CAPACITY BUILDING STRATEGIES TO ASSESS FIDELITY OF PROGRAM IMPLEMENTATION IN YOUTH DEVELOPMENT GRANT FUNDED PROGRAMS
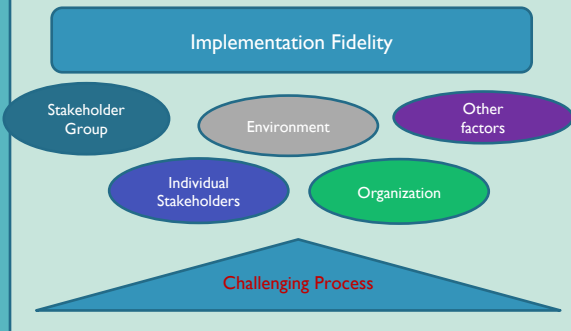
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Context

Lack of implementation fidelity might result in a practice or program being less effective, less efficient, or producing less predictable responses.

When programs implemented with fidelity are compared to programs not implemented with fidelity, the difference in effectiveness is profound. Those implemented with fidelity yield average effect sizes that are two to three times higher.
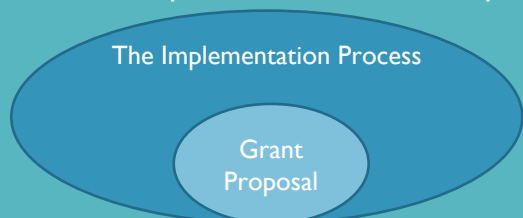
Measuring the Implementation Process

Implementation Fidelity

- Stakeholder Group
- Environment
- Other factors
- Individual Stakeholders
- Organization

Challenging Process

Factors Associated with High Implementation Fidelity

- Program Characteristics
- Organizational Characteristics
- Stakeholder Characteristics
- Training

Accountability
Funding
Results
Marketing
Sustainability

Grant Proposal - Manual on Fidelity!!!

The Implementation Process

Grant Proposal

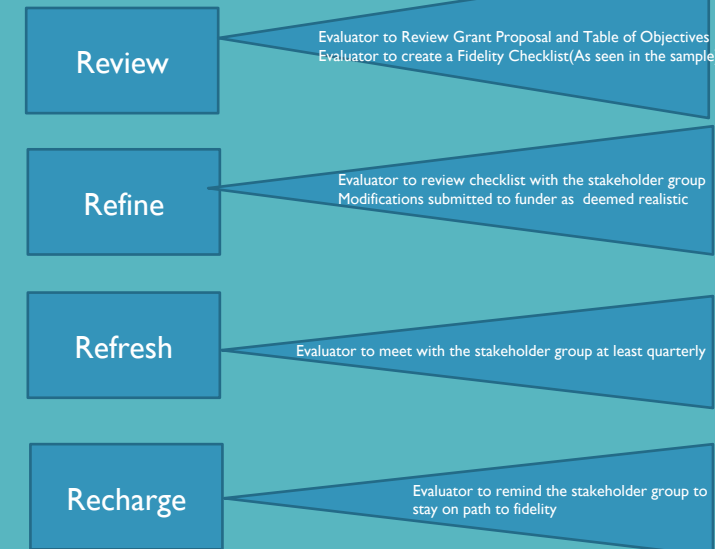| Grant Component	Responsible Partner	Activities Proposed in Grant Proposal	Implementation Status 2019-2020
Target Enrollment	ALL PARTNERS	250 students in grades K-5 to accrue 30+ hours	
Hours of Operation	ALL PARTNERS	At least 10 hours of out-of-school time per week	
Youth Development	LEAP Counseling in Schools	Arts-based activities 2 days/wk for 30 wks	
		Sports, fitness and wellness activities 2 days/wk for 30 wks	
		Leadership or other socio-emotional enrichment activities 2 hours/wk for 30 wks	
Academic Support	School Staff (Per Session)	ELA and Math enrichment 3 days/wk for 30 wks	
Expanded Learning Time (Day School)	LEAP Counseling in Schools	Social emotional ELT activities proposed in the grant	
Family Literacy & Engagement	Breaking the Cycle	5 Family Literacy Workshops	
	ALL PARTNERS	At least 34 parents per school will attend celebrations of pupil achievements	
	ALL PARTNERS	Literacy and engagement services offered to 50 family members	
Professional Development	Counseling in Schools Breaking the Cycle	4 professional development workshops	
Community Engagement	ALL PARTNERS	Establishment of 21st CCLC Advisory Board	
		4 annual Advisory Board meetings	
		2 annual QSA meetings	
		25% of target students (n=63) participate in 1 community service-learning activity.	

Evaluator Roles and Expectations

- Interpreter of grant stipulations
- Coach on fidelity
- Buy-In Stimulator
- Monitor of adherence and progress
- Stakeholder liaison

Participatory Evaluation Framework!!!!

Methodology

4R – Method of Fidelity Assessment

Review — Evaluator to Review Grant Proposal and Table of Objectives. Evaluator to create a Fidelity Checklist(As seen in the sample)

Refine — Evaluator to review checklist with the stakeholder group. Modifications submitted to funder as deemed realistic

Refresh — Evaluator to meet with the stakeholder group at least quarterly

Recharge — Evaluator to remind the stakeholder group to stay on path to fidelity

Implications for Practice

- Stakeholder and team-based engagement
- Managing expectations
- Initial & Ongoing Support for successful implementation
- Readiness for change
- Change management
- Refunding
- Marketing
- Organizational growth