

Wraparound Program Fidelity Tool Training

Revised 12-4-2010

Time	Activity	Who
8:30	1. Start the meeting	W / C
8:45	2. Re-cap a perspective of what we learned from the last discussion about the difficulties with the last pilot draft and the 5 possible purposes people discussed.	W/C
9:00	3. Introduce the dot-perspective format and point to some of the advantages.	L
9:15	4. Role model use of the tool.	L / C / 2 more
9:35	5. Discuss for a limited time	W / C
9:45	6. Ask each table to try it.	
10:10	7. Engage in group discussion about whether it will work, and if so, refine the procedures, as necessary.	W/C/ P
10:30	8. Get agreements.	
10:45	9. Next topic	

Notes:

#2. POINTS TO COVER: RECAP WHAT WE LEARNED AT LAST MEETING.

Difficulties with the pilot tool:

- There was no consistent procedure for implementing the tool;
- Facilitators were unsure about how to correctly check elements when the team did not have consensus about the status;
- Some groups found the tool to be a helpful reminder for team members to discuss the status of each element;
- The tool did not render a clear understanding of the number elements that teams had in place each quarter;
- Some found that the way the elements were worded separated “team” from “family” (e.g., *“As a team we hear and understand the family story”* versus *“The family tells their story and other team members understand it”*).

Possible purposes for the Wraparound Fidelity Tool:

1. A regular **reminder** for the team members **to discuss** the status of each element;
2. A way to **educate all team members** about the Wraparound model through discussion of each step;
3. An **check on fidelity** for supervisors, the funder, and the Wrap consultant (Pat Miles);
4. A way to document the number of teams with elements in place during each quarter for the purpose of **program oversight and program discussion**;
5. A **research tool** to potentially examine connections between fidelity measures and outcome measures.

3: POINTS TO COVER: INTRODUCE DOT PERSPECTIVES

Introducing the Dot-Perspective Format

First 5 Evaluation staff has proposed a new format for this fidelity tool, which potentially serves the first four purposes listed above. This method takes a snapshot of the team members' perceptions at a moment in time through the use of dots rather than a facilitator's recorded "score" for each element of the Wrap process.

This method is not "dot voting" or "prioritizing". It is the use of dots to reflect group perspective by displaying the opinions of each member. The use of dots has been found in many projects to be more enjoyable and far less threatening than the use of written formats.

Pros	Cons
Enables each team member to express a complex opinion about the team's strengths.	Requires engaging facilitation to ensure each member is comfortable revealing his or her perspective through the dots.
Records team member perspective in a format that can be saved for later comparison by the team.	Requires part of a meeting each quarter.
The results are intuitively understandable to all members and need no further behind the scenes analysis in order to be useful to the team.	Requires having supplies on hand for that meeting – the paper tool and the dots.
Serves as a launching pad for team discussion of their practice of the Wrap process.	Members may be uncomfortable with reporting the results to non-team members, such as F5.
The results can be recorded in an electronic format (such as Excel) for use by Wrap staff, supervisors, and F5 to engage in discussion about the Wrap process and various experiences with it.	Requires data entry, analysis and reporting by some entity.

4 POINTS TO COVER: ROLE MODEL

Facilitator does not spend much time on reviewing the elements; she/he only briefly reminds the group of them. She does not try to sway the group to her opinion of whether they have done each element.

The facilitator spends a little more time on steps in Phases they are currently working on, and less on those previously done and those in the future.

The facilitator reminds people they can place dots anywhere – all in one spot or spread out, and can put them on past, current, and future phases.

After dots are placed, the facilitator steps away from the chart, and guides a group look at the results, pointing out where there are many and few dots, and inviting members to point out things, as well. The facilitator then gets agreement what, if anything, the group will use from the reflection going forward.

She folds the chart for later use.

#5 POINTS TO COVER: PRELIMINARY DISCUSSION

Until the groups have tried this, try to limit discussion to clarifying questions about what they saw, not specific points about procedures for implementing it overall.

#6: POINTS TO COVER: GROUP ACTIVITY

We can go from table to table to encourage, but not critique.