Non-Cognitive Predictors of Student Success: A Predictive Validity Comparison Between Domestic and International Students

Despite initial implementation challenges, most VHA facility teams sustained their Gold Status Practice

INTRODUCTION

- VHA Diffusion of Excellence (DoE) hosts an annual “Shark Tank” competition, in which leaders bid on the opportunity to implement a Gold Status Practice
- Teams receive 6-months of implementation support

Objective: Identify factors contributing to 6-month implementation success and long-term sustainability

METHODS

1. Semi-structured interviews with 88/115 Gold Status Practice implementation team members, including external implementation support, VHA implementation leaders, and key stakeholders
2. 30/31 teams completed post-implementation semi-structured interviews
3. Sustainability surveys emailed approximately 2 years after implementation
4. Consolidated Framework for Implementation Research (CFIR) informed data collection and analyses to understand factors influencing implementation success and sustainability

RESULTS

- 57% of teams successfully implemented in 6-months
- Implementation readiness barriers (insufficient approvals, staffing, resources) led some teams to partial or unsuccessful implementation.
- 63% of teams and sustained their practice 2 years later
- Staff turnover, limited resources, and competing demands were barriers that led some teams to discontinue their practice
- 57% of teams that were unsuccessful at 6-months eventually implemented and sustained their practice

CONCLUSIONS

- High implementation success and sustainability provide evidence to support DoE as a model of diffusing best practices

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