



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

**Wallace Consulting Services, LLC**

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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

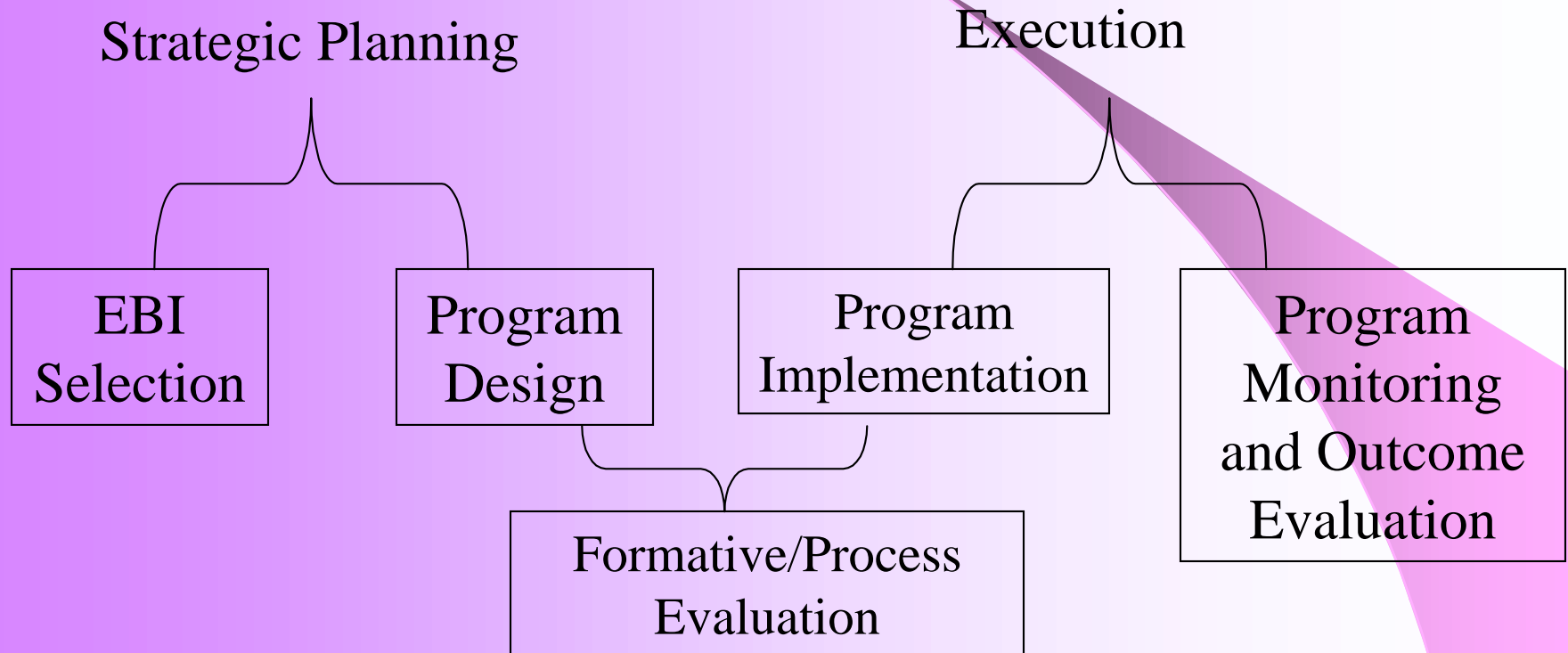
Most Important:

*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

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



# EBI Selection

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

# Program Design

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

# Program Design

Challenges	Strategies
<p>Knowing what modifications can affect program fidelity and should be tracked</p>	<p><b>WHAT</b> are the activities associated with the intervention?----Content of sessions</p> <p><b>HOW</b> is it delivered? (e.g., Duration; Number of Sessions; order of sessions, etc.)</p> <p><b>TO WHOM</b> is it delivered? -- Target population characteristics (age, ethnicity, etc.); Recruitment/retention method</p> <p><b>WHAT HIV behavioral risk(s) is addressed?</b></p> <p><b>WHERE</b> is it delivered? Setting/Location</p> <p><b>WHO</b> 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"><li>● Develop an instrument to measure fidelity, such as a checklist, that includes items to be tracked</li><li>● Train staff on how to use the instrument</li><li>● Develop complete procedures and protocols on implementation</li></ul>
Infidelity “creeping in” over time	<ul style="list-style-type: none"><li>● Designate time frame for delivering EBI exactly as revised</li><li>● Designate observer to watch delivery of program using a checklist</li><li>● Consider having two facilitators</li></ul>

# Program Implementation

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

# Evaluation and Monitoring

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

# 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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