Implementing Implementation Fidelity

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In theory, there is no difference between theory and practice. In practice there is.

Session Outcomes

- Define Implementation Fidelity (IF)
- Articulate why Implementation Fidelity is important
- Outline the steps for implementing an Implementation Fidelity study
- Determine where to begin implementing Implementation Fidelity studies on your campus

What is Implementation Fidelity?

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Implementation Fidelity is the degree to which an intervention or program is delivered or implemented as intended.

Breitenstein, Gross, Garvey, Hill, Fogg, & Resnick, 2010; Carroll, Patterson, Wood, Booth, Rick, & Balain, 2007; Gerstner & Finney, 2013; O'Donnell, 2008.

Why is Implementation Fidelity Important?

"Only by understanding and measuring whether an intervention has been implemented with fidelity can researchers and practitioners gain a better understanding of how and why an intervention works, and the extent to which outcomes can be improved" (p. 1).

Carroll, et al., 2007.

Why is Implementation Fidelity Important?

- Informs the understanding of impact of intervention on intended outcomes.
  - *Why didn't we see the level of mastery we expected?*
  - *Why did students in some course sections perform better than others?*
- Lack of implementation fidelity can lead to faulty conclusions about program (initiative, curriculum) effectiveness.
- Lead to improved programs initiatives, interventions
- Lead to better use of resources (time, human, financial)

Breitenstein, et al., 2010; Carroll, et al, 2007.

Reasons for deviating from planned program

- Program/Curriculum "drift"

- Excluding or shortening program curriculum/ activities due to time constraints

- Shortening class meetings

- Cancelling class meeting due to illness or conference attendance

- Weather-related closures

- Substituting curriculum for extraneous or time-sensitive information

- Changing mode of delivery

- COVID-19

....Well, this didn't go as planned.

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Implementing IF Studies

Determine Learning Outcomes

Develop and Implement Assessment Strategies

Implementation Fidelity Study

Gather and Analyze Data

Use results to implement changes designed to improve

Gerstner & Finney, 2013.

Components of an IF Study

- Program Differentiation
  - What components or features of the program/curriculum facilitate the mastery of the outcome?

- Adherence
  - Was the curriculum/program delivered according to plan?

- Exposure
  - Was the program/ curriculum fully implemented?

- Quality
  - Was the curriculum/ program delivered competently?

- Responsiveness
  - Are students/participants actively engaged in the program?

Gerstner, & Finney, (2013).

How to ensure IF

- Self report
  - Addresses coherence
    - Checklist
    - Verbal report
    - Online submission
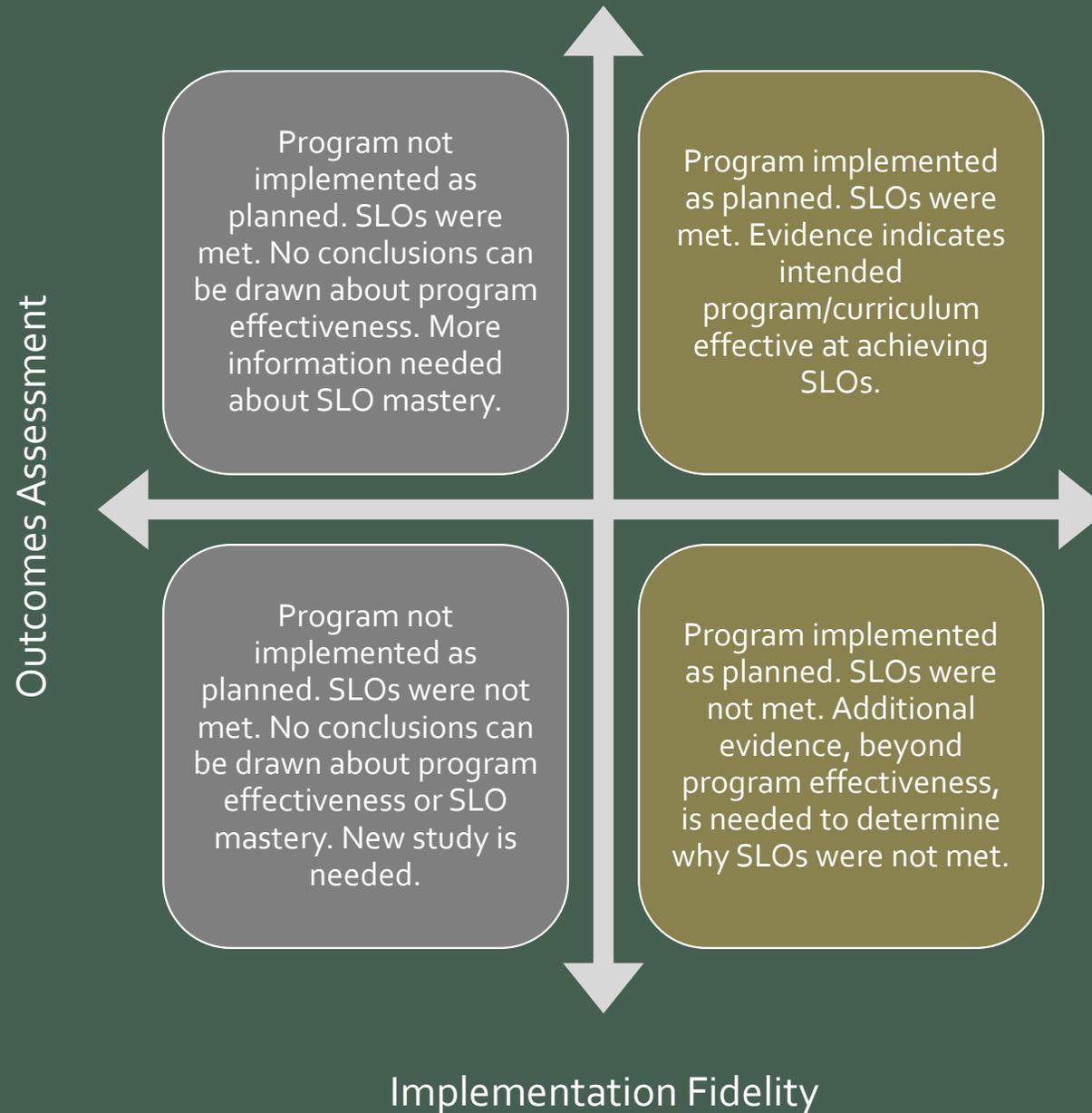 - Frequency depends on program

- ☑ Inexpensive
- ☑ Time efficient
- ☑ Beneficial to other instructors/facilitators
- ☒ Validity of self-report

- Observation
  - Addresses coherence
    - In person
    - Video or Audio recording
  - Frequency depends on program
  - Participant feedback

- ☑ More accurate report
- ☒ Time consuming
- ☒ Labor Intensive
- ☒ Validity of delivery under observation

Breitenstein, et al., 2010.

IF Checklist

Student Learning Outcome	Components	Features	Adherence (Y/N)	Exposure		Quality (1-3)	Responsiveness (1-3)
				Planned Time	Actual Time		

Working with faculty and staff to implement IF procedures

- Over coming the challenges
  - Lack of understanding of IF
  - Lack of resources to conduct IF
  - Lack of requirements to conduct IF
- Implement IF procedures in academic programs, student affairs, student support services (mentoring, coaching), even administrative units.
- Include IF in your meta assessment rubrics

Gerstner & Finney (2013)

Session Review

- Define Implementation Fidelity
- Articulate why Implementation Fidelity is important
- Outline the steps for implementing an Implementation Fidelity study
- Determine where to begin implementing Implementation Fidelity studies on your campus

References

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