NHS
Education
for
Scotland

The Hexagon:
An Exploration Tool

Hexagon Discussion & Analysis Tool
Instructions

Metz, A. & Louison, L. (2019) The Hexagon Tool: Exploring Context. Chapel Hill, NC: National Implementation Research Network, Frank Porter Graham Child Development Institute, University of North Carolina at Chapel Hill. Based on Kiser, Zabel, Zachik, & Smith (2007) and Blase, Kiser & Van Dyke (2013).

Hexagon Discussion & Analysis Tool Instructions

The Hexagon Discussion and Analysis Tool helps organisations evaluate new and existing programmes and practices. This tool is designed to be used by Implementation Teams to facilitate a discussion of six contextual fit and feasibility indicators.

PROGRAMME INDICATORS

Programme indicators assess new or existing programmes or practices that will be implemented along the following domains: usability, supports and evidence. These indicators specify the extent to which the identified programme or practice demonstrates usability across a range of contexts, supports for implementation, and evidence.

IMPLEMENTING SITE INDICATORS

Implementing site indicators assess the extent to which a new or existing programme or practice matches the implementing site along the following domains: fit, capacity and population need. The assessment specifies suggested conditions and requirements for a strong match to fit, capacity and need for the identified programme or practice.

WHEN TO USE

The Hexagon Tool can be used at any stage in a programme's implementation to determine its fit with the local context. It is most commonly used during the Exploration stage when implementing sites are identifying possible new programmes or practices. If the organisation has an Implementation Team, the Implementation Team can carry out this function for the organisation.

HOW TO USE

PRIOR TO USING

1   Identify the programme or practice to be assessed.

2   Review the discussion questions prior to meeting to ensure any data or resources that need to be reviewed for this discussion are available. If appropriate, an organisation may prioritise components for deeper exploration based on the context and potential programmes or practices.

3   This tool should be used by a team to ensure diverse perspectives are represented in discussion. Suggested team members include leaders, managers, direct practitioners and consumers or community members.

DURING USE

1   The Implementation Team should review and discuss the questions for each indicator and document relevant considerations in the Notes column. Extra space is included in each section for additional questions identified by the Implementation Team to address unique needs and contexts.

2   After discussing each component, the Implementation Team rates the component using the Likert scale and indicators in each section.

3   Using the discussion notes and ratings, the Implementation Team makes recommendations

The Hexagon: An Exploration Tool

The Hexagon can be used as a planning tool to guide selection and evaluate potential interventions and practices for use.

IMPLEMENTATION SITE INDICATORS

NEED

Target population identified

Disaggregated data indicating population needs

Parent & community perceptions of need

Addresses service or system gaps

CAPACITY TO IMPLEMENT

Staff meet minimum qualifications

Able to sustain staffing, coaching, training, data systems, performance assessment, and administration
+ Financially
+ Structurally
+ Cultural responsivity capacity

Buy-in process operationalised
+ Practitioners
+ Families

FIT WITH CURRENT INITIATIVES

Alignment with community, regional, state priorities.

Fit with family and community values, culture and history

Impact on other interventions & initiatives

PROGRAMME INDICATORS

USABILITY

Well-defined programme

Mature sites to observe

Several replications

Adaptations for context

SUPPORTS

Expert Assistance

Staffing Training

Coaching & Supervision

Racial equity impact assessment

Data Systems

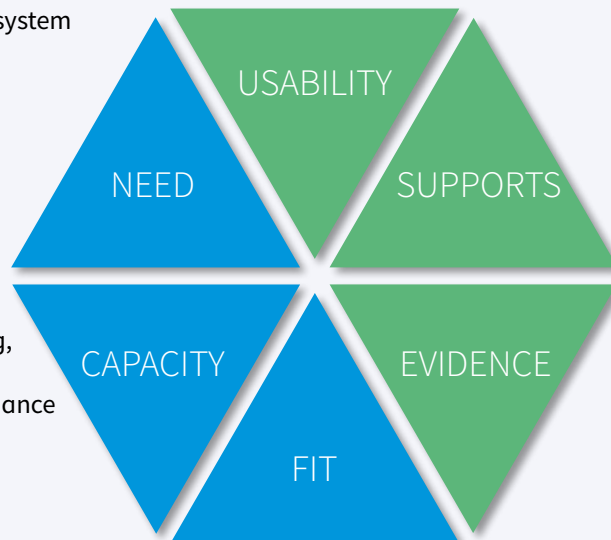Technology Supports (IT)

Administration & System

EVIDENCE

Strength of evidence - for whom in what conditions:
+ Number of studies
+ Population similarities
+ Diverse cultural groups

Alignment with organisational structure

Efficacy or Effectiveness

USABILITY · NEED · SUPPORTS · CAPACITY · EVIDENCE · FIT

Facilitator(s):

Today's Date:

Practice/Programme Being Assessed:

Individuals Participating in the Assessment:

Identify the programme or practice to be assessed. Write the numerical rating that best describe each component below.

	PROGRAMME/ PRACTICE **1**	PROGRAMME/ PRACTICE **2**	PROGRAMME/ PRACTICE **3**
PROGRAMME — USABILITY			
SUPPORTS			
EVIDENCE			
IMPLEMENTING SITE — FIT			
CAPACITY			
NEED			

Programme Indicator **USABILITY**

Rating ☐

1. Is the intervention or practice clearly defined (e.g. what it is, for whom it is intended)?

2. Are core features of the intervention or practice identified, listed, named (e.g. key components of the intervention or practice that are required in order to be effective)?

3. Is each core feature well operationalised (e.g., staff know what to do and say, how to prepare, how to assess progress)?

4. Is there guidance on core features that can be modified or adapted to increase contextual fit?

5. Is there a fidelity assessment that measures practitioner behaviour (i.e. assessment of whether staff use the practice as intended)? If yes, provide citations, documents, or links to fidelity assessment information.

6. Has the intervention or practice been adapted for use within culturally and linguistically specific populations and/or is there a recommended process for gathering community input into culturally specific enhancements?

7. What do we know about the key reasons for previous successful replications?

8. What do we know about the key problems that led to unsuccessful replication efforts previously?

9. Are there mature sites with successful histories of implementing the intervention or practice who are willing to be observed?

Ratings

5 Highly Usable
The intervention has operationalised principles and values, core components that are measurable and observable, a fidelity assessment, identified modifiable components

4 Usable
The intervention has operationalised principles and values, core components that are measurable and observable, tools and resources to measure fidelity, and identified modifiable components

3 Somewhat Usable
The intervention has operationalised principles and values and core components that are measurable and observable but does not have a fidelity resource; modifiable components are not identified

2 Minimally Usable
The programme or practice has identified principles and values and core components; however, the principles and core components are not defined in measurable or observable terms; modifiable components are not identified

1 Not Usable
The intervention does not identify principles and values or core components

Additional Questions/ Notes

Programme Indicator **SUPPORTS**

Rating ☐

1 Is there a qualified "expert" (e.g. consultant, programme developer, technical assistance provider) who can help with implementation over time? If yes, list names and/or organisation (e.g. Centre, University) and contacts.

2 Are there start-up costs for implementation of the intervention or practice (e.g. fees to the programme developer)? If yes, itemise in notes section. What does the implementing site receive for these costs?

3 Are there curricula and other resources related to the intervention or practice readily available? If so, list publisher or links. What is the cost of these materials? Enter in notes section.

4 Is training and professional development related to this intervention or practice readily available? Is training culturally sensitive? Does it address issues of race equity, cultural responsiveness or implicit bias? Include the source of training and professional development. What is the cost of these materials? Enter in notes section.

5 Is coaching available for this intervention or practice? Is coaching culturally sensitive? If so, list coaching resources and cost in notes section.

6 Are sample job descriptions and interview protocols available for hiring or selecting new staff for this practice? If so, identify here and any costs associated.

7 Is guidance on administrative policies and procedures available? If so, identify resources and any costs associated.

8 Are there resources to develop a data management plan for this intervention or practice (including data system and monitoring tools) available? If so, identify resources and any costs associated.

9 Is there a recommended orientation to facilitate "buy-in" for staff, key stakeholders and collaborative partners? If so, explain/describe briefly in notes section.

Ratings

5 Well Supported
Comprehensive resources are available to support implementation, including resources for building the competency of staff and organisational practice as a standard part of the intervention

4 Supported
Some resources are available to support implementation, including at least limited resources to support staff competency and organisational changes as a standard part of the intervention

3 Somewhat Supported
Some resources are available to support competency development or organisational development but not both

2 Minimally Supported
Limited resources are available beyond a curriculum or once-off training

1 Not Supported
Few to no resources to support implementation

Additional Questions/ Notes

Programme Indicator **EVIDENCE**

Rating ☐

1. Are there research data available to demonstrate the effectiveness (e.g. randomised trials, quasi-experimental designs) of the intervention or practice? If yes, provide citations or links to reports or publications.

2. What is the strength of the evidence? Under what conditions was the evidence developed?

3. What outcomes are expected when the programme or practice is implemented as intended? How much of a change can be expected?

4. If research data are not available, are there evaluation data to indicate effectiveness (e.g. pre/post data, testing results, action research)? If yes, provide citations or links to evaluation reports.

5. Is there practice-based evidence or community-defined evidence to indicate effectiveness? If yes, provide citations or links.

6. Is there a well-developed theory of change or logic model that demonstrates how the intervention or practice is expected to contribute to short term and long-term outcomes?

7. Do the studies (research and/or evaluation) provide data specific to the setting in which it will be implemented (e.g., has the intervention or practice been researched or evaluated in a similar context)?

   If yes, provide citations or links to evaluation reports.

8. Do the studies (research and/or evaluation) provide data specific to effectiveness for culturally and linguistically specific populations? If yes, provide citations or links specific to effectiveness for families or communities from diverse cultural groups.

Ratings

5   High Evidence
The intervention has demonstrated evidence of effectiveness based on at least two rigorous, external research studies and has demonstrated a causal relationship between the programme and sustained child mental health outcomes at least one-year post treatment

4+ Evidence +
The intervention has demonstrated evidence of effectiveness based on one rigorous, external research study and has demonstrated a causal relationship between the programme and child mental health outcomes

4   Evidence
The intervention has demonstrated evidence of effectiveness based on one rigorous research study and has demonstrated a causal relationship between the programme and child mental health outcomes

3+ Some Evidence +
The intervention has demonstrated some evidence of effectiveness based on two less rigorous research studies and has demonstrated a relationship between the programme and outcomes

3   Some Evidence
The intervention has demonstrated some evidence of effectiveness based on one less rigorous research study and has demonstrated a relationship between the programme and outcomes

2   Minimal Evidence +
The intervention has demonstrated some evidence of effectiveness based on two programme evaluations and has demonstrated a relationship between the programme and outcomes

2   Minimal Evidence
The intervention has demonstrated some evidence of effectiveness based on one programme evaluation and has demonstrated a relationship between the programme and outcomes

1+ Emerging Evidence
The programme or practice is guided by a well-developed theory of change or logic model, including clear inclusion and exclusion criteria for the target population, but has not demonstrated effectiveness through a research study

1   No Evidence

Additional Questions/ Notes

Implementing Site Indicator **FIT**

Rating ☐

1 How does the intervention or practice fit with priorities of the implementing site?

2 How does the intervention or practice fit with family and community values in the impacted community, including the values of culturally and linguistically specific populations?

3 What other initiatives currently being implemented will intersect with the intervention or practice?

4 How does the intervention or practice fit with other existing initiatives?

5 Will the other initiatives make it easier or more difficult to implement the proposed intervention or practice and achieve the desired outcomes?

6 How does the intervention or practice fit with the community's history?

Ratings

5 Strong Fit
The intervention fits with the priorities of the implementing site; local community values, including the values of culturally and linguistically specific populations; and other existing initiatives

4 Fit
The intervention fits with the priorities of the implementing site and local community values; however, the values of culturally and linguistically specific population have not been assessed for fit

3 Somewhat Fit
The intervention fits with the priorities of the implementing site, but it is unclear whether it aligns with local community values and other existing initiatives

2 Minimal Fit
The intervention fits with some of the priorities of the implementing site, but it is unclear whether it aligns with local community values and other existing initiatives

1 Does Not Fit
The intervention does not fit with the priorities of the implementing site or local community values

Additional Questions/ Notes

Implementing Site Indicator **CAPACITY**

1   Typically, how much does it cost to run the intervention or practice each year? Are there resources to support this cost? If the current budget cannot support this format, outline a resource development strategy.

2   What are the staffing requirements for the intervention or practice? (Number and type of staff, e.g., education, credentials, content knowledge)

3   Does the implementing site currently employ or have access to staff that meet these requirements?

4   If so, do those staff have a cultural and language match with the population they serve, as well as relationships in community?

5   What administrative practices must be developed or refined to support the use of this intervention or practice?

6   Is leadership knowledgeable about and in support of this intervention or practice? Do leaders have the diverse skills and perspectives representative of the community being served?

7   Do staff have the capacity to collect and use data to inform ongoing monitoring and improvement of the intervention or practice?

8   What administrative policies or procedures must be adjusted to support the work of practitioners and others to implement the intervention or practice?

9   Will the current communication system facilitate effective internal and external communication with stakeholders, including impacted families and the community?

10   Will the intervention or practice require use of or changes to building facilities? Use notes section to explain. List required uses of and/or changes. Include costs if known.

11   Does the intervention or practice require new technology (hardware or software, such as a data system)? Use notes section to explain. List required hardware and/or software. Include costs if known.

12   Does the intervention or practice require use of or changes to the monitoring and reporting system? Use notes section to explain. List required uses of and/or changes. Include costs if known.

Ratings

5 Strong Capacity
Implementing site adopting this intervention has a qualified workforce and all of the financial supports, technology supports, and administrative supports required to implement and sustain the intervention with integrity

4 Adequate Capacity
The implementing site adopting this intervention has most of the capacity necessary, including a qualified workforce, financial supports, technology supports, and administrative supports required to implement and sustain the intervention with integrity

3 Some Capacity
The implementing site adopting this intervention has some of the capacity necessary, including a qualified workforce, financial supports, technology supports, and administrative supports required to implement and sustain the intervention with integrity

2 Minimal Capacity
The implementing site adopting this intervention has minimal capacity necessary, including a qualified workforce, financial supports, technology supports, and administrative supports required to implement and sustain the intervention with integrity

1 No Capacity
The implementing site adopting this intervention does not have the capacity necessary, including a qualified workforce, financial supports, technology supports, and administrative supports required to implement and sustain the intervention with integrity

Additional Questions/ Notes

Implementing Site Indicator **NEED**

Rating ☐

1 Who is the identified population of concern?

2 What is/are the identified needs of this population?

3 Was an analysis of data conducted to identify specific area(s) of need relevant to the intervention or practice? If yes, what data were analysed? Were these data disaggregated by race, ethnicity and language?

4 How do affected individuals and community members perceive their need? What do they believe will be helpful?

How were community members engaged to assess their perception of need?

5 Is there evidence that the intervention or practice addresses the specific area(s) of need identified? If so, how was this evidence generated (e.g., experimental research design, quasi-experimental research design, pre-post, descriptive)?

6 If the intervention or practice is implemented, what can potentially change for this population?

Ratings

5 Strongly Meets Need
The intervention has demonstrated meeting the need for the identified population through rigorous research with a comparable population; data demonstrates the intervention meets the need of specific subpopulations

4 Meets Need
The intervention has demonstrated meeting need for the identified population through rigorous research with a comparable population; data has not been analysed for specific subpopulations

3 Somewhat Meets Need
The intervention has demonstrated meeting need for the identified population through less rigorous research design with a comparable population; data has not been analysed for specific subpopulations

2 Minimally Meets Need
The intervention has demonstrated meeting need for the identified population through practice experience; data has not been analysed for specific subpopulations

1 Does Not Meet Need
The intervention has not demonstrated meeting need for the identified population

Additional Questions/ Notes

ALTERNATIVE FORMATS

This resource may be made available, in full or summary form, in alternative formats and community languages. Please contact us on **0131 656 3200** or e-mail: **altformats@nes.scot.nhs.uk** to discuss how we can best meet your requirements.

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