



# What is Fidelity and Why Should We Care?

Compilation of Fidelity Slides  
Fall 2012

# What is Fidelity?

- **The extent to which a treatment or intervention is delivered as intended**
  - In other words, **“doing it right”**
  - Achieving **positive outcomes**
  - Involves **assessment** of
    - Knowledge, skills, model adherence and the ability to **deliver the model within the context** in which the model is being implemented

# Why Do We Care About Fidelity?

- **[SUCCESS]** Implementing a program with fidelity improves the likelihood of replicating the same program effects that were shown in controlled research settings.

**Vs.**

- **[FAILURE TO IMPACT TARGET POPULATION]** Poor implementation or lack of fidelity can often change or diminish the impact of the intervention

# What Influences Fidelity?

- Preplanning – program should match the needs of the target population
- Program Characteristics - goals and procedures should be clear
- Training and Technical support - staff turnover, deviation from the model over time should be addressed
- Integration – intervention should become part of the culture and attitude of the implementation setting
- Organizational Characteristics – Is environment, leadership supportive of the intervention?
- Implementer Characteristics – buy-in by the implementation staff, presence of program champion

Source: <http://www.colorado.edu/cspv/blueprints/Fidelity.pdf>

# Steps to Reaching Fidelity

**1**

## Training

- Providers are trained and coached in the model

**2**

## Certification

- Providers are deemed skilled in the model and ready for implementation

# Steps to Reaching Fidelity (cont.)



**3**

## Provider Assessment

- Providers demonstrate continuous ability to follow the model as intended
- Assess if the provider is:
  - Skilled in the model (initial assessment)
  - Following the steps of the model (on-going assessment by supervisors, model developers/coaches, and participants)
- Compare fidelity results to model/developer standards/targets

# Steps to Reaching Fidelity (cont.)

4

## Outcomes

- Determine appropriate outcome indicators (i.e., what outcome indicators were used in research)
- Set outcome target goals (use model developer targets, if available)
- Continuously monitor and report on whether outcome goals are met

# Steps to Reaching Fidelity (cont.)

**5**

## Context Assessment

- Ongoing assessment of agency, stakeholder, and community barriers to implementation
  - Organizational climate/readiness
  - Stakeholder buy-in (particularly referral agencies)
  - Funding impacts, utilization trends, etc.



# Steps to Reaching Fidelity (cont.)

**6**

## Feedback Mechanism

- Develop a system that connects fidelity and outcome scores to practice improvement