Fidelity Verification Process for
PATHS ® (Promoting Alternative THinking Strategies)

One of the requirements of evidence-based grant funding through PCCD will be for your program's developer or their designee to conduct a Fidelity Verification Review of your site/agency, indicating whether or not the program is being implemented with sufficient quality and fidelity, and per your grant proposal.

The Fidelity Verification Review Process is an integral part of promoting model adherence, quality implementation, sustainability, and demonstrating program outcomes and impact. It also gives the developer or designee a means to provide necessary feedback should there be any notable areas of improvement needed.

The Fidelity Verification process is completed during Quarter 1, Year 2 of the grant period. Therefore, costs related to this process should be budgeted to occur during year 2. This process is conducted in consultation with the program developer and the developer determines costs associated with this process. The program developer will need to complete pages 2, 3 and 4 of this document and send it to the program provider. The program provider is then responsible to submit it to PCCD as well as the EPISCenter Implementation Specialist.

Questions can be directed to the EPISCenter Implementation Specialist Team: 814-863-2568 or episcenter@psu.edu

Program: (EPISCenter IS fills this top portion in for developer/designee)
Grant#:
Organization:
Contact:
Phone:
Email:

<u>Program Developer's Fidelity Verification Rating and Checklist</u>

In considering your overall assessment of the implementation, please rate the program by choosing one of the following:

_____ **Excellent implementation (1).** This site is implementing with an excellent level of fidelity and exceeds expectations in multiple areas. The program adheres to the developer's model and this site can serve as a model site to others implementing this program. The program is achieving all required deliverables and it is expected that positive future outcomes will result from this implementation. (This rating is reserved for the truly exceptional and exemplar program implementations).

_____ **Strong/Sufficient implementation (2).** The site is implementing with sufficient level of fidelity. The program is being implemented as designed, with no significant concerns or minimal recommendations for improvement. The program is achieving the expected outcomes and should continue to do so, if it continues implementing at the current level. At this time, the areas identified as needing improvement are limited and as to be expected for the length of implementation time. The program can reasonably expect positive future outcomes with current level of implementation

_____ **Improvement needed in implementation (3).** The site needs to make significant changes and improvements to the current implementation. Currently, the program is not being implemented with the level of fidelity that is expected by the developer. If corrective action is taken in a timely manner to bring program implementation into compliance, it is reasonable to think that this implementation can still achieve the desired outcomes. (For programs in this category, it is PCCD's intention to work with the developer and grantee to articulate a plan of corrective action and timetable to bring the program into compliance with the developer's requirements).

_____ **Serious implementation concerns (4).** There are serious concerns regarding implementation. The site is not implementing with fidelity and has not adhered to the program model as designed by the developer. The developer does not believe these concerns can be corrected in a reasonable amount of time, thus it is unlikely this site can make the necessary corrections prior to the conclusion of the funding cycle. It is recommended that the site continue to work closely with the EPISCenter to develop a corrective action plan and work closely with the EPISCenter staff to improve the quality of implementation to a mutually acceptable level in order to achieve the desired positive outcomes.

Fidelity Verification Checklist:

By using the Fidelity Verification Checklist below, mark whether the site is implementing with sufficiency, if it needs improvement or if the item is not applicable to the site. For items that are marked as "needs improvement", please provide recommendations for the site in the "Fidelity Improvement" section below the graph.

	Sufficient	Needs Improvement	N/A
1. Recruitment/Population Served/Target Numbers ▪ Program has a clear process and effective strategies for recruiting participants. ▪ Clients are appropriately matched to the model's target population. ▪ Caseloads/group sizes are consistent with the model.			
2. Training/Staff and Oversight ▪ Staff have received the necessary training in the model, by an approved trainer and in a timely manner. ▪ Staff have received the recommended level of supervision. ▪ Staff have the required qualifications to implement the program.			
3. Duration and Dosage ▪ Program is being delivered with the correct intensity (frequency) for the model. ▪ Program is retaining participants for the required level of fidelity. ▪ Program is being delivered with the desired duration (length of program) for the model.			
4. Clinical Fidelity ▪ The model is being delivered to youth and/or families with fidelity to the clinical model. This means that the guiding principles, phases of treatment, and/or strategies and techniques identified by the model are being utilized appropriately and competently.			
5. Fidelity Measurement ▪ Fidelity monitoring tools, if available, are being used regularly and consistently (e.g., at the frequency designated by the model). ▪ Other processes for monitoring fidelity (e.g., observation) are being followed.			
6. Program/Model Adherence ▪ The site is following required practices for the program, such as those related to staffing, training, caseloads, assessment and documentation, dosage and duration, etc. ▪ Program is being implemented according to the model with minimal adaptations.			
7. Outcomes Measurement ▪ The site is utilizing outcome measurement tools for performance measures and for evaluating the program. ▪ The targeted outcomes map onto the developer's model.			

Fidelity Improvement (Developer/Designee Recommendations):

Please use this space to provide any recommendations for practices or implementation deliverables that need/require improvement.

Additional Strengths noted by Developer/Designee:

Please use this space to provide additional strengths noted on the practices or implementation deliverables that you would like to highlight from the overall site evaluation.

_____   _____

(Signature of Developer/Designee)   *(Date)*