

Implementing an evidence-based model with fidelity increases the likelihood that intended outcomes will be realized.¹ This document provides an overview of the two main sets of fidelity requirements for the HealthySteps model: (1) Infrastructure & Capacity Requirements for a practice to adopt HealthySteps and (2) Service Delivery Requirements to continue delivering the model. Achievement of these requirements is assessed through several data sources: an Implementation Plan completed by each new site during onboarding; Annual Site Reporting completed by sites each year; and administrative records maintained by the National Office.

HealthySteps Infrastructure and Capacity Fidelity Requirements

The HealthySteps Infrastructure and Capacity fidelity requirements are grounded in implementation science and reflect the policies and procedures recommended to effectively implement the HealthySteps model. The following figure provides examples of key implementation drivers to effectively install and sustain HealthySteps. Visit the [NIRN website](#) to learn more about implementation drivers.



Competency Drivers Examples

- Key staff participate in an initial multi-part training and multiple technical assistance calls with the National Office.
- HealthySteps Specialists hold at least a master's degree, with a Clinical License strongly recommended.
- HealthySteps Specialists receive reflective supervision at least 1x/month.
- Practices complete a Fidelity Self-Assessment.

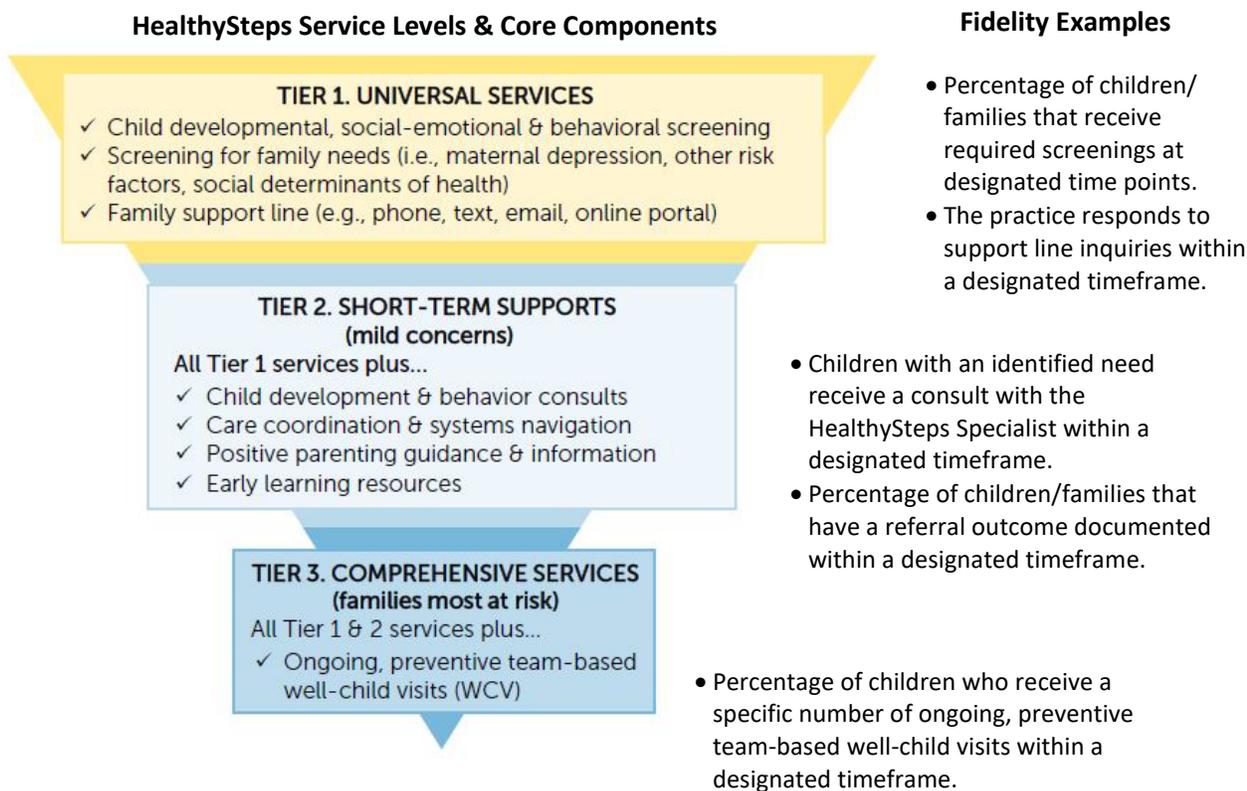
Leadership Fidelity Examples

- The practice has an identified Physician Champion.
- The practice establishes an implementation team to support practice transformation.
- The practice completes an implementation plan during onboarding.

HealthySteps Service Delivery Fidelity Requirements

The National Office developed these HealthySteps Fidelity Requirements based on information from several sources: screening recommendations from the American Academy of Pediatrics; past research on the HealthySteps model; metrics included in national datasets (e.g., the National Survey of Children’s Health, HEDIS); and input from practitioners who have implemented the model.

The HealthySteps Service Delivery Fidelity Requirements are tied to the eight Core Components of the HealthySteps model, which can be organized into three tiers of service. The figure below provides examples of service delivery fidelity requirements. Although reaching full fidelity typically takes 2-4 years, monitoring progress toward fidelity during and beyond the early years of implementation allows practices to demonstrate that the program is being delivered as intended.



Please note that HealthySteps Fidelity Requirements may be amended from time-to-time.

For questions, contact the HealthySteps National Office at HealthySteps@zerotothree.org.

¹ Durlak, J. A., & DuPre, E. P. (2008). Implementation Matters: A Review of Research on the Influence of Implementation on Program Outcomes and the Factors Affecting Implementation. *American Journal of Community Psychology*, 41, 237-350.