

Measuring Implementation of The Homebuilders Model

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A COLLABORATIVE APPROACH TO DEVELOPING A MEANINGFUL SUPPLEMENTAL FIDELITY SCALE FOR THE HOMEBUILDERS MODEL

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Workshop Purpose

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- To provide an overview of Fidelity Monitoring
- To describe the process of creating a fidelity monitoring instrument supplement that helps ensure core principles of the Homebuilders Model are consistently adhered to.
 - Why a supplement?
 - Advantages of a collaborative approach?



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What is Fidelity Monitoring?

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- Fidelity may be defined as the extent to which delivery of an intervention adheres to the protocol or program model originally developed.
- Logical outgrowth of the evidence-based practices movement. Opening the black-box is now an expected component of quality evaluation practice.
- Compares programmatic clinical intervention, as implemented, to the empirically tested model on which it is based.



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Why is Fidelity Monitoring Important?

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- Fidelity is related to successful outcomes (i.e., reductions in out of home placement, better parenting skills, higher functioning families, etc.).
- Poor fidelity can lead to no program impact or even iatrogenic effects.
- Fidelity cannot be assumed.

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Why is Fidelity Monitoring Important?

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Without documentation of a program's adherence to an intended model, there is no way to determine whether unsuccessful outcomes reflect a failure of the model or failure to implement the model as intended.



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3 Steps in Establishing Fidelity Criteria

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1. Identify Core Principles of the Homebuilders Model.
2. Measure Fidelity to Core Principles
3. Assess Reliability and Validity of Fidelity Criteria

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1. Identifying Core Principles Methods to Develop Fidelity Criteria

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- *Use of a Specific Program Model that has evidence of positive outcomes
- Literature Review
- Panel of Experts
- Quantitative Methods
 - Survey
- Qualitative Methods
 - Interviews
 - Focus Groups

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Define & Establish Measures

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- Focus Group with Program Staff & PI-
- Develop operational definitions for each core principle.
- Determine objective and measurable scales to rate the level to which each core principle has been implemented.
- Pilot Test

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Homebuilders Core Principles Aligned With Staff's Understanding Of The Model

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- Safety
- Family Driven Service Plan
- Consideration For Stages Of Change
- Development Of Personal Meaning
- Skill Development
- Advocacy
- Address Substance Abuse
- After Care And Recovery
- Strength-based Focus

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Operationalize Each Core Principle in Program Language/ Context (*Examples*)

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- **Safety Assessment:** to establish a safety plan with every family and review plan at least weekly.
- **Family Driven Service Plan:** to support families in making decisions concerning their own goals, services and resource needed to achieve /maintain permanency.
- **Address Substance Abuse:** to appropriately refer, to implement specific intervention strategies to address SA (i.e., Situational Confidence Questionnaire, Pick a Part of Your Day, Behavior-to-Change Exercise, Identifying Triggers, etc.)

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2. Measure Fidelity to Each Core Principle

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- Establish 5-Point Scale
- 1= Almost Never (0-24%)
- 2= Rarely (25-44%)
- 3= Sometimes (45-60%)
- 4= Frequently (70-80%)
- 5= Almost Always (90%+)
- *45- Model fully implemented
- 40- Model mostly implemented
- 35- Model satisfactorily implemented
- 34 or below- Model unsatisfactorily implemented

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3. Assess Reliability Homebuilders As Designed Crosswalk With Supplement

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- **Structure**
 - 90% of families referred have a child at imminent risk of placement
 - 100% of language used by in-home specialist is value neutral
 - Referrals are made and accepted 24 hours a day, 7-days a week
 - 75% of families receive their first face-to-face within 24 hours of referral
 - 95% of sessions occur in family's home
 - In-home specialist works with 2 families at a time
 - 95% of families meet with the in-home specialist 3 times per week
 - 85% of families receive at least 40 hours of face-to-face per week
 - 95% of all interventions close by the end of 6 weeks
 - At least 70% of children referred avoid out of home placement 6 months following closure
 - At least 80% of families show progress on goal attainment
- **Process**
 - Promoting Safety
 - Individually Tailored Services
 - Engagement and Motivation Enhancement
 - Comprehensive Assessment
 - Goal Setting and Service Planning
 - Cognitive and Behavioral Approach
 - Teaching and Skill Development
 - Provision of Concrete Services
 - Collaboration and Advocacy
 - Transition and Service Closure

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Homebuilders Fidelity Monitoring Supplement Process

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Use data to create a feedback loop to staff during supervision (e.g., **formal** process of professional support and **learning** which enables individual practitioners to develop knowledge and **competence**, assume **responsibility** for their own practice and **enhance service delivery** in complex ... situations).

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Group Exercise

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- Break into groups of 4-to-5.
- Use Case Study or Personal EBP to establish fidelity criteria
- Establish measures (identify potential issues)
- Assessing reliability & validity (identify potential issues)
- Report Out



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