

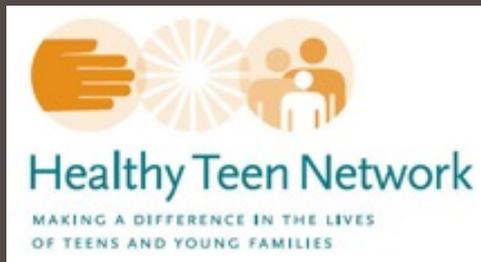
HOW MUCH CHANGE IS TOO MUCH CHANGE?

Mousumi Banikya-Leaseburg and Deborah Chilcoat
Healthy Teen Network

Webinar
February 26, 2013

US Department of Health and Human Services
Administration for Children, Youth and Families
Family and Youth Services Bureau
Adolescent Pregnancy Prevention Program

Preserving
Fidelity
while
Making
Informed
Adaptations



ACKNOWLEDGEMENTS

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PRESENTERS

- Mousumi Banikya-
Leaseburg, MD, MPH, CPH
 - Program Manager



- Deborah Chilcoat, MEd
 - Senior Manager, Training
and Technical Assistance



LEARNING OBJECTIVES

- At the conclusion of this 90-minute Webinar, participants will be able to
 1. explain the importance of program fidelity and making appropriate adaptations through the use of the adaptation recipe metaphor;
 2. list strategies to gain staff buy-in for the use of fidelity monitoring logs; and
 3. describe strategies for developing fidelity monitoring logs and adaptation tracking tools.

PLATFORM

**Adobe
Connect**

WEBINAR INTERACTIVE OPTIONS



- Polling
- Chat
- Q & A

WHO IS PARTICIPATING?

Getting
to know
each
other



POLLING

UNDERSTANDING THE BASICS



Fidelity &
Adaptation

UNDERSTANDING THE BASICS



What is
FIDELITY?

FIDELITY

The faithfulness with which a curriculum or program is implemented

CORE COMPONENTS

The most essential or indispensable or key aspects of a program

CORE COMPONENTS

■ Content

- What is being taught
- Knowledge, attitudes, values, norms, and skills that are addressed

■ Pedagogy

- How the content is taught
- Teaching methods, strategies, and youth-facilitator interactions

CORE COMPONENTS

■ Implementation

- Logistics that are responsible for a conducive learning environment
- Program setting, facilitator-youth ratio, dosage, sequence of sessions, and facilitator training and preparation

LIKE A GOOD RECIPE...

Ingredients and Process



Result



LIKE A GOOD RECIPE...

Ingredients and Process



Result



WHY IS FIDELITY IMPORTANT?

- Improves likelihood of replicating the positive program outcomes for participants
- Reduces risk of diminished impact and unexpected consequences

STRATEGIES FOR MAINTAINING FIDELITY

- **Select a program that meets your needs and your target population/community needs**
- **Ensure that staff members are trained on and committed to program fidelity**
- **Contact the program developer**

STRATEGIES FOR MAINTAINING FIDELITY

- Stay up to date with program revisions and new materials
- Train facilitators in program content
- Offer time for practice and feedback
- Conduct ongoing review of fidelity monitoring logs

WHAT IS ADAPTATION?



Concepts

ADAPTATION

A process of making changes to a program to make it more suitable for a particular population or an organization's capacity without compromising its core components

ADAPTATION

- Although there may be compelling reasons to adapt a program, practitioners must be wary of making too many adaptations and of the kind of adaptations being made.

LIKE A GOOD RECIPE...

Ingredients and Process



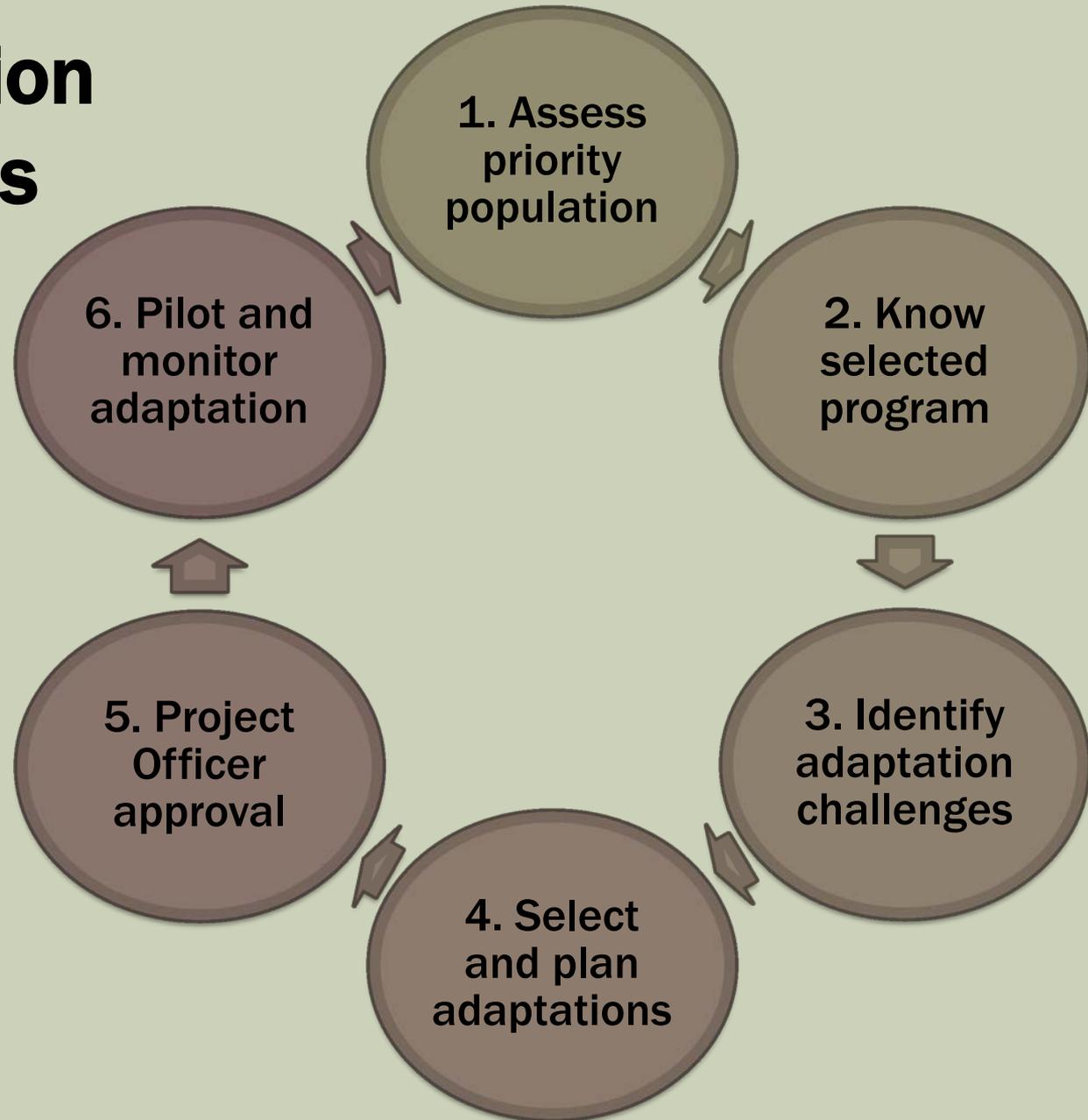
Result



WHY IS ADAPTATION IMPORTANT?

- To better meet the needs of the community where it is being implemented
 - E.g., To address cultural mismatch
- To fit the program within an organization's capacity and resources while still benefiting target or priority population

Adaptation Process





POLLING

Acceptable or
unacceptable
adaptations



ADAPTATION GUIDANCE

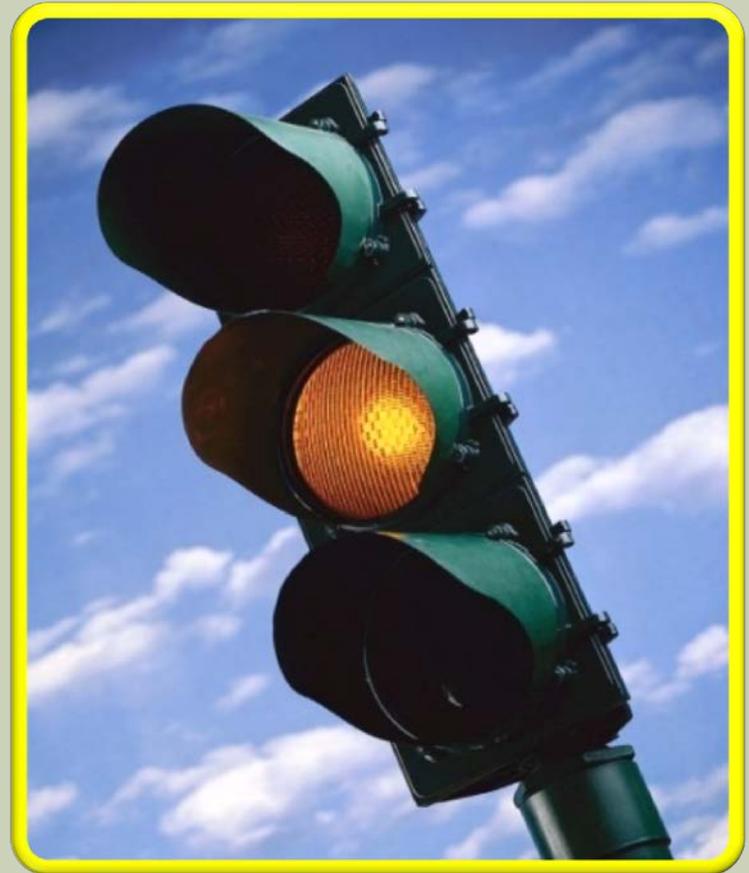
GREEN LIGHT: GO

- Better fit for population
- Current and relevant



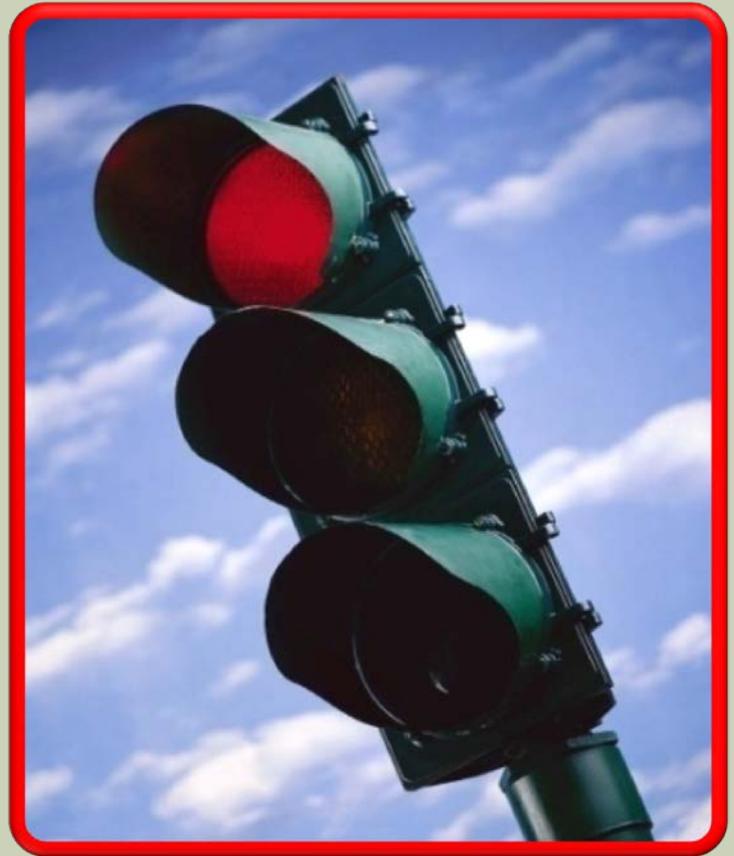
YELLOW LIGHT: CAUTION

- May be a threat to core components
- May cause other issues (e.g., time constraints, competition of topics)



RED LIGHT: STOP

- Remove key aspects/content (i.e., core components)
- Weaken effectiveness



GETTING BUY-IN

WHAT IS FIDELITY MONITORING?

A process used to document the extent to which you are:

- covering all topic areas and completing all activities laid out in the curriculum/program;
- delivering the curriculum/program content in the method specified (e.g., role play vs. reading assignment or small group vs. large group); and
- using the right type of staff as specified in the curriculum/program (e.g., nurse, teacher, peer).

FIDELITY MONITORING LOG

- An instrument used to systematically track if the core components of a program are being implemented the way they were meant to be implemented
- Also helps to track any changes made to the program

WHEN TO USE FIDELITY MONITORING LOGS?

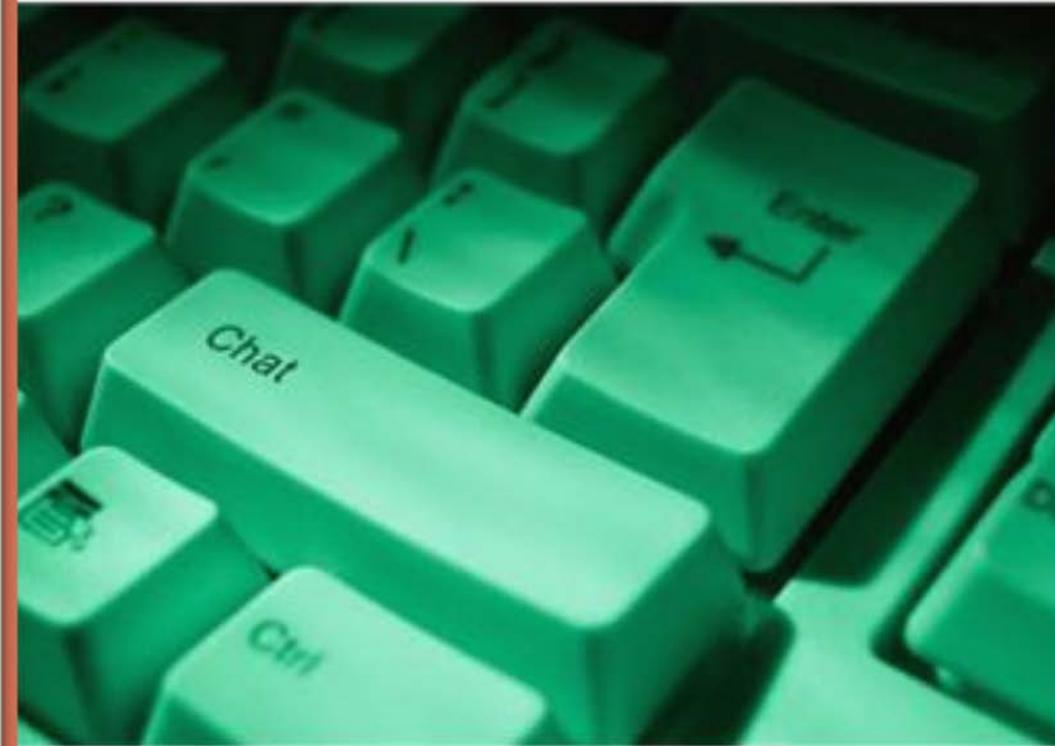
- **Before implementation**
 - Planning and training
- **During implementation**
 - Process evaluation and “in flight changes”
- **After implementation**
 - Continuous Quality Improvement (CQI)
 - Sustainability

FIDELITY MONITORING HELPS PROGRAM MANAGERS...

- identify threats to fidelity as they unfold;
- identify lapses in fidelity;
- uncover logistical challenges with implementation;
- monitor numbers reached;
- give feedback to help staff; and
- explain puzzling or unfavorable evaluation results.

FIDELITY MONITORING HELPS FACILITATORS...

- document challenges to implementation;
- gain support to address barriers to implementation;
- remember the core components of the curriculum; and
- document their performance and offer information for self-assessment.



CHAT

What aspect of fidelity monitoring do you foresee being the most challenging for you?



CHAT

What are some strategies you have used to gain buy-in for fidelity monitoring among your staff?

WHAT ARE SOME STRATEGIES TO GAIN BUY-IN?

- Explain to staff that maintaining fidelity and using fidelity monitoring logs:
 - are the best way to help youth;
 - are the best way for facilitators to make a difference;
 - improve likelihood of replicating the positive program outcomes for participants;
 - reduce risk of diminished impact and unexpected outcomes; and
 - provide a systematic way of tracking program fidelity.

WHAT ARE SOME STRATEGIES TO GAIN BUY-IN?

- Have a detailed fidelity monitoring plan, including:
 - a plan for initial and ongoing training of staff and observers on using the tools;
 - a description of how records will be submitted, organized, and stored;
 - who will be responsible for checking timely documentation; and
 - a process for reviewing fidelity monitoring tools soon after completion.
- Share this plan with staff in the early stages of program implementation.

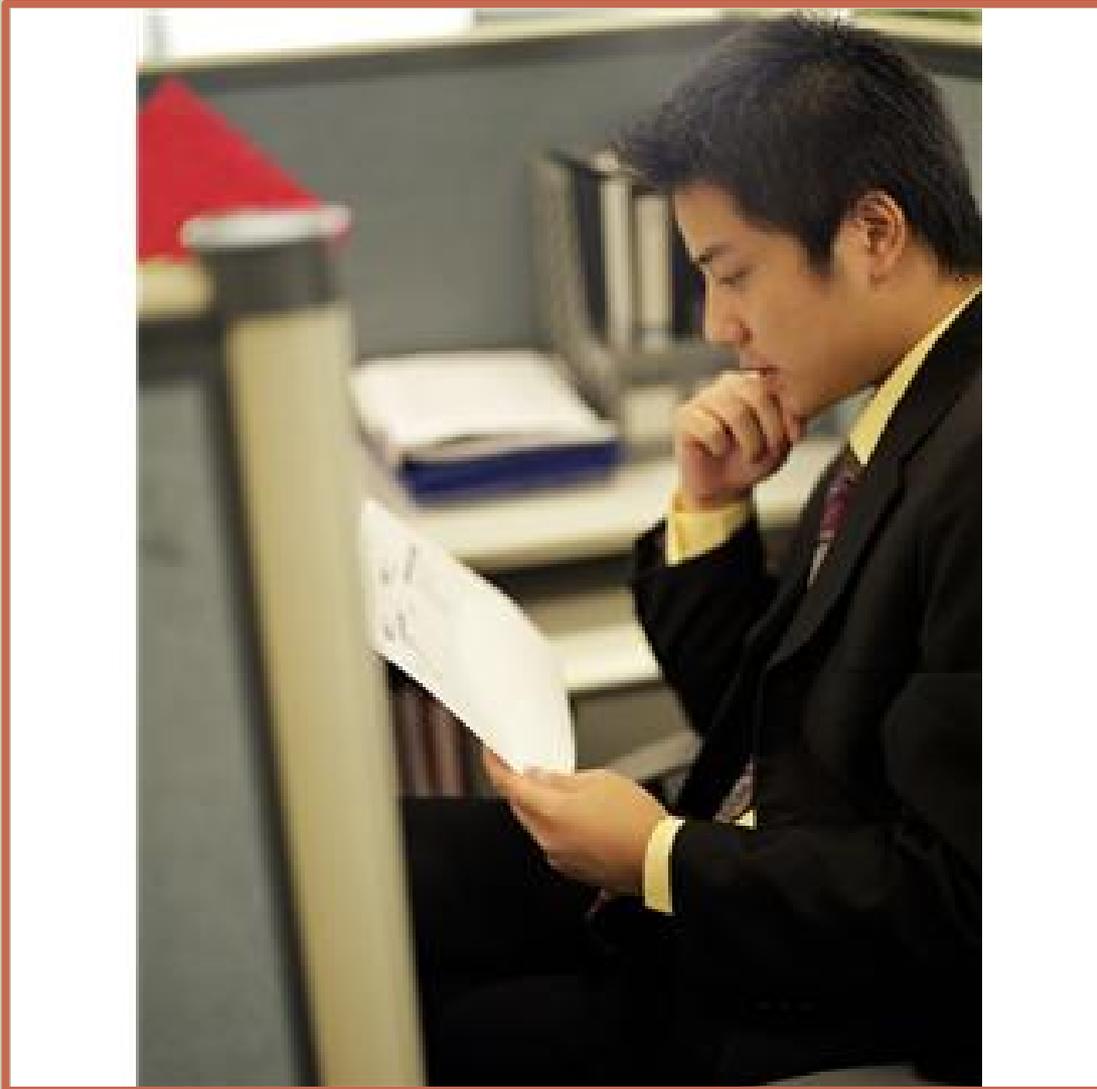
WHAT ARE SOME STRATEGIES TO GAIN BUY-IN?

- Integrate fidelity monitoring into everyday processes.
 - Helps identify lapses in a timely manner
 - Makes staff feel less burdened and more in control

WHAT ARE SOME STRATEGIES TO GAIN BUY-IN?

- **Develop simple tools or make adaptations to preexisting tools to make them more user-friendly.**
 - Offer a variety of formats.
 - Use check boxes versus open fields.
 - Minimize duplicated information.

DEVELOPING YOUR INSTRUMENTS



CHAT

What are the elements that should be included in a fidelity monitoring log?

FIDELITY MONITORING TOOLS

- Track what you implemented during each session.
- Note participant reactions.
- Note planned and unplanned adaptations.
- Provide space for comments.
- Make tools user-friendly.

FIDELITY MONITORING TOOL EXAMPLES

FIDELITY MONITORING TOOL EXAMPLES



CHAT

What types of things should be tracked when making changes to a program?

THE VALUE OF AN ADAPTATION TRACKER

- A systematic and effective way of documenting and keeping track of adaptations
 - records changes made to fit unique cultural needs; and
 - documents innovative activities and materials.

EXAMPLE OF AN ADAPTATION TRACKER

SUMMARY

- Program fidelity and making appropriate adaptations is important.
- Adaptations range in acceptability.
- Buy-in for the use fidelity monitoring tools can be obtained.
- Develop fidelity monitoring logs and adaptation tracking tools with the user and context in mind.

QUESTIONS?

RESOURCES

- Family and Youth Services Bureau. Selecting an Evidence-Based Program That Fits Tip Sheet (2012).
<http://www.acf.hhs.gov/sites/default/files/fysb/prep-program-fit-ts.pdf>
- Family and Youth Services Bureau. Fidelity Monitoring Tip Sheet (2012).
<http://www.acf.hhs.gov/sites/default/files/fysb/prep-fidelity-monitoring-ts.pdf>
- Family and Youth Services Bureau. Making Adaptations Tip Sheet (2012).
<http://www.acf.hhs.gov/sites/default/files/fysb/prep-making-adaptations-ts.pdf>
- Program fidelity and adaptation: Meeting local needs without compromising program effectiveness (2007).
http://whatworks.uwex.edu/attachment/whatworks_04.pdf

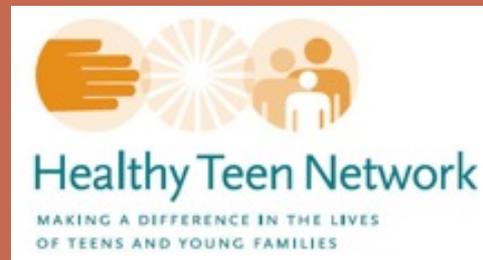
RESOURCES

- The RAND Corporation. Getting to Outcomes: Promoting Accountability Through Methods and Tools for Planning, Implementation, and Evaluation (2004).
http://www.rand.org/content/dam/rand/pubs/technical_reports/2004/RAND_TR101.pdf
- Child Trends. Seven Activities for Enhancing the Replicability of Evidence-Based Practices (2007).
www.childtrends.org/files/child_trends-2007_10_01_RB_Replicability.pdf

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Thank
You!