Technical Assistance: Preparation
Models & Frameworks

2020

A meta-analysis was conducted to describe core elements of technical assistance that lead to sustainable program and organization change (Dunst et al, 2018). Technical Assistance (TA) has been used to describe a wide variety of behaviors used by professionals to support program staff-build capacity and improve the quality of instruction. As a result there is no one consistent definition recognized that clearly conveys the essential practices used by a TA provider. Authors of this meta-analysis sought to describe the essential elements for planning, implementing and evaluating technical assistance. Twenty-five technical assistance models and frameworks were analyzed in order to identify essential elements of technical assistance that facilitates program and organizational change.

Findings from this analysis contribute to the improvement of in-service professional development focused on improving the capacity of programs and organizations to deliver high quality early childhood experiences.

1. **Preparation**
2. **Plan**
3. **Implementation**
4. **Evaluation**
5. **Sustainability**

The Purpose

Preparation describes the initial set of activities that technical assistance providers use to prepare staff to engage in planning for technical assistance. Five practices were described in Technical Assistance Models and Frameworks: needs assessment, practitioner decision making, visioning, readiness for change, and organizational capacity.

The Practices

Needs Assessment – The process for determining the gap between current conditions, practices or outcomes and desired conditions, practices, or outcomes.

Practitioner Decision Making – The process for involving program staff in identifying, among alternatives, the options or priorities that best fit the organization's mission or goals.

Visioning – The process for determining what an organization would do or "look like" if it was to make desired changes.

Readiness for Change – Staff commitment to change program, organizational, or systems practices to improve effectiveness in order to achieve desired changes or outcomes.

Organizational Capacity – Ability of an organization to commit the human, program, and other resources needed for program, organization, or systems changes to produce desired results.

Why Are These Findings Important?

Technical assistance providers can use one or more of these practices to ensure that programs and program staff are prepared to collaborate with them in making shared decisions and outcomes for their work together.

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