

# HealthySteps Fidelity Requirements Overview

February 2019

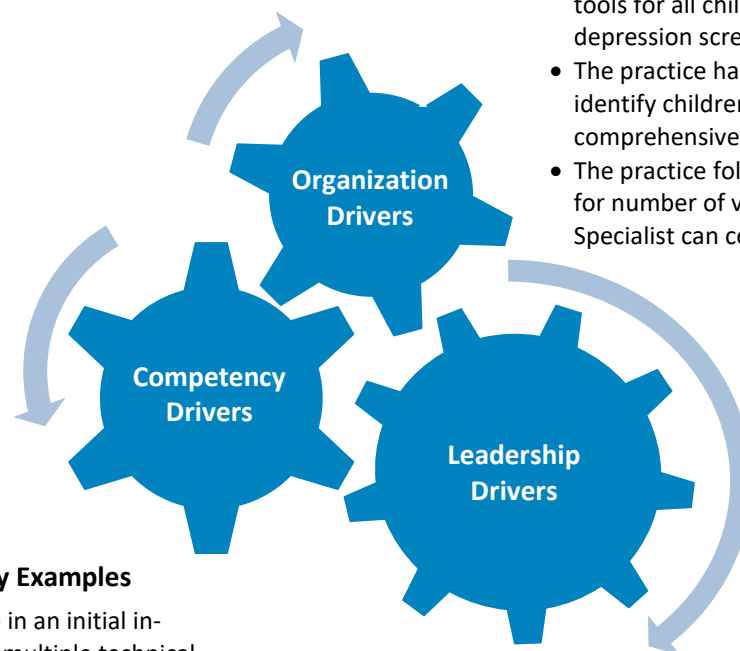


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Implementing a model with fidelity increases the likelihood that intended outcomes will be achieved.<sup>i</sup> This document provides an overview of the fidelity requirements for the HealthySteps model, which are divided into two categories: **Administrative** and **Service Delivery**. Adherence to these requirements is assessed through several data sources: an implementation plan completed by each new site during onboarding; aggregate data submitted by sites in July of each year; and administrative records maintained by the HealthySteps National Office.

## Administrative Fidelity Requirements

The administrative fidelity requirements are grounded in implementation science and reflect the policies and procedures needed to effectively implement the HealthySteps model. The following figure—adapted from the National Implementation Research Network’s (NIRN) Active Implementation Drivers framework—provides examples of administrative fidelity requirements for HealthySteps. Visit the [NIRN website](#) to learn more about implementation drivers.



### Organization Fidelity Examples

- The practice uses validated screening tools for all child and postpartum depression screenings
- The practice has written guidelines to identify children in need of more comprehensive services
- The practice follows recommendations for number of visits a HealthySteps Specialist can conduct in a single day

### Competency Fidelity Examples

- Key staff participate in an initial in-person training and multiple technical assistance calls with the National Office
- HealthySteps Specialists hold at least a Bachelor’s degree, with a Master’s degree strongly preferred
- HealthySteps Specialists receive reflective supervision at least 1x/month in addition to logistical supervision

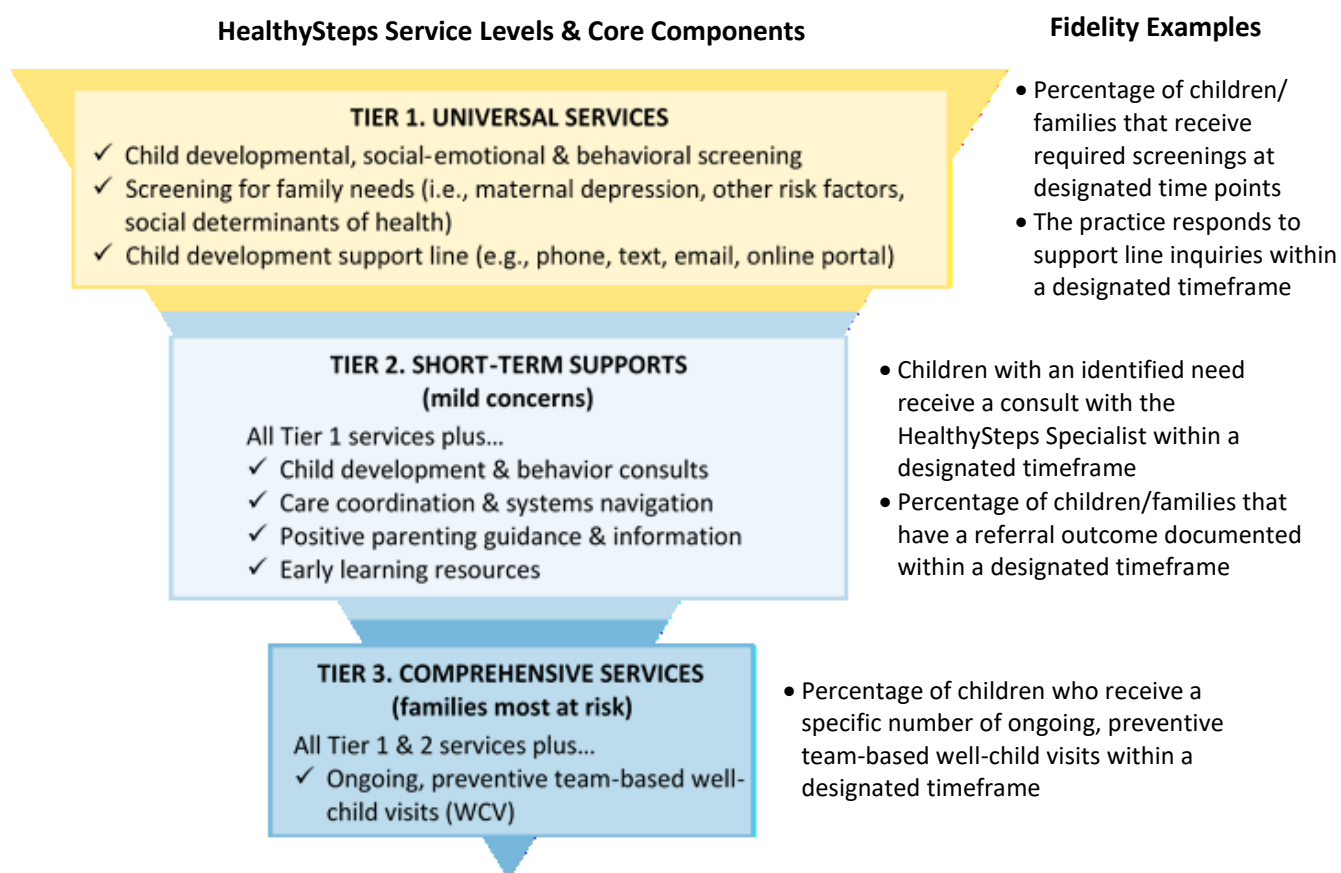
### Leadership Fidelity Examples

- The practice has an identified Physician Champion
- The practice completes an Implementation Plan during onboarding

### Service Delivery Fidelity Requirements

The service delivery fidelity requirements were developed 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 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 implementation may take 2-4 years, monitoring progress via fidelity metrics allows practices an ongoing opportunity to confirm that the program is being delivered as intended.



**Questions? Contact the HealthySteps National Office at [HealthySteps@zerotothree.org](mailto:HealthySteps@zerotothree.org)!**

<sup>i</sup> 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.