Tool (PSAT)
• sustaintool.org (Doug Luke, Washington Univ; Luke et al., 2014)


Other Tools: Planning for Sustainability

- CSAT (Clinical version)
- NHS Sustainability Model and Guide
- Community-based Participatory Research
- Program Planning Models
  - Precede/Proceed Model (Lawrence Green)
  - Intervention Mapping (Kok, Fernandez)
Examples:
Sustainability in Cancer Prevention Interventions
Sustained use of an occupational sun safety program in a recreation industry: follow-up to a randomized trial on dissemination strategies

David B. Buller, PhD,1 Barbara J. Walkosz, PhD,1 Peter A. Andersen, PhD,2 Michael D. Scott, PhD,3 Gary R. Cutter, PhD4

Buller et al., 2015 assessed sustainability of Go Sun Smart 5-7 years after program dissemination
Sustainability of Go Sun Smart

**Figure 2** | Observed number of Go Sun Smart items in use by Basic and Enhanced Dissemination Strategy at Immediate Posttest ($O_1$), 1- to 2-year follow-up ($O_2$), and 5- to 7-year sustainability assessment ($O_3$)

Sustainability of Go Sun Smart

- **Go Sun Smart** demonstrated modest sustainability 5-7 years after its distribution
  - Intervention communication had declined
  - Managers held weaker attitudes about intervention

- **Manager turnover** was key factor in discontinuance

- Level of **organizational stability** is necessary to increase the odds of program sustainability

Lay Health Advisors (LHAs)

LHAs - trained peers, share similar social, economic, cultural, linguistic characteristics with population

• Highly effective EBI in promoting behavior change
  • Asthma and diabetes management
  • Breast and cervical cancer screening
  • Maternal/child health; HIV prevention

• Promising approach for addressing health disparities
  • Medical mistrust, stigma, discrimination
  • Structural barriers

• Disseminated and implemented globally and domestically
  • High LHA turnover: Global attrition rates up to 77%
Example: The National Witness Project (NWP)
The National Witness Project

• **Evidence-based Lay Health Advisor (LHA) program** to address cancer disparities among African American women

• LHAs deliver group ‘sessions’ in community settings:
  - Trusted information, resources, education
  - Empowerment messages and social support
  - Systems Navigation, referrals
  - Testimonials and narratives about survivorship experience

• **Effective** in increasing breast/cervical cancer screening/ diagnostic follow up; NCI’s Evidence-Based Cancer Control Programs

• Over past 25 years, NWP disseminated and replicated in 40 sites, across 22 states; 500+ volunteers reaches **15,000 women/year**
Research Questions: NCI R03 (CBPR-driven)

1) What are the characteristics and capacity of LHAs (the interventionists) in African American communities?

2) What multi-level factors influence the activity levels and retention of LHAs in these programs?

3) What multi-level factors influence the sustainability of LHA Programs in under-resourced community settings?
Data Collection

• Parallel Mixed Methods Design:
  – Concurrent, convergent
  – Surveys and qualitative in-depth interviews

• Baseline Data Collection and Follow-up ~18 m later

• Follow-up Data Collection
  • Program director reports and records (~24 m later)
    • Retention (LHA lead any sessions in past year?)
    • Activity levels How many sessions did the LHA complete in the past year?)
  • Response rate and retention rate over 90%
Research Question (1):
What are the characteristics and capacity of LHAs in community settings?
Sample Characteristics

76 participating LHAs:
- Mean length of program involvement was about 5 ½ years
- Range: 0 months to 16 years involved
- Mean age: 55 (20-80 years old)

Sites (n=8):
- Harlem, NY;
- Syracuse, NY;
- Buffalo, NY;
- Long Island, NY;
- Chicago, IL;
- Little Rock, AR;
- Tampa, FL;
- Wichita, KS
Site Characteristics

Year started

- **45%** of sites are free-standing in the community
- **27%** of sites are affiliated with/receive resources and support from another community organization (e.g., Komen, church, etc.)
- **27%** of sites are based in an partially or fully supported by an academic or medical organization (e.g., medical school, school of public health, hospital, etc.)
50% of LHAs were breast or cervical cancer survivors themselves.

More than 40% had an associate’s or college degree.

Cancer History (n=38) No Cancer History (n=38)

LHA Education Level

- <= Some College: 17%
- Associate's or College Degree: 39%
- Graduate or Professional Degree: 44%
Employment

- **46%** of RMs and LHAs work full time outside of their involvement with NWP

- **25%** report their current work situation is retired or volunteering

**Current Work Situation**

- No Response
- Homemaker
- Disabled
- Retired/Volunteer
- Retired
- Volunteer
- Working full time
- Working part time
## LHA/Interventionist Capacity

<table>
<thead>
<tr>
<th>LHA Capacity</th>
<th>Indicators</th>
<th>Findings</th>
</tr>
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<tbody>
<tr>
<td><strong>Capacity at the individual level</strong></td>
<td>Psychological health (autonomy, life engagement, self esteem)</td>
<td>• Participants scored high on psychological well-being, life purpose, and engagement</td>
</tr>
</tbody>
</table>
| **Capacity at the social level** | Social networks, social network size, social support, self efficacy for diffusing info to community | • Expansive social networks (family, friends, social groups)  
• High levels of social support  
• Most women belonged to a religious group (89%), volunteered outside of NWP (76%), and were active members of social groups (77%) |
| **Capacity at the organizational level** | Breast cancer knowledge, Role self efficacy, Role commitment, Leadership competence | • High breast cancer knowledge overall  
• High role self efficacy  
• High job satisfaction and high leadership competence  
• Benefits*/challenges: Burnout reported |
Initial and Ongoing Motivations of LHAs

• Desire to “give back” and contribute to their community and address health inequities

• Personal experiences with cancer (their own or experiences with family/friends)

• Development of new social networks and emotional support from other LHAs and leaders

• Sense of empowerment experienced through program; new transferable skills
LHA Role Benefits and Stressors

Role benefits:
• Feeling “energized”
• Feeling good about “giving” help because they had received help
• Gained valuable cancer information/skills

Role stressors:
• Worrying more about one’s own health
• Having less energy for themselves/own family
• Feeling emotionally drained

*LHAs who were cancer survivors experienced strongest benefits*
Figure 1. The Framework for Assessing Lay Health Advisor (LHA) Capacity and Contributions: A conceptual framework for understanding LHA capacity and contributions at the individual, social, and organizational levels.

Research Question:
What are the individual, social, and organizational factors that predict activity level and retention African American LHAs?

Rachel C. Shelton¹, Sheba King Dunston¹², Nicole Leoce³, Lina Jandorf⁴, Hayley S. Thompson⁵, Danielle M. Crookes⁵ and Deborah O. Erwin⁷
Examining Factors that Predict LHA Retention and Activity

**Initial and Ongoing Motivations to be LHA**
- Sociodemographic characteristics
- Racial and cultural identity
  - Religiosity
  - Racial pride/identity
- Healthcare experiences
  - Medical mistrust
  - Discrimination
- Personal and familial experiences with cancer (e.g. survivorship)

**Training, Participation and Experiences as a LHA**

**Individual Level Factors**
- Physical health and health behaviors
- Personal and Psychological Growth:
  - Competence, autonomy, relatedness, self-esteem, life purpose

**Social Level Factors**
- Social Networks
- Social Support

**Role-Related and Organizational Factors**
- Role Benefits and Challenges
- Partnerships with Other Organizations
- Competencies and Skills
  - Knowledge about screening, communication, leadership competence
- Length in Role
- Self-efficacy in Role
- Role Expectations and Commitment
- Job Satisfaction
- Payment and Financial Incentives

**LHA Retention in Program and Activity Level**

**Program Sustainability**
Retention and Activity Level

• Followed 76 LHAs over 18-24 months

• LHA retention in NWP was 68% at ~18 month follow-up (1/3 completely inactive)

• Mean number of sessions conducted in the past year per LHA was 3.8; Median = 2

• High variability in # of educational sessions annually:
  • 0 to 35
Notable Findings & Implications

*Organizational and role-related factors* most impactful

**Partnership with academic institution/cancer center predicted LHA/RM involvement and activity level**

- LHAs from non-academic sites had a 80% decrease in odds of being active/retained than LHAs from academic sites

- Sites with these academic partnerships more likely to:
  - Hold regular trainings
  - Provide stipend
  - Have a steering committee
  - Have physical space for the program

**Potential Strategies:** Form partnerships; identify program champions
Notable Findings & Implications

• **Longer time in program** associated with lower chance of remaining involved
  • LHAs/RMs may need support to prevent dropout/burnout
  • Incentives, community recognition

• **Having clear role expectations** associated with continued involvement
  • Clarifying role expectations at initial and ongoing trainings

• **Role self-efficacy** (knowledge/skills) associated with higher activity levels
  • Strategies to increase self-efficacy through training/feedback
Research Question:
What factors influence the sustainability of LHA Programs in under-resourced community settings?

Advancing understanding of the sustainability of lay health advisor (LHA) programs for African-American women in community settings

Rachel C. Shelton, ScD, MPH, Thana-Ashley Charles, MPH, Sheba King Dunston, EdD, MPH, Lina Jandorf, MA, Deborah O. Erwin, PhD
Qualitative Research Helps us…

- Understand **context, complexity**
- Explore **new phenomena** from multiple perspectives
- Generate, refine, and extend theory (how/why)
- Illuminate **new research questions**
- Elicits **stakeholder-centered** perspectives
- **Unpack** quantitative findings

Commentary: Advancing the Science of Qualitative Research to Promote Health Equity

The Promise of Qualitative Research to Inform Theory to Address Health Equity

Rachel C. Shelton, ScD, MPH\(^1\), Derek M. Griffith, PhD\(^2\), and Michelle C. Kegler, DrPH, MPH\(^3\)

Advancing the Science of Qualitative Research to Promote Health Equity

Derek M. Griffith, PhD\(^1\), Rachel C. Shelton, ScD, MPH\(^2\), and Michelle C. Kegler, DrPH, MPH\(^3\)

Levels of Influence on Sustainability

- Inner Contextual Factors
- Implementation Processes
- Characteristics of the Interventionists
- Characteristics of the Intervention

Program Sustainability

Outer Contextual Factors
Outer Contextual/Policy Factors

1) Partnerships with Community-based and Academic Organizations/Cancer Centers:
   • Facilitate access to services (e.g. low cost of free mammography screening; referrals to provider networks, diagnostic FU; support groups)
   • Access to resources/materials (e.g. information, space for programs or administration)

2) External funding availability
   • National, state and local funding: disvaluing

“We're fortunate in that we have a partnership with a cancer research hospital where there may be some of those resources that are available that we would have influence with.”

“You are constantly in a state of trying to reach a maximum number of people with the limited amount of resources and money.”
Inner Contextual Factors

1) Program Champions and Supportive leadership

**NWP Director at local level:**
- Contact and connections in community
- Vision and emotional support to staff

“… that’s what helps us to be successful- that person who is networking and doing the leg work to get these events scheduled and these opportunities for us… it’s a vital part of our success. … You can’t run a tight ship if you don’t have a good captain and she is an excellent captain, she's very hard working, she stays on the go but she takes care of her people”

2) Organizational Infrastructure (e.g. space, community board, paid positions)

“I think they need to do more at the national level in getting direction and information to the local levels and help their partnerships out in the field. We are their arms and legs, but they are the umbrella that has to make it work”
Implementation Processes

Training
• Knowledge
• Role-playing practice
• Self-efficacy

The ‘train the trainer model’ that NWP uses was perceived by some participants as “a really good aspect of the self-sustainability of the program” that allowed NWP to develop a “volunteer power house.”
Characteristics of LHAs

1) Passion and Commitment of LHAs
2) Personal Motivations:
   • Social networks/social support
   • Sense of empowerment/giving back
   • Benefits received (skills, knowledge, professional/career development)
   • Healing for survivors/life after cancer
3) Paid/volunteer; burnout

“I have become a better person from it and I plan to be a Lay Health Advisor for a very long time.”

“It’s one thing, on paper to just provide outreach screening and insurance support for people. The emotional side of what happens to someone who has to deal with having cancer, recovering from it, it is just huge... So having a group, a support group, a place where you can go and talk and share, and even just sometimes to vent about how hard it is or how happy you are to be a survivor is I think critically important in terms of emotionally surviving.”
Characteristics of the Intervention

1) Perceived benefit/need
   • For African American community, by African American community

2) Fit with organization mission
   • Addresses social/health inequities

“I think the dedication of the ladies…we as African American women in the past have not had a lot of programs and activities that are designed for us…the emphasis and the start of this program was designed for African American women and I think that makes a big difference. I feel that we are more trusting of our own people when they bring us the information.”

“I like the sense of sisterhood, I like that especially that is women of color because like I said in our community often we do not take [care] of ourselves or we take care of ourselves last and that we are just helping one another to become more and better informed about our health.”
Overall Findings: Sustainability

60% of sites in past 5 years inactive; 30% LHAs inactive

Barriers:
• Funding
• Organizational Infrastructure limited
• National leadership
• Limited training/evaluation/communications in place
• LHA burnout

Facilitators:
• Organizational partnerships
• Project Director leadership/commitment; champions
• Commitment of LHAs (personal, social, professional benefits)
• Fit with African American community
• Powerful role of Cancer survivors

Mixed-methods data informed development of conceptual framework
LHA Sustainability Framework

Organizational/Inner Context
- Organizational Capacity/Support
- Leadership/Program Champions
- Resources and internal funding

Implementation Processes
- Program Evaluation
- Communications and Strategic Planning
- Training

Characteristics of the Interventionists
- Role Expectations and Clarity
- Role Self-efficacy
- Perceived Role Benefits/Stressors
- Paid stipend/volunteer

Characteristics of the Intervention
- Adaptation/Fidelity to Intervention
- Fit with Organization
- Perceived Benefit of Program

Program Sustainability
- Continued program implementation (# of sessions conducted)/adaptation
- Number of women reached/screened
- % of active LHAs
- Institutionalization

Outer Context Factors
- Environmental/Community Support
- Partnerships with Academic/Health Organizations
- External Funding Availability

Factors
- Environmental/Community Support
- Partnerships with Academic/Health Organizations
- External Funding Availability

Characteristics of the Intervention
- Adaptation/Fidelity to Intervention
- Fit with Organization
- Perceived Benefit of Program

Program Sustainability
- Continued program implementation (# of sessions conducted)/adaptation
- Number of women reached/screened
- % of active LHAs
- Institutionalization
Next Steps: RSG from American Cancer Society

Mixed-methods prospective national study examining predictors of sustainability over 4 years:
- 250 LHAs/leaders
- 14-16 sites

Specific Aims:
1. What factors and strategies that promote or impede NWP program sustainability? (qualitative; case study)
2. Which factors predict the sustainability and impact of the NWP program nationally? (prospective survey annually)
3. How has NWP adapted to meet new cancer screening guidelines and identify barriers and facilitators to de-implementation (e.g. adaptation of program to reflect updated breast/cervical cancer screening guidelines)?
Sustainability Outcome (1): Continued Delivery of Program Over Time

Number of Programs / Year

- **High sustainment**
- **Moderate/variable sustainment**
- **Low sustainment**
Sustainability Outcome (2): Continued Infrastructure - Program Delivery

**Active LHAs / Year**

- **LHAs 2019**
  - South Carolina: 43
  - Arkansas: 26
  - Buffalo: 50
  - St. Louis: 26
  - Long Island: 20
  - Harlem: 19
  - Kansas: 1
  - Houston: 0
  - Madison: 1
  - Southern Cali: 18

- **LHAs 2017**

- **LHAs 2016**

**Legend**:
- High sustainment
- Moderate/variable sustainment
- Low sustainment
## Sustainability Outcome (3): Institutionalization

<table>
<thead>
<tr>
<th></th>
<th>Written Goals &amp; Objective</th>
<th>Supervisor Assigned</th>
<th>Formal Job Descriptions</th>
<th>Permanent Staff</th>
<th>Admin Person Advocate</th>
<th>Other Staff</th>
<th>Stable Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>South Carolina</strong></td>
<td>No</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td><strong>Arkansas</strong></td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td><strong>Buffalo</strong></td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>St. Louis</strong></td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td><strong>Long Island</strong></td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td><strong>Harlem</strong></td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Kansas</strong></td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
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<tr>
<td><strong>Houston</strong></td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td><strong>Madison</strong></td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Southern Cali</strong></td>
<td>No</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>
Dynamic Context

Outer Context*

- **Academic Partnerships**: Moderate/High gained resources/funding from partners
- **Community Partnerships**: Moderate/High engaged in resource exchange w/ community partners (e.g. access to screening, space)
- **National support/leadership**: High had positive relationships w/national leadership
- **Funding availability**: Short-term/lack of diversity of funds key challenges across; relationships w/funders negative at low sites

Inner Context*

- **Funding/Budgets**: Moderate/High had more local/state grants; non-sustained had abrupt budget cuts from academic medical centers
- **Organizational Stability/Fit**: Most sites moved out of academic centers and were free-standing in community
Project Director Sustainability Challenges

- Funding Challenges (100%)
- Staff retention, turnover, and recruitment of LHAs/RMs (50%)
- Lack of organizational resources or infrastructure (50%)
- Lack of Program Evaluation (30%)
- Political/partnership issues mentioned (30%)
Emerging Issue: De-implementation

“The systematic, structured elimination of low-value practices that no longer are (or never were) supported by the best available evidence, because they are unnecessary, costly, or do not improve outcomes”

COMMENTARY

Unpacking the complexities of de-implementing inappropriate health interventions

Wynne E. Norton* and David A. Chambers

### National Guidelines for Screening

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Age to Start Mammograms</strong></td>
<td>45 (Individual choice 40-44)</td>
<td>50</td>
<td>Eligible at 40; Annual at age 50</td>
<td>50 (40-49 Individual choice)</td>
</tr>
<tr>
<td><strong>Age to Stop Mammograms</strong></td>
<td>When life expectancy &lt;10 years</td>
<td>74</td>
<td>When life expectancy &lt;10 years</td>
<td>Upper age limit not established - 40-49 Grade “C” Individual decision; 50-74 Grade “B” biennial screening; 75+ Grade “I” Insufficient Evidence</td>
</tr>
<tr>
<td><strong>Interval</strong></td>
<td>Annual 45-54; 1-2 years 55+</td>
<td>2 years</td>
<td>Annual</td>
<td>Biennial</td>
</tr>
<tr>
<td><strong>Breast Self Exam</strong></td>
<td>No statement</td>
<td>Do not teach BSE</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Clinical Breast Exam</strong></td>
<td>Not recommended</td>
<td>No statement</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Results: Lay Health Advisors

Services provided

The majority of LHAs reported providing education on breast self-exams (BSE) and clinical breast exams despite changing evidence and recommendations.

Breast self-exam: 91%
Breast health: 98%
Clinical breast exam: 96%
Mammography screening: 96%
Pap test screening: 93%
HPV vaccination: 73%
Other: 25%

Other topics covered:
- Environmental risks
- Genetic counseling/testing
- HPV vaccination education
- Chronic disease prevention
- Colon cancer screenings
- Family tree seminars
Results: Lay Health Advisors
Mammography recommendations

Most LHAs report recommending annual mammography screening starting at age 40

80% Report their site recommends initiating mammography screening at age 40

91% Report their site recommends annual mammography screening

<table>
<thead>
<tr>
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</tr>
</tbody>
</table>
Screening Guidelines Used (n=201 LHAs/RMs/PDs)

40% American Cancer Society

41% National Witness Project (local or national)

2% US Preventive Services Task Force Screening Guidelines

17% Not sure/Other
De-adoption Measures (Massatti, 2008)

Measure domains:

- Decision and planning influences (5 constructs, 14 items)
- Organizational support (4 constructs, 10 items)
- Implementation enhancement factors (7 constructs, 21 items)
- Organizational beliefs and expectations about compatibility (2 constructs, 8 items)
- Implementation processes and progress (3 constructs, 11 items)
- Trust/Mistrust (2 items)

Table 1 Example questions

<table>
<thead>
<tr>
<th>Domain/Construct</th>
<th>Sample question</th>
<th>Response scale</th>
<th># Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>Decision and planning influences</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>External group influence</td>
<td>To what extent did interest groups external to this organization have an influence on the decision to adopt the IMHP?</td>
<td>1: Not at all through 10: Great Extent</td>
<td>1</td>
</tr>
<tr>
<td>Field-Based Evidence</td>
<td>Organizations that have implemented the IMHP have evidence that it's an effective approach.</td>
<td>1: Strongly Disagree through 7: Strongly Agree</td>
<td>4</td>
</tr>
<tr>
<td>Risk management</td>
<td>We can deal with the “bumps in the road” associated with implementing the IMHP.</td>
<td>1: Strongly disagree through 7: Strongly agree</td>
<td>5</td>
</tr>
<tr>
<td>Scientific evidence</td>
<td>There is considerable scientific evidence that the IMHP is effective.</td>
<td>1: Strongly disagree through 7: Strongly agree</td>
<td>3</td>
</tr>
<tr>
<td>Support from external organizations to adopt the IMHP</td>
<td>Overall, did external groups support the adoption of the IMHP?</td>
<td>1: Strongly opposed through 10: Strongly supportive</td>
<td>1</td>
</tr>
</tbody>
</table>

Why are sites not adapting to new guidelines?

Trust/mistrust among implementers and community is key and overlooked

- I trust the new breast/cervical cancer screening guidelines.
- There is high trust of medical organizations and providers among our community.
Advancing Field of Sustainability Research
Annual Review of Public Health
The Sustainability of Evidence-Based Interventions and Practices in Public Health and Health Care

Rachel C. Shelton,¹ Brittany Rhoades Cooper,² and Shannon Wiltsey Stirman³

Sustaining Evidence-Based Interventions and Policies: Recent Innovations and Future Directions in Implementation Science

Rachel C. Shelton ScD, MPH, and Matthew Lee MPH
Moving the field forward...

- Sustainability increasingly conceptualized as **dynamic construct**: allows for adaptation or de-implementation in response to changing populations, evidence, contextual influences.

- **Prospective, multilevel, mixed-methods study designs** ideal for studying sustainability; **longitudinal perspective**

- Research needed to identify and **evaluate planned strategies** to support the sustainability of EBIs in real-world settings.

- Opportunities for studying **policy sustainability**

- **Conceptual and methodological guidance**: work from existing definitions and test conceptual frameworks; Measurement!

Shelton & Lee 2019, American Journal of Public Health
Integrated Sustainability Framework

Lots of Unanswered Questions

• Do same factors that influence implementation matter for sustainability or are they different?

• Do different factors matter for different types of interventions? Settings? populations? Health topics?
  • Health equity focus

• Are all factors equally important or do some factors matter more? Can some factors compensate for other factors?

• Do some factors matter more for different sustainability outcomes?

• What is the return on investment and value of sustainability?
Complexity of Sustainability Outcomes

- Sustainability w/fidelity to original EBI
- Adaptation due to changing contexts/evidence
- De-implementation
1) Extension of maintenance to include conceptualizations of dynamic, longer terms sustainability and evolvability across the lifecycle of EBIs (adaptation, de-implementation)

2) Iterative application of RE-AIM assessment to guide adaptations & enhance sustainability

3) Explicit consideration of equity & cost as fundamental forces to address across RE-AIM dimensions to enhance sustainability
Bringing Equity Lens to Extended Consort Diagram: RE-AIM

- **ADOPTION**
  - Setting and Agents Who Participate
  - Setting and Agents Who Decline
  - Other

- **REACH**
  - Individuals Eligible
  - Excluded by Investigator
  - Not Contacted

- **IMPLEMENTATION**
  - Extent Tx Delivered
  - Complete Tx
  - Drop out of Tx

- **EFFECTIVENESS**
  - Complete Tx
  - Drop out of Tx

- **MAINTENANCE**
  - a) Individual Level
  - b) Setting Level

---

**Critical Considerations**

- Characteristics Of Adopters vs Non
- Characteristics Of Enrollees vs Decliners
- Characteristics of Drop-outs vs Completers

**Total number potential settings**

**Content**

- Settings Eligible n and %
- Excluded by Investigator n, %, and reasons

**Other n and %**

---

**Columbia University**
Advancing the pragmatic measurement of sustainment: a narrative review of measures

Joanna C. Moullin, Marisa Sklar, Amy Green, Kelsey S. Dickson, Nicole A. Stadnick, Kendal Reeder and Gregory A. Aarons

Measurement of sustainment of prevention programs and initiatives: the sustainment measurement system scale

Lawrence A. Palinkas, Chih-Ping Chou, Suzanne E. Spear, Sapna J. Mendon, Juan Villamar and C. Hendricks Brown

Implementation Science 15, Article number: 71 (2020)
Key Considerations

• Determine what really constitutes sustainability of an EBI?
  • Sustained use of intervention? Continued use with fidelity? Use as evolved over time? Sustained partnerships? Health benefits?

• Establishing Timeframes
  • When is something considered sustainable? 1 year? 2 or more yrs?

• Operationalization: process vs. outcomes
  • Distinguish sustainability determinants from outcomes

• Strategies to support sustainability
  • Are the strategies for initial implementation different than those for sustainability? ERIC taxonomy of strategies
Examples of Sustainability Strategies:

- Funding/contracting EBI for continued use
- Maintenance of workforce skills (booster training, ongoing supervisor feedback)
- System adaptation to promote fit with organization over time
- Stakeholder prioritization and continued support of leadership
- Maintenance of staff buy in
Opportunities for Systems Science


Contents lists available at ScienceDirect

Social Science & Medicine

journal homepage: www.elsevier.com/locate/socscimed

Review article

Use of social network analysis in the development, dissemination, implementation, and sustainability of health behavior interventions for adults: A systematic review

Rachel C. Sheltona,⁎, Matthew Leea, Laura E. Brotzmana, Danielle M. Crookesc, Lina Jandorf, Deborah Erwinda, Elizabeth A. Gage-Bouchardd
Acknowledgements

Co-Investigators: Lina Jandorf (Mount Sinai); Debbie Erwin (Roswell Park Cancer Institute); Hayley Thompson (Karmanos Cancer Institute/Wayne State University); Co-authors: Shannon Wiltsey-Stirman (Stanford); Brittany Cooper (Wash St); Matthew Lee (Columbia)

Staff Support: Sheba King Dunston, Nicole Leoce, Danielle M. Crookes, Thana-Ashley Charles, Detric ‘Dee’ Johnson, Laura Brotzman, Hiershenee Bhana

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Provost’s Award, Columbia University: Understanding De-implementation of Cancer Screening

American Cancer Society Research Scholar Grant for Health Equity: Sustainability of LHA Programs to Address Cancer Disparities
Thank you!

Questions?

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Director, Implementation Science Initiative, Columbia’s Irving Institute/CTSA
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@DrRachelShelton
Assessing sustainability of Lifestyle Education for Activity Program (LEAP)

R. P. Saunders¹*, R. R. Pate², M. Dowda², D. S. Ward³, J. N. Epping⁴ and R. K. Dishman⁵

¹Department of Health Promotion, Education, and Behavior and, ²Department of Exercise Science, Arnold School of Public Health, University of South Carolina, Columbia, SC 29208, USA, ³Department of Nutrition, University of North Carolina, Chapel Hill, NC 29599, USA, ⁴National Center for Chronic Disease Prevention and Health Promotion, Division of Nutrition and Physical Activity, Centers for Disease Control and Prevention, Atlanta, GA 30329, USA and ⁵Department of Exercise Science, University of Georgia, Athens, GA 30602, USA

*Correspondence to: R. P. Saunders. E-mail: rsaunders@sc.edu

Received on December 9, 2010; accepted on November 7, 2011
LEAP Example *(Saunders et al.)*

- **LEAP**: School based intervention targeting change in *instructional practices* and *school environment* to promote PA among high school girls

- 10 required and 6 recommended elements/core components (Table 1)

- Encouraged adaptation based on school resources and culture; had champion; ongoing training and TA; to improve fit and enhance implementation and sustainability

- More PA in intervention groups; and higher PA in higher implementer schools; sustained intervention effects 3 years post intervention

# LEAP Example *(Saunders et al.)*

## Table I. LEAP essential element framework during active intervention and follow-up phases

<table>
<thead>
<tr>
<th>Component</th>
<th>Essential elements during active intervention [2, 4]</th>
<th>Essential elements for follow-up sustainability assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>School environment</strong></td>
<td>Support for PA promotion from the school administrator</td>
<td>Support for PA promotion from the school administrator</td>
</tr>
<tr>
<td></td>
<td>Active school PA team</td>
<td>Active school PA team</td>
</tr>
<tr>
<td></td>
<td>Messages promoting PA are prominent in the school</td>
<td>Messages promoting PA are prominent in the school</td>
</tr>
<tr>
<td></td>
<td>Faculty/staff health promotion provides adult modeling of PA</td>
<td>Faculty/staff health promotion provides adult modeling of PA</td>
</tr>
<tr>
<td></td>
<td>Community agency involvement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Family involvement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Health education reinforces messages</td>
<td></td>
</tr>
<tr>
<td></td>
<td>School nurse involved in PA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>PA opportunities outside of PE</td>
<td></td>
</tr>
<tr>
<td><strong>Instructional practice</strong></td>
<td>Gender-separated PE classes</td>
<td>Gender-separated PE classes</td>
</tr>
<tr>
<td></td>
<td>Classes are fun</td>
<td>Classes are fun</td>
</tr>
<tr>
<td></td>
<td>Classes are physically active</td>
<td>Classes are physically active</td>
</tr>
<tr>
<td></td>
<td>Teaching methods are appropriate</td>
<td>Teaching methods are appropriate</td>
</tr>
<tr>
<td></td>
<td>Behavioral skills are taught</td>
<td>Behavioral skills are taught</td>
</tr>
<tr>
<td></td>
<td>Lifelong PA emphasized</td>
<td>Lifelong PA emphasized</td>
</tr>
<tr>
<td></td>
<td>Non-competitive PA included in PE</td>
<td>Non-competitive PA included in PE</td>
</tr>
</tbody>
</table>

Bolded elements = required intervention elements; non-bolded elements = recommended intervention elements.

LEAP Example *(Saunders et al.)*

**How did they define sustainability?**

Continued presence of essential core components at FU; must include both school instructional practices and school environment; had to have evidence for implementation at two time points: ‘higher implementation’ at end of active intervention and ‘implementation’ at the three year FU.

**Data sources and data collection?**

Interviewed LEAP team members, former PE teachers, students, observation of PE and school environment (Table 2)

**Criteria for evidence of implementation at FU?**

Triangulation of data from multiple sources; sustained LEAP if: 60% or more of essential core components were present, including at least one essential element from both instructional and environmental categories.

Results (n=11 schools) at 3 year FU:

• 5 schools had 7-10 elements present at FU

• One school had none present at FU

• Overall, 4 schools met criteria for sustainability
  – Schools with sustainability had higher PA at FU