Adding to the Evaluator's Toolkit: An Instrument for Assessing Implementation Fidelity

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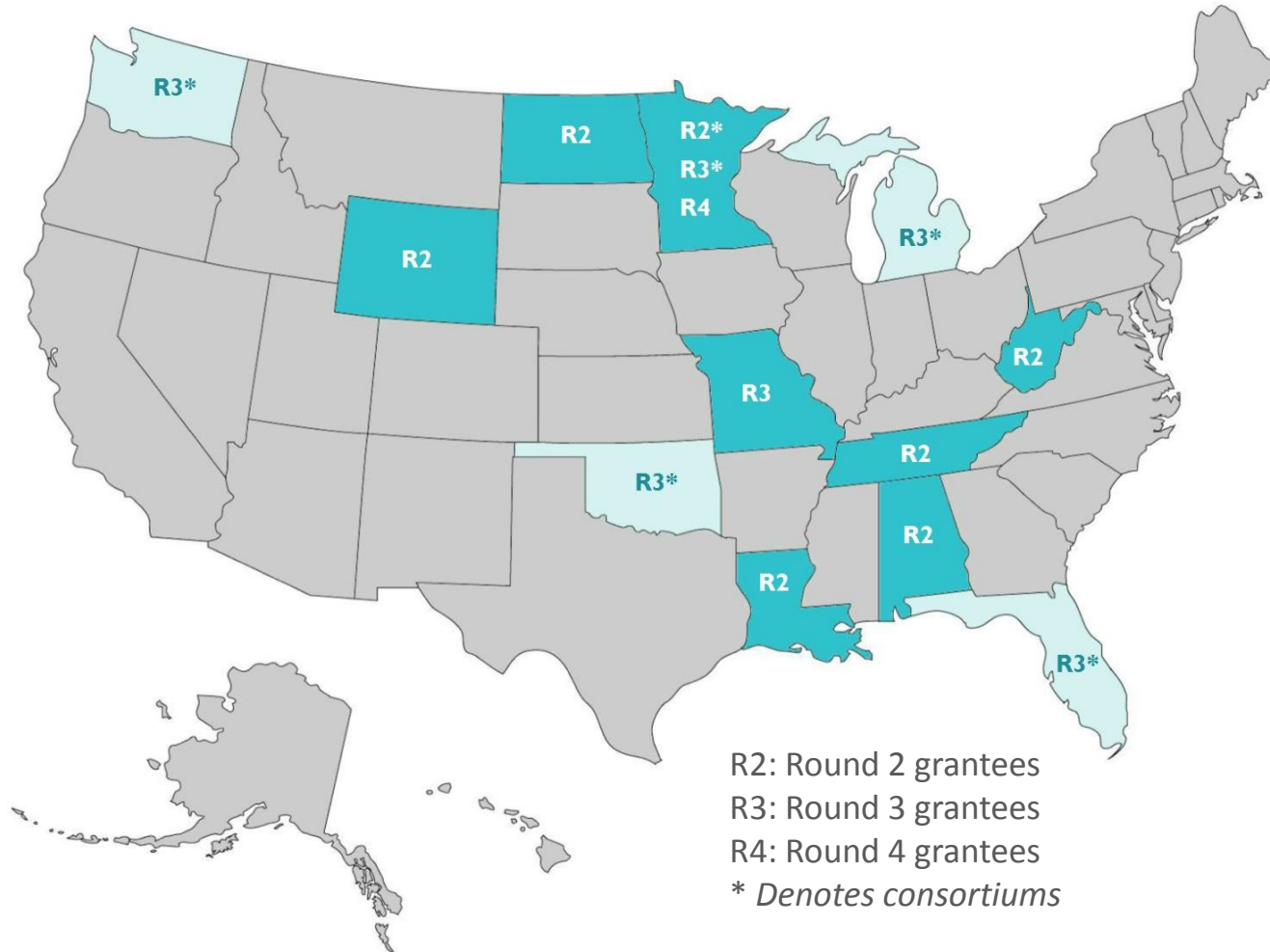
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TAACCCT Overview

- What is TAACCCT?

http://www.doleta.gov/taaccct/

- What is the purpose and goal?
- Who is eligible to apply?

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McREL's TAACCCT Projects

R2: Round 2 grantees
R3: Round 3 grantees
R4: Round 4 grantees
Denotes consortiums

Theoretical Framework

- Four aspects of fidelity implementation (Century, Rudnick, & Freeman, 2010):
  - Adherence
  - Dosage
  - Quality
  - Participant Responsiveness

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Adherence

- **Definition:** Adherence refers to the extent to which the critical components of an intended program are present when the program is enacted.

- **Data Source:** Project records

PROGRAM OF STUDY or OTHER ACTIVITY:						
		Implementer(s)	Costs		Time	
Activity #1			Strategy Total: Equipment: Year 1: Year 2: Year 3: Year 4:	$ $ $ $ $ $	Start Date: End Date: Milestones:	
Deliverable #1			Strategy Total: Equipment: Year 1: Year 2: Year 3: Year 4:	$ $ $ $ $ $	Start Date: End Date: Milestones:	

Adherence Table Template

Activities	Indicators	LOI	Implementation Timeline		Implementation Evidence		Modification (if applicable)		
			Planned (MM/YR)	Actual for full implementation (MM/YR)	Evidence summary	Evidence source	Alignment (Y/N)	Reason (Why)	Description (What)
Strategy 1	Indicator 1.1								
	Indicator 1.2								
Strategy 2	Indicator 2.1								
	Indicator 2.2								
	Indicator 2.3								
Strategy 3	Indicator 3.1								
	Indicator 3.2								
Total Adherence Score									

LOI = Level of implementation; 0 = *currently under development and has not yet been implemented*; 1 = *low level of implementation*; 2 = *moderate level of implementation*; 3 = *high level of implementation*; 4 = *full implementation*

Snapshot of Implementation Progress Over Time

Strategies	% Toward Full Implementation				% Increase from		
	T1	T2	T3	T4	T1 to T2	T2 to T3	T3 to T4
Strategy 1	35.0%	65.0%	65.0%	65.0%	30.0%	0.0%	0.0%
Strategy 2	50.0%	75.0%	75.0%	100.0%	25.0%	0.0%	25.0%
Strategy 3	54.2%	66.7%	66.7%	50.0%	12.5%	0.0%	-16.7%
Strategy 4	37.5%	75.0%	75.0%	75.0%	37.5%	0.0%	0.0%
Strategy 5	62.5%	81.3%	100.0%	100.0%	18.8%	18.7%	0.0%
Strategy 6	37.5%	62.5%	62.5%	75.0%	25.0%	0.0%	12.5%
Total Adherence Percentile	**49.1%**	**72.3%**	**77.7%**	**77.7%**	**23.2%**	**5.4%**	**0.0%**

Dosage

- **Definition:** Dosage measures the specific elements of exposure (e.g., time spent in the sessions and the frequency of the sessions) to each group of stakeholders.

- **Data Source:** Project records

Quality

- **Definition:** Quality measures the qualitative aspects of program delivery that are not directly related to the implementation of prescribed content, such as leader preparedness, global estimates of session effectiveness, and leaders' and project staff members' attitudes toward the program (Dane & Schneider, 1998).

- **Data Source:** Partner surveys and participant exit surveys

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Quality Index Template

Strategies	Quality Indicators	Data Source	Percentages of Positive Ratings		
			T1	T2	T3
Strategy 1	Indicator 1.1				
	Indicator 1.2				
Strategy 2	Indicator 2.1				
	Indicator 2.2				
	Indicator 2.3				
Strategy 3	Indicator 3.1				
	Indicator 3.2				

All survey items are rated on a 5-point scale; a higher score indicates better outcomes. The percentages shown in the table are the sum of the percentages of the two highest scores (i.e., 4 and 5).
Example items:
- The project offers programs that support local workforce development. (Partner Survey)
  (1 = *strongly disagree*, 5 = *strongly agree*)
- Overall, how would you rate the quality of your training program? (Participant Exit Survey)
  (1 = *very poor*, 5 = *excellent*)

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Snapshot of Quality Progress Over Time

Indicators	T1	T2	T3
Strategy 1	7.00	8.20	8.00
Strategy 2	8.00	10.00	8.50
Strategy 3	7.38	8.88	8.88
Strategy 4	5.50	6.67	6.67
Strategy 5	6.25	6.00	7.00
Strategy 6	5.00	3.00	4.50

Participant Responsiveness

- **Definition:** Participant responsiveness is a measure of the responses from participants in regard to program activities, which may include indicators such as students' level of participation, enthusiasm, and satisfaction.

- **Data Source:** Partner surveys and participant exit surveys

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Participant Responsiveness Index Template

Strategies	Participant Responsiveness Indicators	Data Source	Percentages of Positive Ratings		
			T1	T2	T3
Strategy 1	Indicator 1.1				
	Indicator 1.2				
Strategy 2	Indicator 2.1				
	Indicator 2.2				
	Indicator 2.3				
Strategy 3	Indicator 3.1				
	Indicator 3.2				

All survey items are rated on a 5-point scale; a higher score indicates better outcomes. The percentages shown in the table are the sum of the percentages of the two highest scores (i.e., 4 and 5).
Example items:
- Overall, how satisfied are you with the project staff's efforts to engage you in the project. (Partner Survey)
  (1 = *very dissatisfied*, 5 = *very satisfied*)
- Overall, how satisfied are you with your training program? (Participant Exit Survey)
  (1 = *very dissatisfied*, 5 = *very satisfied*)

Snapshot of Participant Responsiveness Progress Over Time

Indicators	T1	T2	T3
Strategy 1	6.00	8.20	8.00
Strategy 2	7.00	9.00	8.50
Strategy 3	7.38	8.83	8.86
Strategy 4	6.50	6.67	6.89
Strategy 5	5.25	6.00	9.00
Strategy 6	7.00	7.00	8.50

Summary

- To fully understand how a program is operated to support project outcomes (impact), it is important to assess both structural (*adherence* and *dosage*) and procedural (*quality* and *participant responsiveness*) aspects of implementation.

- Fidelity assessment not only can provide timely data to inform a project's progress, but can also be used as a monitoring tool to show a project's strengths and weaknesses.

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Recommendations

- Establish a clear, concise, and common understanding and expectations with project staff during the early stages of the project's implementation.

- Collaborate with the project director and key implementers in the process of developing the fidelity tools.

- Collaborate with project staff to develop forms and templates for collecting project records that are essential for the fidelity assessment.

- Get staff buy-in!!

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Questions

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