



An Overview of OAH & ACYF Fidelity Monitoring Expectations



Amy Margolis
Office of Adolescent Health
July 12, 2011

Today's Presentation

- Definition of fidelity & why it's important
- Adaptations & fidelity
- Components of a fidelity monitoring system
- Fidelity monitoring expectations for grantees
- Q & A

What Does it Mean to Maintain Fidelity?

- Maintain the core components of the original program model
- Core components - characteristics determined to be the key ingredients related to achieving the outcomes associated with the program (Tier 1) or anticipated for the program (Tier 2 & PREIS)
 - Content – what is being taught
 - Pedagogy – how the content is being taught
 - Implementation – the logistics responsible for creating the learning environment in which the program is taught

Why Maintain Fidelity?

- Ensure implementation of the program you intend to implement
- Increase likelihood of finding same positive results originally associated with the program (Tier 1) or anticipated for the program (Tier 2 & PREIS)
- Use as a training tool for working with facilitators
- Help identify instances of poor fit between program activities and the target population so adjustments can be made
- Allow for continuous improvement of program implementation

How Do Adaptations Fit In? (Tier 1)

- Maintaining fidelity does not mean never making adaptations
- Adaptations should be made, if necessary, to make the program a better fit for your population
 - Minimal adaptations that do not compromise or delete core components
- All adaptations & add-ons must be approved by OAH in writing
- Tier 1 C/D grantees – proceed with caution in making adaptations once evaluation is under way
 - Consult with evaluator, eval TA liaison, and project officer before making any adaptations

How Do Adaptations Fit In? (Tier 2 & PREIS)

- Use pilot period to identify any necessary adaptations
- Incorporate all adaptations prior to beginning rigorous evaluation
- Proceed with caution in making adaptations once evaluation is under way
 - Consult with evaluator, eval TA liaison, and project officer before making any adaptations

Fidelity Monitoring System Components

Establish a Fidelity Monitoring Plan

Collect Fidelity Monitoring Data

Review & Analyze Data

Provide Feedback on Regular Basis

Continuous Quality Improvement

Establish Fidelity Monitoring Plan

- Establish processes and procedures for monitoring fidelity
- Gather and finalize data collection tools
- Train all facilitators in the program
 - Including logic model, theory, and core components
- Identify and train observers

Collect Fidelity Monitoring Data

- Attendance Data
- Sessions Implemented
- Facilitator Self-Assessment – Fidelity Monitoring Logs
- Observation Data
 - Fidelity Monitoring Logs (content)
 - Observation Form (quality)
- Fidelity Process Report Form
- Other

Participant Attendance Data

Collected by: Program facilitator using standard tool

Purpose: Record attendance of individual participants at beginning of every session & across all sessions

Grantee Role: Collect attendance logs from each facilitator at regular intervals

Review completed logs on regular basis & address any attendance issues

Tools: Attendance Log

Spreadsheet to summarize attendance data across cohorts

Dosage Performance Measures

Performance Measure	Question
Median % of total intended program sessions received by youth	What is the median % of total intended program sessions received by youth?
% of youth that receive at least 75% of intended program sessions	What % of youth received at least 75% of the intended program sessions?

Why Collect Attendance Data?

- Ensure participants receive the entire program
- Identify any attendance issues
 - Sites
 - Participants
- Intervene to address attendance issues early before participants miss too many sessions

Sessions Implemented

- Collected by program facilitator
- Ensures all sessions are implemented at each site
- Captured using attendance logs or fidelity monitoring logs

Performance Measure	Question
% of sessions implemented	Across cohorts, what is the median % of sessions implemented?

Facilitator Self-Assessment – Fidelity Monitoring Logs

- Completed by:** Program facilitator using standard tool immediately after each session
- Purpose:** Record content covered & any adaptations made during the session
- Grantee Role:** Collect completed logs from facilitators shortly after each session
- Review completed logs on regular basis
- Provide ongoing feedback to facilitators
- Tools:** Fidelity Monitoring Logs
- Spreadsheet to Summarize Data from Completed Facilitator Fidelity Logs

Fidelity Monitoring Logs

- Grantee fidelity monitoring logs must capture:
 - All activities included in session
 - Whether each activity was completed during session
 - Whether any activities were adapted during the session
 - Any additional adaptations made during the session
- Tier One Grantees –
 - Use log from original program developer
 - Can add additional information to the log
- Tier Two & PREIS Grantees –
 - Develop log for each program session
 - Examples available

Facilitator Self-Assessment Performance Measure

Performance Measure	Question
% activities completed, based on facilitator self-assessment	For what percentage of sessions implemented do you have a completed fidelity monitoring log from the facilitator?
	For the sessions that you have a completed fidelity monitoring log, what is the median percentage of activities completed across sessions?

Why Collect Fidelity Monitoring Logs from Facilitators?

- Enables you to look across facilitators and across sessions to see what content is being delivered
- Allows you to identify any issues related to session content
 - Multiple facilitators unable to cover all content in one session
 - Individual facilitators can't cover all content in session
 - Individual facilitators making numerous adaptations during every session
 - Adaptations consistently being made to the same activity in the same session
 - Others

Observation Data

- Completed by:** Trained independent observer using fidelity monitoring log and standard observation form
- Purpose:** Observe at least 10% of all sessions annually
Independent check on content covered and quality of session
- Grantee Role:** Collect data shortly after scheduled observation
Review data & provide feedback to facilitators
- Tools:** Fidelity Monitoring Logs (same as facilitators)
Program Observation Form for TPP Grantees
Spreadsheets to Summarize Data from Completed Fidelity Logs & Observation Forms
-

Observation-Related Performance Measures

Performance Measure	Question
% activities completed, based on observations	In the past program year, how many total sessions were implemented?
	In the past program year, how many sessions were observed by an independent observer for fidelity assessment?
	What is the median percentage of activities completed across sessions observed?
	What's the minimum percentage of activities completed across sessions observed?
	What's the maximum percentage of activities completed across sessions observed?

Observation-Related Performance Measures (cont)

Performance Measure	Question
% of observed sessions that score 4 or higher on a 5-point scale of overall quality	What percentage of sessions observed were rated either 4 or higher for overall quality?

Why Collect Observation Data?

- Allows you to verify self-report data from the program facilitator by an independent observer
- Enables you to look across facilitators and across sessions to see what content is being delivered & the quality of the delivery
- Enables you to identify any issues related to content or quality
 - Self-report data from facilitator on content covered doesn't match observation data
 - Observer identifies implementation quality issues that can be addressed with additional training
 - Others

Fidelity Process Report Form

- Completed by project director once annually
- Assesses the extent that various components of a fidelity monitoring system are in place
- Form provided by OAH and ACYF

Performance Measure	Question
% of grantees scoring 24 or higher on the 26-point fidelity process report form	What is the score on the fidelity process report form?

Additional Tools Being Developed by OAH & ACYF

- Attendance Log
- Spreadsheet to Summarize Attendance Data across Cohorts
- Spreadsheet to Summarize Data from Completed Facilitator Fidelity Logs
- Spreadsheet to Summarize Data from Completed Observer Fidelity Logs
- Spreadsheet to Summarize Data from Completed Observation Forms
- Others?

Review & Analyze Data

- Develop a plan for reviewing data on an ongoing basis
 - Who will input data into spreadsheet/other tool for analysis?
 - How often will data be entered into the spreadsheet?
 - Who will review the data?
 - How will the results be shared with others on the team?
- Regular review of data allows you to identify issues or challenges early and make necessary adjustments

Provide Regular Feedback Based on Data

- It's not enough to review your data, you must also provide feedback to those implementing the program
- Develop a plan for providing feedback to facilitators on a regular basis
 - Who will provide feedback?
 - How will you provide feedback – written, one-on-one, other?
 - Where and when will you provide feedback?
 - How often will you provide feedback?
- Feedback is necessary to make necessary adjustments

Continuous Quality Improvement

- Overall purpose of monitoring fidelity is to continuously improve the quality of your program
- Collecting, reviewing, and discussing data collected allows you to:
 - Ensure content is provided as intended
 - Make adaptations as necessary
 - Improve program delivery and fit
 - Make adjustments as necessary to improve overall program



Thank You!

Amy Margolis, MPH, CHES
Public Health Advisor
Office of Adolescent Health
1101 Wootton Parkway, Suite 700
Rockville, MD 20852
(240) 453-2820
Amy.Margolis@hhs.gov
www.hhs.gov/ash/oah