

Implementation Climate Scale (ICS) Scoring Instructions

Scale 1: Focus on EBP

Item #	Item	Scale
1	One of this clinic's main goals is to use ARC & well-being practices effectively.	0-4
2	People in this clinic believe that the implementation of ARC is important.	0-4
3	Using ARC & well-being practices is a top clinic priority.	0-4

Scale 2: Educational Support for EBP

Item #	Item	Scale
4	This clinic supports attendance at conferences, workshops, or seminars focusing on ARC & well-being practices.	0-4
5	This clinic provides access to ARC & well-being practices trainings or in-services.	0-4
6	This clinic provides access to ARC & well-being practices materials (e.g., lesson plans, literature, etc.).	0-4

Scale 3: Recognition for EBP

Item #	Item	Scale
7	Staff who use ARC are seen as well-being experts.	0-4
8	Staff who use ARC & well-being practices are held in high esteem in this clinic.	0-4
9	Staff who use ARC are more likely to be recommended for career development opportunities (e.g., recognized as an exemplar, promoted to another position, etc.).	0-4

Scale 4: Rewards for EBP

Item #	Item	Scale
10	This clinic provides small perks or incentives (e.g., coffee cards) to staff who use ARC & well-being practices.	0-4
11	The staff who are better at using ARC & well-being practices, are more likely to get additional resources to support their work.	0-4
12	This clinic provides opportunities to accumulate extra release time or reductions in other duties for the use of ARC & well-being practices.	0-4

Scale 5: Use of Data (to Support EBP)

Item #	Item	Scale
13	In this clinic, staff review data on barriers to implementation of ARC & well-being practices to problem solve and develop action plans.	0-4
14	This clinic collects data about how well ARC & well-being practices are being implemented (e.g., fidelity assessments, single-item well-being measures).	0-4
15	This clinic provides data-driven feedback to staff about their use of ARC & well-being practices.	0-4

Scale 6: Existing Supports to Deliver EBPs

Item #	Item	Scale
16	This clinic uses professional development time to support staff to use ARC & well-being practices over time.	0-4
17	This clinic provides follow-up support after professional development to help staff deliver ARC & well-being practices with fidelity.	0-4
18	This clinic devotes structured meetings (e.g., worker-unit committees) to problem-solve using ARC & well-being practices with fidelity.	0-4

Scale 7: EBP Integration

Item #	Item	Scale
19	This clinic's continuous improvement efforts integrate the use of ARC & well-being practices.	0-4
20	This clinic connects implementation of ARC & well-being practices to staff's performance evaluations (low-stakes).	0-4
21	This clinic integrates the implementation of ARC & well-being practices with other ongoing work.	0-4

