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# Incredible Years® Startup and Sustainability Guide

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## Your Essential Guide to Launching and Maintaining a Successful Early Intervention Program



**The Incredible Years®**  
An Empower Community Care Organization

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# Introduction to 2

## Incredible Years® Series

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**The Incredible Years® (IY) is an internationally recognized, evidence-based program that offers a series of interlocking, targeted interventions for parents, teachers, and children. These programs aim to promote emotional and social competence and prevent, reduce, and treat behavior and emotional challenges in young children. The IY programs have been proven effective through rigorous research and are designed to work across diverse communities and settings.**

“I feel now I have the ability to raise my kids in a way that won’t lead them down the path that some of my nephews and cousins have gone down – school suspensions, drugs, trouble with the law. I would recommend this program to any parent with a young child they are having problems with. Everything they taught me works and I am going to stick with it.”

**- Stacey, Parenting Program Participant**

“Spending time truly teaching kids how to understand themselves and how to work with other kids paid off. I was then able to actually teach the math, reading, science, and social studies that I needed to because the kids had the training they needed to be more effective in class.”

**- Amy, Teacher Program Participant**

# Steps to Start a Program

## Visual Pathway to Implementation

### Assess Agency Readiness

Before starting, it's essential to evaluate your agency's readiness to implement an IY program. Consider the following:

- Does the Incredible Years model fit the strengths and needs of your community?
- Do you have the leadership, mission alignment, and resources to support the program?

*For a detailed readiness checklist, refer to our Agency Readiness Questionnaire.*



### Select the Appropriate Program

Choose the IY program(s) that best aligns with your community's needs and purchase the required curriculum sets. IY offers a variety of programs for working with parents, teachers, or children, tailored to the age and developmental level of the child.



### Attend Training

Enrolling in an IY training workshop is critical to ensuring high-fidelity delivery of the program. These workshops equip your staff with the knowledge and skills to implement the programs effectively.



### Start Recruitment and Planning

Begin recruiting participants and planning your first group sessions. Ensure that all logistics, including materials and staffing, are in place.



### Implement the Program

Conduct your first group sessions, closely following the IY protocols. Consider recording sessions for review and feedback.



### Ongoing Consultation and Support

Participate in ongoing consultation and peer review to refine and enhance your delivery of the program.



## Training

**Training is the cornerstone of effective Incredible Years® program delivery. It ensures that your team is equipped to deliver the interventions with fidelity and confidence.**

### Benefits of IY Training:

- **Evidence-Based Learning:** The training is grounded in research and focuses on evidence-based practices that are proven to be effective.
- **Comprehensive Understanding:** Training provides a deep understanding of the IY methodologies, materials, and processes.
- **Skill Development:** Participants gain practical skills to manage groups, engage families, and address behavioral issues effectively.
- **Positive Outcomes:** Our training will prepare participants to achieve positive program outcomes similar to those reported in the published studies.



### Training Format:

Incredible Years® regularly offers open-enrollment online workshops for all of our programs. Additionally, our certified trainers can provide on-site training in your community upon request. The training workshops are delivered in small groups, designed to give leaders a detailed introduction to the content and process of leading the IY groups.

- **Workshops:** Typically, the initial training involves either a 3 day in-person workshop or 5 online sessions where participants are introduced to the IY programs and trained on how to deliver them.
- **Self-Study:** Participants are encouraged to engage in self-study using the IY Leader's Manual and Videos and/or the Experts in Action series.
- **Consultation:** Post-training consultations with IY mentors help reinforce the training and provide additional support.

# Incredible Years®

# Program Certification

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## Ensuring Strong Program Fidelity

Taking the extra step to become certified in an Incredible Years program ensures that you're delivering the program with the highest level of fidelity. Certification involves demonstrating competency in leading groups and participating in ongoing consultation and peer review.

## Why Certification Matters



Certification helps maintain the integrity of the program, ensuring that it is delivered as intended.

Certified leaders are recognized for their expertise and commitment to best practices.

The certification process encourages continuous learning and improvement.

# Steps to Certification



**Acquire the Appropriate Program for Your Population:** Select and obtain the specific IY program that aligns with the needs of your community or target group.



**Attend an IY Training:** Start by participating in an authorized IY training workshop to learn to implement the program with fidelity.



**Self-Study Using Leader's Manual & Videos:** Engage in self-study using the provided Leader's Manual and Videos, ideally with a co-leader.



**Start Recruitment and Planning for Your Groups:** Begin the process of recruiting participants and planning your first group sessions, ensuring all logistics are in place.



**Implement the First Group & Submit a Video of One Session:** Lead your first group, following the recommended session protocols for your population. Record one session and share your video with an IY trainer for feedback from an IY mentor or trainer.



**In-Person or Zoom Consultation and Peer Review: Book for online consultation sessions with an IY Trainer,** either in person or via Zoom, and participate in peer reviews to refine your delivery.



**Implement the Second Group & Share Another Video for Feedback:** Lead a second group and share another video of your session for feedback. Continue participating in consultations to enhance your skills.



**Submit All Paperwork to IY Headquarters:** Once your video review has been passed by an IY trainer or mentor, send your application and group session paperwork to IY headquarters.



**Application Review and Certification:** Your application will be reviewed, and upon approval, you will be officially recognized as a certified IY Group Leader.

# Additional Tips to Maximize Program Effectiveness

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## **Engage Stakeholders Early**

Involve key community stakeholders in the planning and implementation process to build support and ensure alignment with community needs.

## **Prioritize Ongoing Training**

Encourage continuous professional development through additional workshops, webinars, and consultations.

## **Utilize Data for Continuous Improvement**

Regularly collect and analyze data to monitor program outcomes and make necessary adjustments.

## **Foster Peer Collaboration**

Create opportunities for group leaders to collaborate and share best practices.

## **Focus on Sustainability**

Develop a long-term plan that includes securing funding, building partnerships, and continually assessing program impact.

# HELPFUL LINKS AND CONTACT INFORMATION

For more information, resources, or further help to get started with the Incredible Years® programs, visit our website, [incredibleyears.com/contact](https://www.incredibleyears.com/contact)

[info@incredibleyears.com](mailto:info@incredibleyears.com)

