Developing Fidelity and Training Protocol to Decrease Model Drift

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Audience Experience

- What EBP’s are represented in the Room?
What is Fidelity?

- Sharon Mihalic, Director of Blueprints:
  - Center for Substance Abuse Prevention: 5 components to fidelity
    1. Adherence- being delivered as originally designed
    2. Exposure- number of sessions, length of tx, etc
    3. Quality- competence, skill, enthusiasm, etc
    4. Participant Responsiveness- engagement/retention
    5. Program differentiation- unique features between programs
Why do we care?

- Reduction in hospital days for severely mentally ill clients (Latimer, 1999),
- Reduced recidivism (Lipsey, 1999), (Sexton & Turner, 2011)
- Cost effectiveness of treatment (Barnoski, 2004)
- Reduced out of home placement (Glisson, et al., 2010) and
- Reduction in behaviors that contribute to school violence (Dubois, Holloway, Valentine, & Cooper, 2002; Wilson & Lipsey, 2000).
- Even recent studies on programs with extensive training structure (e.g. MST) show that Fidelity is related to Client Outcome (Lofholm, Eichas, & Sundell, 2014).
What do we do about it?

- “Guidelines” alone don’t work (e.g. Currin, et al., 2007)
- System support is a MUST (e.g. Fagan & Mihalic, 2003; Killackey & Waghorn, 2008; King, et al., 2012; Salloum, Sulkowski, Sirrine, & Storch, 2009)
- Ongoing training and technical assistance (Mihalic & Irwin, 2003)
- California Health Kids Resource Center: need guidelines and checklists to insure fidelity. Use peer reviewed research to develop.
Measuring Adherence

- Determine the adherence requirements for your EBP (these are often given in the manual)
- Determine means for measuring (e.g. EHR?)
- Developing a tool and designating a resource toward measurement
- How do we use this information? Some research says that supportive feedback is more effective than punitive feedback (e.g. Hysong, Best, & Pugh, 2006)
What are the adherence requirements for the EBP’s represented in this room?
• How is Adherence currently measured? What tools are already in place?
In what ways does your system (or any system) support or hinder implementation?
Measuring Fidelity

- Defining Fidelity is the first step (e.g. Fagan, et al., 2011)
- Adherence is easier, but competence is much more difficult (Hogue, et al., 2008)

- Reduced complexity and increased flexibility yields higher fidelity (Mihalic, Fagan, and Argamaso, 2008)

- Computer-assisted qualitative data analysis software (CAQDAS) and audio recording. Great? Yes! Practical? Not so much... (Fassler & Naleppa, 2011)

- Session recording or live supervision are the best modes for assessing fidelity
How is FIDELITY defined and measured in your EBP?
Ways to measure fidelity:
What About Training?!

- Role as the “Champion” of your EBP
- Creating “Boosters” from manuals and guidelines
  - There is no specific research on how often, just data saying that ongoing is needed, find a happy medium
  - FFT does all levels
- Data Driven
- Outline Adherence
  - Brainstorm ways to increase
- Build Competence
  - Roleplay, Vignettes,
• What are some example or ideas of training in your agency?
Sample Tools

- MCM Chart Checklist
- MCM Fidelity Check 1
- MCM Fidelity Check 2
- Thank you to Felton Institute for these examples from their Motivation Care Management program.
- http://www.feltoninstitute.org/
We’re Done! Questions?
You Survived!!!

As you can clearly see in slide 397...

GAAAAAH!

"PowerPoint" poisoning.

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References

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