Strategies for Building Fidelity in Community-Developed Programs

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> The overall goal of this project was to develop strategies that support, improve, and sustain best practice in local programs.

Building and maintaining infrastructure requires ensuring that interventions are implemented as intended, are sustainable, and that lessons learned can be applied to other projects.

Implementation Context

Across the United States communities have developed interventions specifically designed to meet local need. Though not developed through rigorous service testing, many established community programs and practices are built on sound intervention principles and have demonstrated their ability to successfully meet local need. Communities are faced with the challenge of incorporating evidence-based practices into established programs. It is critical that communities continue to support effective local interventions while maintaining their commitment to evidence-based best practice. This poster presents an implementation framework that incorporates a multi-level, multi-agency, community-wide context for program implementation.

Purpose of Study

Identify and describe core implementation components for Family and School Support Teams (FASST), a community-inspired and community-driven intervention that was developed in response to local needs and strengths.
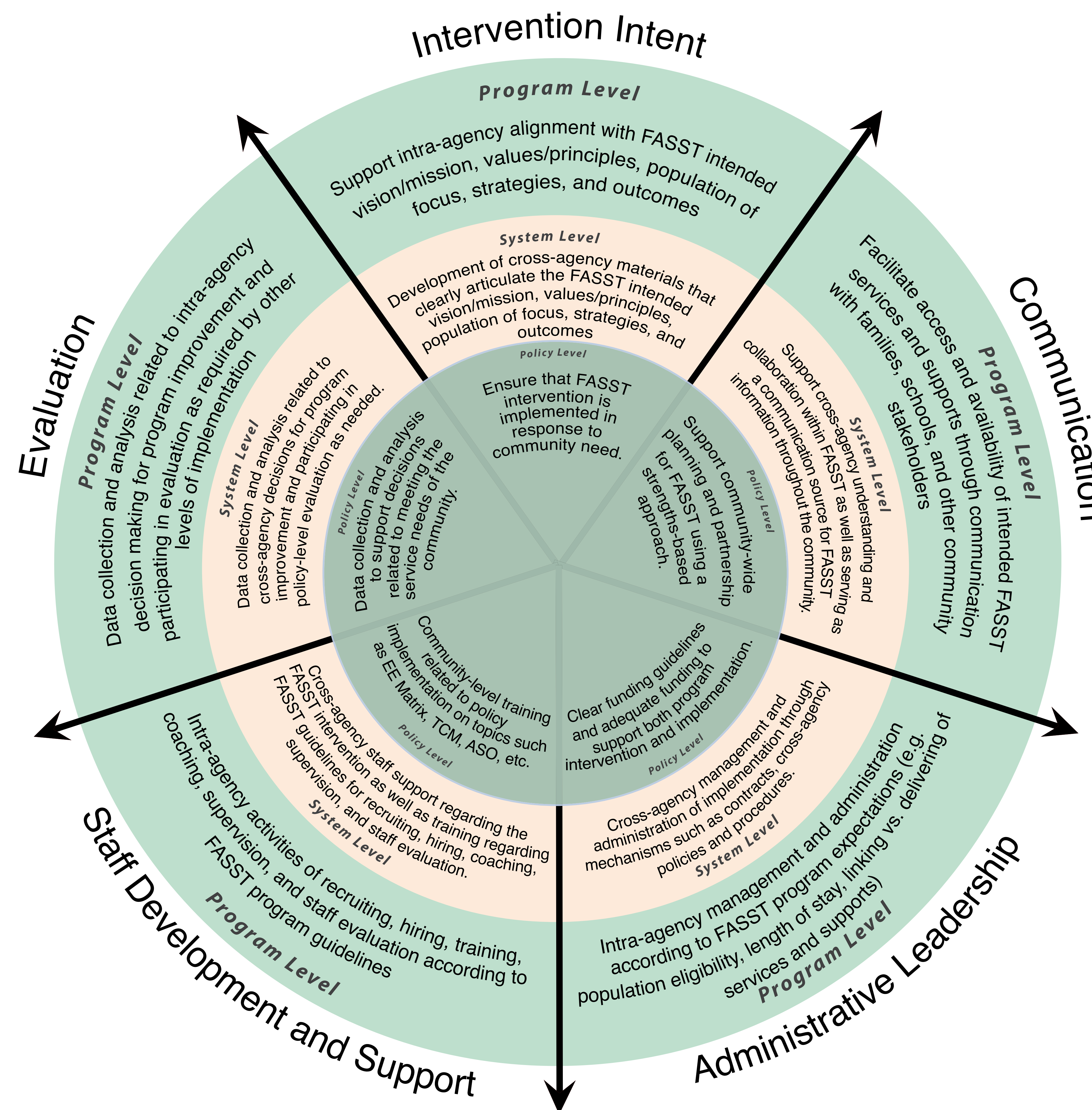
Methods

The qualitative research design used a team-based approach that incorporated the use of:

- **Multi-disciplinary team composition** to achieve diversity of perception and understanding in data collection and analysis;
- **Multiple data sources** to produce a comprehensive assessment (61 meeting observations, 68 interviews, 12 chart reviews, ongoing review of documents);
- **Data collection and analysis**, which are considered ongoing rather than discrete events, each process continuously informing the other;
- **Additional data collection** (e.g., observations, interviews, document reviews) as questions arise during the research process;
- **Purposive sampling** to access multiple perspectives; and
- **Repetition** of questions, discussions, and observations to seek information from multiple perspectives.

A Framework for Community-Driven Implementation

The integration of the five core implementation domains with the three key levels of implementation makes it possible to specify implementation responsibilities across the levels for each domain. This figure illustrates the relationship between the implementation domains and levels.

Implications for the Field

These research findings describe the organizational components and activities necessary to implement a community-developed program with fidelity, particularly when implementation occurs at multiple organizational levels and across a variety of community contexts.

Findings

FASST implementation is best understood using a framework that integrates key aspects of its multi-level, multi-agency, community-wide context. This includes (1) Implementation Values, (2) Implementation Levels, and (3) Core Implementation Domains

1. **Implementation values represent stakeholder ideals for FASST implementation**
   - Shared understanding of and commitment to the intervention
   - Fidelity and adaptability across contexts
   - Data-based program decisions
   - Quality assurance within and across provider agencies

2. **FASST implementation occurs at three organizational levels: Program; System; and Policy.**
   - The Program Level includes implementation efforts of the FASST Child and Family Teams and the provider agencies that administer the FASST program.
   - The System Level includes Children's Future Hillsborough (CFH) and Achieve Management, as well as the administrative leadership and oversight bodies that impact FASST implementation. This level also incorporates the collaborative efforts of the Hillsborough County Public Schools (HCPS).
   - The Policy Level is comprised of the Children's Board of Hillsborough County (CBHC) which provides funding as well as community-level directives and guidelines related to program implementation.

3. **Data suggest five core implementation domains across which implementation activities should be carried out:**
   - Intervention Intent Domain involves activities related to creating specificity and shared understanding around all components of the FASST theory of intervention (vision/mission, values and principles, population of focus, intervention strategies, and goals/outcomes) across all levels of FASST implementation.
   - Communication Domain involves activities related to communicating aspects of the FASST intervention across all levels of FASST implementation.
   - Administrative Leadership Domain involves activities related to the provision of administrative and funding support across all levels of FASST implementation.
   - Staff Development and Support Domain involves activities related to recruitment, hiring, training, coaching, supervision, and evaluation of staff across all levels of FASST implementation.
   - Evaluation Domain involves activities related to quality improvement and ensuring that FASST achieves intended outcomes across all levels of FASST implementation.

Child & Family Studies

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