

Training and Evaluation Grantees' Process and Fidelity Measurement Tools and Methodology

Process and Fidelity Measurements Used by SAMHSA's CMHS Training and Evaluation Grantees - 2005 (Implementation of Evidence-Based Practices by State Mental Health Agencies)						
State	EBP	Instrument	Additions and Subtractions Made to Instrument	Frequency	Method	Measures
IN	IMR	Mental Health Provider Baseline Characteristics	Abbreviated	Once	Completed by one evaluator and one trainer on day long visit. Interview staff and consumers, review records, observe a team meeting (if possible) and observe IMR sessions (if possible)	Characteristics and services of provider agency
		IMR Fidelity Scale		Every 6 months		Fidelity to model
		GOI		Every 6 months		Fidelity to model
IL	IDDT	Organizational Readiness for Change -- program staff		Once at baseline	Self-administered by SA program staff	Readiness to change based on program staff's assessment of clinical and training needs and organizational culture
		Organizational Readiness for Change -- program directors		Once at baseline	Self-administered by SA program directors	Readiness to change based on the program director's assessment of clinical and training needs and organizational culture
		Mental Health Provider Baseline Characteristics		Once at baseline	Self-administered by MH program staff	Characteristics of the provider's organization: context, culture and operations
		IDDT fidelity scales		Every 6 months	Staff interviews, observation, chart review by MISA and DMH evaluators	Fidelity to Model
		Motivational Interviewing Integrity Scale		Every 6 months	Review videotape completed by MISA and DMH evaluators	
		GOI		Every 6 months	Staff interviews, observation, chart review by MISA and DMH evaluators	Fidelity to Model
		CCAS (Cultural Competency Assessment Scale)		Every 6 months	Staff interviews, observation, chart review by MISA and DMH evaluators	Cultural Competence of provider agency
VT	IDDT	Site Visits		Once per year	One to two day visit that, at minimum, includes interviews with key implementation personnel, observations of team meetings, chart review, review of agency literature and website, site audits reports, training materials, COMPASS/CODECAT scores and QA/QI information.	Fidelity to model
		Staff interviews		Once per year	For several agencies, interviews with additional staff and with consumers. Observation of group sessions, if possible.	Fidelity to model
		Co Morbidity Program Audit and Self-Survey for Behavioral Health Services (COMPASS)		Baseline	Self - report	Assess the level of capability to support integrated treatment practices.
		Co-Occurring Disorders Educational Competency Assessment Tool (CODECAT)		Baseline	Self-report	Clinician assess level of competence to provide services following integrated treatment principles.
		CCISC Outcome Fidelity and Implementation Tool			Self-report	state assess level of capability to support IDDT across the state.
		IDDT fidelity scales			Completed as part of site visit and interviews	Fidelity to model
		GOI			Completed as part of site visit and interviews	Fidelity to model
	OH	SE	Baseline assessment of readiness & preparation to implement SE:		Once	
1. MH Provider Characteristics					Semi-structured interview completed by Agency CEO & Program Leader; administered by Implementation Monitor	General organizational characteristics of agency & SMI Program; prior implementation experiences; perceptions regarding the ease/difficulty of implementation

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			Paper & pencil version of the internet survey from the National EBP Project. Additional questions for providers included - e.g., rationale for selecting a second implementation resource kit.		Questionnaire administered before SE training; completed by staff who will attend training	Organizational characteristics - culture, cohesion, EBP emphasis, perceptions about implementation	
		2. Practitioner Survey					
		3. Program Leader Interview			Semi-structured interview administered by Implementation Monitor	Facilitators & barriers	
		4. SE Trainer/Consultant Interview			Semi-structured interview administered by Implementation Monitor	Facilitators & barriers	
		5. Supported Employment Fidelity Scale			Fidelity protocol completed jointly by Implementation Monitor, Trainer/Consultant, & SAMI CCOE Clinical Director. Ratings completed independently by reviewers then discussed to reach consensus scores.	Fidelity Score	
		6. General Organizational Index (GOI)			Fidelity protocol completed jointly by Implementation Monitor, Trainer/Consultant, & SAMI CCOE Clinical Director. Ratings completed independently by reviewers then discussed to reach consensus scores.	Fidelity Score	
		7. Agency Cultural Competence Interview			Semi-structured interview administered during fidelity visit	Cultural diversity of staff & consumers; definition of & policies regarding cultural competence; standardized organizational assessment; diversity training, modifications & adaptations in service delivery, etc.	
		Assessment of the implementation process:					
		1. Supported Employment Fidelity Scale		Every 6 months until grant is completed	Fidelity protocol completed jointly by Implementation Monitor, Trainer/Consultant, & SAMI CCOE Clinical Director. Ratings completed independently by reviewers then discussed to reach consensus scores.	Fidelity Score	
		2. General Organizational Index (GOI)		Every 6 months until grant is completed	Fidelity protocol completed jointly by Implementation Monitor, Trainer/Consultant, & SAMI CCOE Clinical Director. Ratings completed independently by reviewers then discussed to reach consensus scores.	Fidelity Score	
		3. Agency Cultural Competence Interview		Every 6 months until grant is completed	Semi-structured interview administered during fidelity visit	Cultural diversity of staff & consumers; agency's definition of & policies regarding cultural competence; standardized organizational assessment; diversity training, modifications & adaptations in service delivery, etc.	
		4. Program Leader Interview		Every 6 months until grant is completed	Semi-structured interview administered by Implementation Monitor. Administered after agency receives fidelity report	Facilitators & barriers	
		5. SE Trainer/Consultant Interview		Every 6 months until grant is completed	Semi-structured interview administered by Implementation Monitor. Administered after agency receives fidelity report	Facilitators & barriers	
		6. Summaries of site visits & contacts		Monthly	Participant observation, key informant interviews, correspondence, telephone contacts completed by Implementation Monitor	Facilitators & barriers to implementation; stakeholder strategies	
		Assessment of the utility of the SE Implementation Resource Kit:					

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		1. Practitioner Survey	See above - Baseline instruments #2	Baseline, after SE training & at 12 months post training	Questionnaire administered before SE training; completed by staff who will attend training. Completed by staff who attend the training.	Effectiveness of the Implementation Resource Kit
		2. Summaries of site visits & contacts		Monthly	Participant observation, key informant interviews, correspondence, telephone contacts completed by Implementation Monitor	Strengths & limitations of the Implementation Resource Kit approach
CA	IDDT	Survey of Organizational Functioning for Staff in Social Agencies (and Program Director version)		Baseline completed early implementation and thereafter annually	Completed by program staff and administrators.	Effects of IDDT implementation on staff morale, organizational culture, readiness for change
		IDDT Staff Time and Skills Inventory.	Developed for Project	Every 6 months	Completed by program staff	Added time required and the efficiencies created by the implementation of the IDDT model -- both due to training, etc, and the model elements themselves
		Mason Cultural Competence Scale		Completed only once one year into program	Completed by individual staff	Individual staff attitudes and skills relevant to cultural competence
		Generic satisfaction form.	Can be modified to be specific to each training if Development Team prefers	Conducted after each training	Completed by staff who participated in training	Value of the training to the attending staff
		GOI		Every 6 months	Completed by evaluators and Program leader during a one day site visit.	Fidelity to model
		IDDT Fidelity Scale		Every 6 months	Completed by evaluators and Program leader during a one day site visit.	Fidelity to model
HI	IDDT	Satisfaction with IDDT Services				Consumer satisfaction with services
		Working Alliance IDDT Treatment				Consumer satisfaction with treatment team members
		Working Alliance Illness Management and Self-Directory Recovery				Consumer satisfaction with treatment team members
		Satisfaction with IMSR Services				
NY	FPE	Information and Consumer Admission Needs				Consumer demographics , functioning, and treatment requests
		FPE Fidelity Scale				Fidelity to model
		GOI				
		Mental Health Services Survey				Consumer satisfaction and assessment of services provided
		Cultural Competency Assessment Scale				Cultural Competency of provider agency
MD	ACT	NEBPP staff survey	Additional items about cultural competence of staff person, additional items re: anti-stigma training	Pre and post-training, 1 year follow-up	Self-administered	Knowledge and attitudes regarding EBPs & ACT, organizational culture, feedback on toolkit materials
		DACTS		Baseline and every 6 months	Trainer and monitor	Fidelity measure for ACT
		GOI		Baseline and every 6 months	Trainer and monitor	Organization characteristics, part of fidelity assessment
		NEBPP Baseline Mental Health Provider Characteristics Survey	Additional questions re: cultural competence activities at organization level	Baseline	Trainer and monitor	Administrative data, financial information, experience with EBPs and/or organizational change
		Site visits		Monthly	Observation	Qualitative data
		Interviews with Program Leaders and Trainers		Baseline and every 6 months	Open-ended interviews	Progress of intervention, train the trainer model implementation

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				Pre-"train the trainer" training, 3 months post-training, 1 year post-training	Focus group	Expectations and progress regarding train the trainer method of ACT dissemination
		Staff focus groups		Baseline, 3 months, then every 6 months	Group interview	State planning for ACT and EBPs, state level barriers and strategies, train the trainer training model
		SMHA interview				

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Report with recommendations is prepared by the Trainer/Consultant & given to the SE Program Leader. Report includes the consensus score for each item, rationale for the score & total score. Program Leader reviews/shares results with SE staff, agency administrators, steering committee (if established). Work plan is developed and implemented. Results of fidelity assessment are also reported to the agency board & local CMH/ ADAMH board. Results are NOT reported to ODMH. (The only ODMH person who sees the fidelity report is the State Evaluator/ Researcher for this project.)
See #5 above
See above - Baseline Instruments #5
See above - Baseline Instruments #6

