



Strategies to Measure the Fidelity of Implementation of Evidence-Based Programs

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Agenda

- Who we are
- Principles to ensure fidelity
- Steps for implementing EBIs
- Challenges and solutions
- Conclusions

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Wallace Consulting Services

- Based in Washington DC
- Assist grantees and funders by providing technical assistance with program design, evaluation, and monitoring
- Work with organizations throughout the country, in English and Spanish
- Provides tools and technology to aid in data collection and evaluation

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Terms

EBI – *Evidence-Based Intervention*

Adaptations – *Modifications of **who** receives EBIs and **where***

Tailoring - *Modifications to **when** it is delivered, and **what** and **how** it is delivered*

Principles to Ensure Fidelity

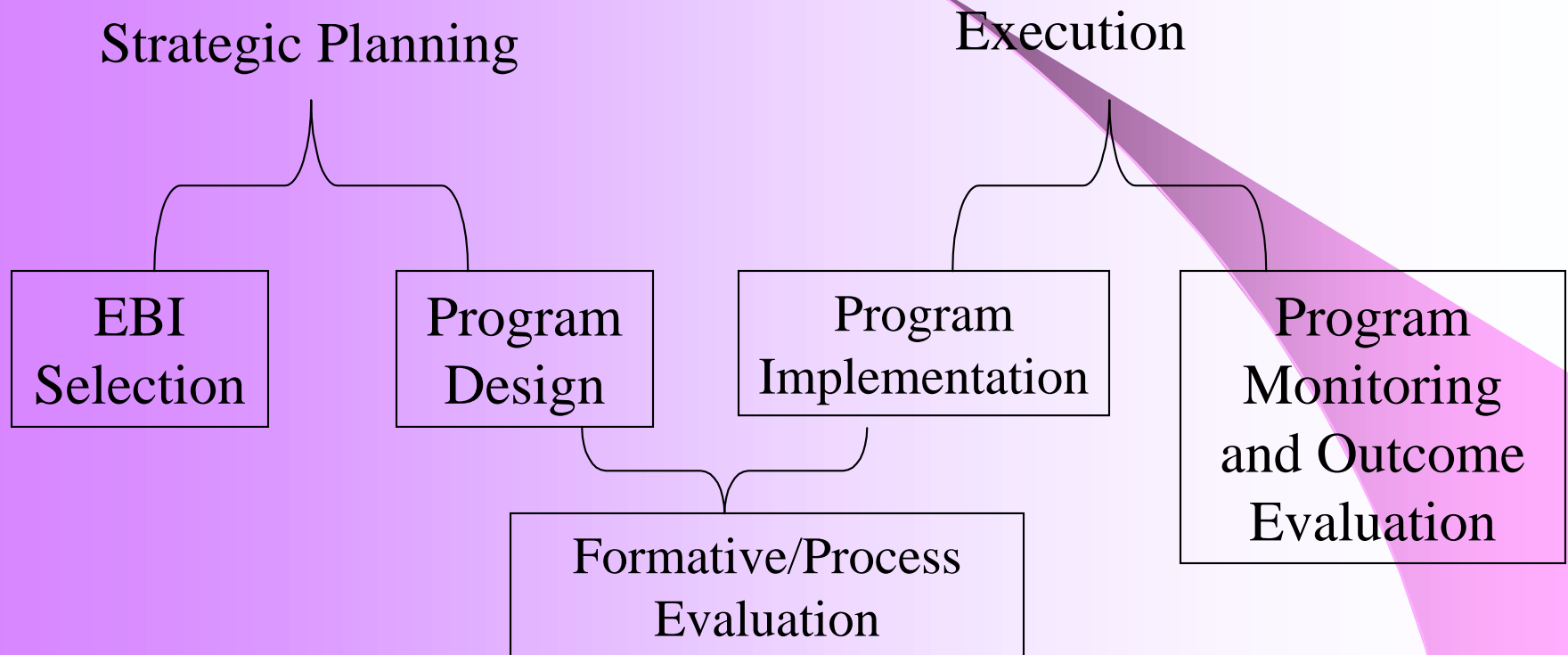
Most Important:

Build fidelity in throughout the process

Also important:

- Understand where you are in the program development and understand pitfalls
- Track modifications to program
- Plan, communicate, evaluate
- Seek assistance if necessary

Steps for Implementing EBI



Note: All phases of planning and execution must be consistent with funders guidelines and requirements

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Looking at the Steps in the Process that can Impact Program Fidelity

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EBI Selection

Challenges	Strategies
Disconnect between the risk/protective factors of the target population and the behavioral theory behind the EBI	<ul style="list-style-type: none">● Use existing data from community needs/assets assessments or local health department.● Collect data on HIV risk behavior
Differing viewpoints and expertise during strategic planning	<ul style="list-style-type: none">● Lead organization has expertise or access to expertise to differentiate between “perceived needs/risks” and “actual needs/risks”

EBI Selection

Challenges	Strategies
Differing requirements at local, state, and federal levels	<ul style="list-style-type: none">● Work/communicate with funders about the specific outcomes of the EBIs.● Align program outcomes with funding requirements.
Limited capacity to adapt and tailor interventions	<ul style="list-style-type: none">● Assess the research/evaluation skills of the staff and resources.
Limited capacity to implement EBI	<ul style="list-style-type: none">● Identify the skills/resources to implement EBI. If necessary, revise original work plan and budget estimates.

Program Design

Challenges	Strategies
Ensuring that program modifications do not affect core components	<ul style="list-style-type: none">• Use EBI logic model and manual to:<ul style="list-style-type: none">-Understand which components are “core components”-Identify HIV behavioral risk determinants; “mediators” (<i>individual factors</i>) and “moderators” (<i>external/community factors</i>);-Identify “dosage”-how many lessons does it take to produce the desired outcomes-Identify the type of evaluation used

Program Design

Challenges	Strategies
<p>Knowing what modifications can affect program fidelity and should be tracked</p>	<p>WHAT are the activities associated with the intervention?----Content of sessions</p> <p>HOW is it delivered? (e.g., Duration; Number of Sessions; order of sessions, etc.)</p> <p>TO WHOM is it delivered? -- Target population characteristics (age, ethnicity, etc.); Recruitment/retention method</p> <p>WHAT HIV behavioral risk(s) is addressed?</p> <p>WHERE is it delivered? Setting/Location</p> <p>WHO delivers it?</p> <p>(e.g., Skills of staff; Training required/provided; Characteristics (age, gender, ethnicity, etc.); Recruitment/retention methods.</p>

Program Implementation

Challenges	Strategies
Staff not understanding that “little changes” can affect program fidelity	<ul style="list-style-type: none">● Develop an instrument to measure fidelity, such as a checklist, that includes items to be tracked● Train staff on how to use the instrument● Develop complete procedures and protocols on implementation
Infidelity “creeping in” over time	<ul style="list-style-type: none">● Designate time frame for delivering EBI exactly as revised● Designate observer to watch delivery of program using a checklist● Consider having two facilitators

Program Implementation

Challenges	Strategies
Staff turn-over	<ul style="list-style-type: none">● Have process in place to train and retrain staff.● Set a minimum number of hours for observations before staff can deliver intervention.
Ensuring the staff knows how important they are in the process	<ul style="list-style-type: none">● Include staff in training of how activities link to outcomes.● Foster ownership in the staff

Evaluation and Monitoring

Challenges	Strategies
Activities changes not being accurately measured	<ul style="list-style-type: none">● Have checklist filled out by program staff● Periodic meetings between program manager and staff● Survey/interview program participants● Consider using technology for real-time data collection and feedback
Unable to attribute outcomes to program activities	<ul style="list-style-type: none">● Check the results of the fidelity checklists to identify items that were changed● Does your evaluation design mirror the evaluation design of the EBI?

Conclusions

- Understand core components before modifying programs
- Communicate all-ways during the process; with strategic planning team, funders, designers, and staff
- Develop instruments that measure fidelity based on particular intervention
- Train and retrain staff and use technology where possible

Questions???

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