Author’s response to reviews

Title: Organizational culture and climate profiles: Relationships with fidelity to three evidence-based practices for autism in elementary schools

Authors:

Nathaniel Williams (natewilliams@boisestate.edu)
Hannah Frank (hannah.frank@temple.edu)
Lindsay Frederick (lkf3@uw.edu)
Rinad Beidas (rbeidas@upenn.edu)
David Mandell (mandelld@upenn.edu)
Gregory Aarons (gaarons@ucsd.edu)
Philip Green (pgreen@utk.edu)
Jill Locke (jjlocke@uw.edu)

Version: 2 Date: 21 Jan 2019

Author’s response to reviews:

Response to Reviews

IMPS-D-18-00635R1

Organizational culture and climate profiles: Relationships with fidelity to three evidence-based practices for autism in elementary schools

We thank the expert reviewers and editor for their positive comments regarding the revisions we made and the contribution of our study. Below we present the reviewers’ latest comments and the revisions we made in response. We also note that we have revised the reference list and in-text citations to address a gap in references from the previously revised version of the paper. The current manuscript has references that are properly numbered and cited in-text.

Reviewer #1:

COMMENT 1: A minor stylistic point, but since you introduce the survey first, followed by fidelity to EBPs in the Procedure’s section, you might maintain that order in the Measures section and other sections moving forward; up to you.
RESPONSE: We agree and we have re-arranged the Measures section on pp. 11-14 so that it mirrors the sequencing of the Procedures section and the Results.

COMMENT 2: Typo on line 448 - populations is mispelled.

RESPONSE: We have corrected this typo and also spell-checked the remainder of the document to correct other typos.

COMMENT 3: Lines 495 onwards - The authors write "Clearly, there is a need for theory development and testing to better understand the types of culture and climate profiles that emerge in different types of healthcare organizations..." Since this study was conducted in schools, this should also be included in a revised sentence.

RESPONSE: We have revised the sentence (on p. 22) so that it now refers to schools alongside other organizations that deliver behavioral health services.

COMMENT 4: Lines 515-518 -"Furthermore, these results advance causal theory in implementation science by suggesting that a comprehensive profile is one mechanism through which schools may generate optimal EBP fidelity and sustainment among their staff." You pick this up again in the Discussion. Would this not also suggest we need to figure out how to develop the organizational conditions necessary to get schools to a "comprehensive" profile? I think you get to my point in lines 587-593; thank you. I'm not sure you can posit more on what it would take to get schools to this type of profile, due to allowable space, but it is very interesting and should be explored further in future research. This question aligns nicely with Aaron's work on leadership, I think.

RESPONSE: We thank the reviewer for this positive feedback and we agree this is a critical area for future research. We have revised the sentence in question (on p. 27) to highlight the role of leaders at both the system and the organization levels in developing comprehensive profiles. We also added a citation to Aarons’ work on the LOCI implementation strategy which targets leadership to create an organizational social context that supports implementation.

Reviewer #2:

COMMENT 1: My compliments to the authors for so thoroughly addressing the reviews. The revisions are thoughtful and comprehensive. I especially appreciated the more in depth exploration of the profiles, their relationship to implementation, as well as strategic climate in the discussion. This paper describes rich implications and directions for future research, and I look forward to seeing this piece published.
RESPONSE: We thank the reviewer for this positive feedback on our revisions and the contribution of our study.