

Fidelity System Overview

October 2022

© 2022 ZERO TO THREE. Use of these materials is expressly limited to Programs approved by the HealthySteps™ National Office (Program) and which are a part of the HealthySteps™ National Network for the sole purpose of implementation and delivery of the Program. Adaptations, reproductions, revisions, excerpts, derivatives including but not limited to translations, and other exploitation of the materials are expressly forbidden without the prior written authorization of ZERO TO THREE.



PEDIATRIC CARE • SUPPORTING • PARENTING
A Program of ZERO TO THREE

Questions Addressed in this Presentation

- What is fidelity and why is it important?
- How is fidelity assessed for HealthySteps?
- What are the HealthySteps Fidelity Scales?
- What is the HealthySteps Fidelity Scorecard?



What is fidelity and why is it important?

Fidelity for Evidence-Based Models

Evidence-Based Model

A model is considered evidence-based if it has been demonstrated to be effective through rigorous evaluation



Implementation Fidelity

Fidelity is defined as the degree to which the evidence-based model is implemented as intended by the model developer, including the quality of the implementation



Intended Outcomes

Key Takeaway: Implementing an evidence-based model, such as HealthySteps, with fidelity is critical to achieving the intended outcomes of the model.

Benefits of Implementing with Fidelity

1

Achieving desired outcomes for children and families

2

Informing program improvement efforts to promote high quality service delivery

3

Demonstrating value of program to foster additional investment

4

Ensuring consistency in implementation across sites while accommodating flexibility to adapt to local community needs

- Common adaptations include providing Tier 3 services to all children 0-3 in the site & enlisting staff other than the HS Specialist to handle care coordination



How is fidelity assessed for HealthySteps?

HealthySteps Fidelity

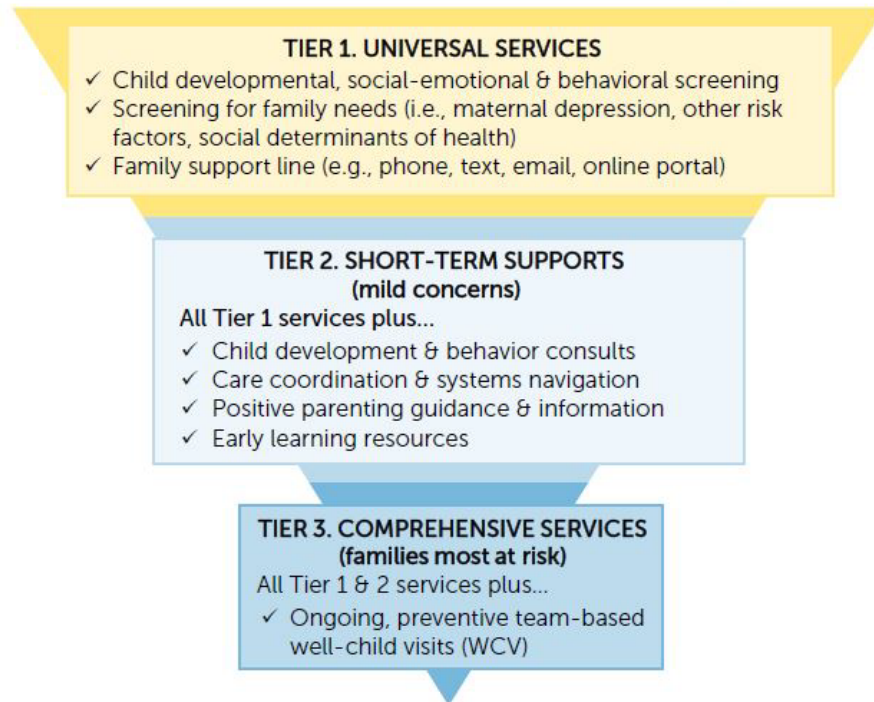
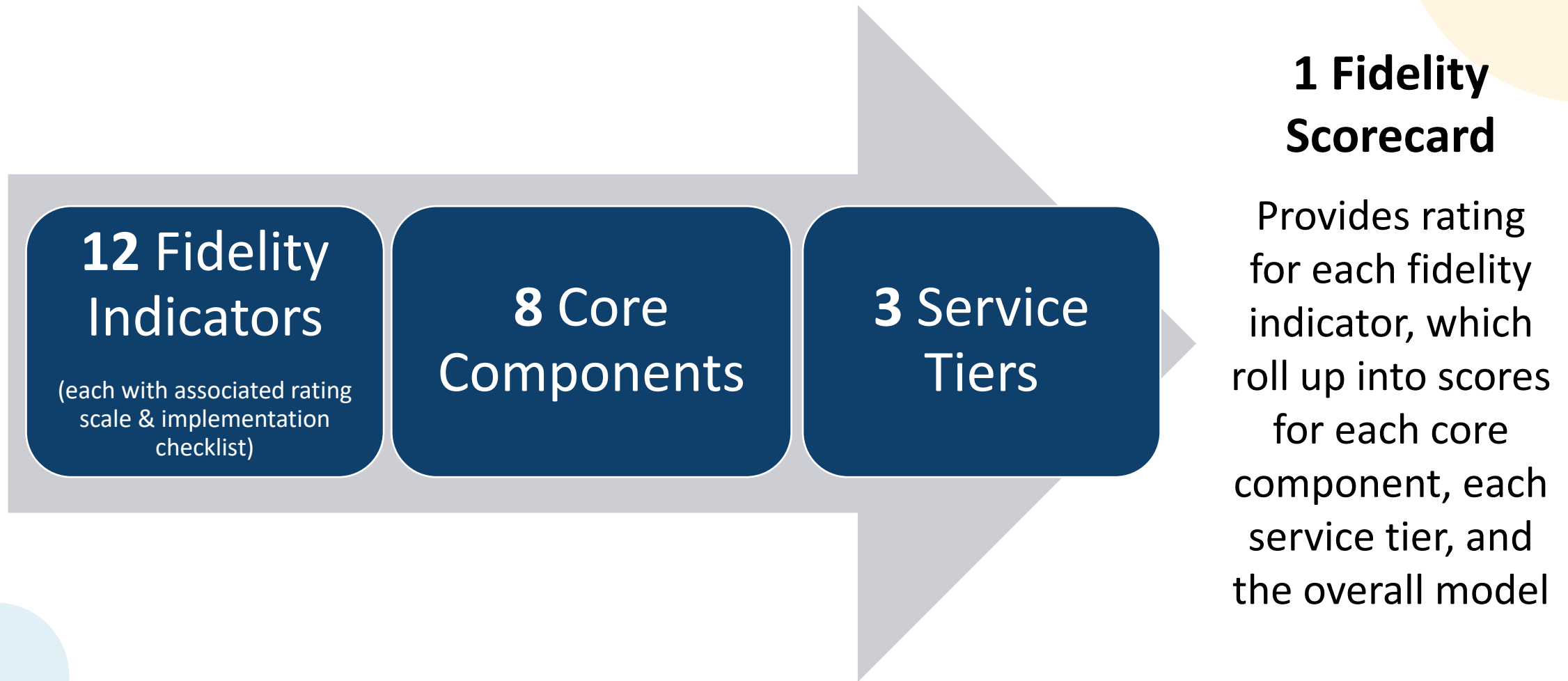


Image credit: [HealthySteps website](#)

DELIVERING HS MODEL WITH FIDELITY

- Focus of Fidelity Self-Assessment
- Reflect American Academy of Pediatrics recommendations, past research on the HealthySteps model, metrics in national datasets (e.g., the National Survey of Children's Health, HEDIS), and input from practitioners who have implemented the model
- Total of 12 indicators, tied to the 3 Tiers of service and 8 model Core Components
- Data collected during Annual Site Reporting (ASR)
- When challenges identified in service delivery, sites should revisit associated administrative fidelity metrics and their *Implementation Plan*

Service Delivery Fidelity Scoring at Multiple Levels



3 Service Tiers Encompassing 8 Core Components

Tier 1 – Universal Services

provided to all children age 0-3 in the HS site

- Developmental, Social Emotional & Behavioral Screening
- Family Needs Screening
- Family Support Line

Tier 2 – Short-Term Services

accessible to all children age 0-3 in HS site

- Child Development & Behavior Consults

Although these services are also provided to Tier 2 families, the HealthySteps National Office only requires sites to report on provision of these services to Tier 3 families to reduce data collection burden.

Tier 3 – Comprehensive Services

provided to families of children age 0-3, most at risk, in HS site

- Ongoing, Preventive Team-Based Well-Child Visits (WCV)*
- Care Coordination & Systems Navigation
- Positive Parenting Guidance & Information
- Early Learning Resources

12 Fidelity Indicators Aligned with the 8 Core Components

Core Component	Fidelity Indicator*
Developmental, Social Emotional & Behavioral Screening	1.1. Developmental screening 1.2. Social-emotional/behavioral screening 1.3. Autism screening
Family Needs Screening	2.1. Maternal depression screening 2.2 Family needs screening
Family Support Line	3.1. Family support line response time
Child Development & Behavior Consults	4.1. Tier 2 consult within 3 months of referral

**These are short titles for quick reference. Please refer to the HealthySteps Annual Site Reporting Detailed Guidance on the password-protected HealthySteps site portal for complete data reporting specifications.*

12 Fidelity Indicators (continued)

Component	Fidelity Indicator
Ongoing, Preventive Team-Based Well-Child Visits (WCV)	5.1. Tier 3 team-based WCVs children age 0-3
Care Coordination & Systems Navigation*	6.1. Tier 3 child early intervention referral status updated 6.2. Tier 3 maternal depression referral status updated
Positive Parenting Guidance & Information*	7.1. Positive parenting guidance in Tier 3 WCVs
Early Learning Resources*	8.1. Early learning resources in Tier 3 WCVs

** Although these services are also provided to Tier 2 families, the HealthySteps National Office only requires sites to report on provision of these services to Tier 3 families to reduce data collection burden.*



What are the HealthySteps Fidelity Scales?

Fidelity Scales – Overview

The fidelity scale for each of the 12 indicators includes 3 main sections

HealthySteps Fidelity Scale

Core Component 1 Child Developmental, Social-Emotional & Behavioral Screening

HS practices routinely monitor and screen all children age 0-3 for physical, cognitive, language, social-emotional, developmental and behavioral concerns based on recommended screening schedule

← Core Component Description

Indicator 1.1 – Developmental Screening

Fidelity = 50-89% of children age 0-3 receive at least one developmental screening each year

← Fidelity Indicator & Scale

<input type="checkbox"/> Did Not Begin	<input type="checkbox"/> Does Not Meet Fidelity	<input type="checkbox"/> Approaching Fidelity	<input type="checkbox"/> Meets Fidelity	<input type="checkbox"/> Exceeds Fidelity
0 Children are not screened	1 1-14% children 0-3 screened each year	2 15-49% children 0-3 screened each year	3 50-89% children 0-3 screened each year	4 90+% children 0-3 screened each year

Fidelity Self-Assessment: Implementation Checklist

← Fidelity Self-Assessment Implementation Checklist

Exploration	Installation	Initial Implementation	Full Implementation	Institutionalization
<input type="checkbox"/> Align existing screening tools and schedules with HS requirements & identify gaps in current screenings	<input type="checkbox"/> Establish screening schedule, workflows, scripts, and staff roles related to screening <input type="checkbox"/> Determine response	<input type="checkbox"/> Screening workflow established that includes periodicity, scoring, documentation, communicating results, and acting on positive	<input type="checkbox"/> Established screening schedule consistently followed <input type="checkbox"/> Screening results trigger internal and	<input type="checkbox"/> Screening processes regularly monitored to ensure fidelity to tool developer administration guidance

Fidelity Scales – Core Component Description

Brief description of the core component to which the fidelity indicator is linked

EXAMPLE – Core Component 1

- **Child Developmental, Social-Emotional & Behavioral Screening** – *HS practices routinely monitor and screen all children age 0-3 for physical, cognitive, language, social-emotional, developmental and behavioral concerns based on recommended screening schedule*

More detailed descriptions of each core component of the model are provided on the HealthySteps [website](#)

Fidelity Scales – Fidelity Indicator & Scale

Provides the fidelity requirement and rating scale for the fidelity indicator

Indicator 1.1 – Developmental Screening

Fidelity = 50-89% of children age 0-3 receive at least one developmental screening each year

<input type="checkbox"/> Did Not Begin	<input type="checkbox"/> Does Not Meet Fidelity	<input type="checkbox"/> Approaching Fidelity	<input type="checkbox"/> Meets Fidelity	<input type="checkbox"/> Exceeds Fidelity
0 Children are not screened	1 1-14% children 0-3 screened each year	2 15-49% children 0-3 screened each year	3 50-89% children 0-3 screened each year	4 90+% children 0-3 screened each year

- Numeric rating (on a scale from 0 to 4) for the fidelity indicator – rating transferred to the *HealthySteps Fidelity Scorecard* to yield, core component, tier, and model scores
- Reporting should use calculations in *HealthySteps Annual Site Reporting Detailed Guidance*

Fidelity Scales – Self-Assessment Implementation Checklist

A list of key activities foundational to implementation of the service being assessed

EXAMPLE – Indicator 1.1. Developmental Screening

Fidelity Self-Assessment: Implementation Checklist				
Exploration	Installation	Initial Implementation	Full Implementation	Institutionalization
<input type="checkbox"/> Align existing screening tools and schedules with HS requirements & identify	<input type="checkbox"/> Establish screening schedule, workflows, scripts, and staff roles related to screening &	<input type="checkbox"/> Screening workflow established that includes periodicity, scoring, documentation,	<input type="checkbox"/> Established screening schedule consistently followed <input type="checkbox"/>	<input type="checkbox"/> Screening processes regularly monitored to ensure fidelity to tool developer administration

- Aligned with the stages of implementation from implementation science literature
- Sites can use the checklist to help determine why their rating on the indicator is high/low and to guide action planning to address fidelity shortfalls
- Refer to the *HealthySteps Implementation Guide* for more detailed guidance

Fidelity Scales – Stages of Implementation

Implementation science highlights key activities in each stage of implementation

Exploration	Installation	Initial Implementation	Full Implementation	Institutionalization
Initial engagement Implementation feasibility assessments Alignment with existing needs, practices, and programs	Readiness planning Staff hired and trained Fidelity monitoring practices developed Implementation team secures resources Policy, procedures, roles, workflow established	HS services begin Ongoing services fidelity monitoring and feedback loops Competencies met	Begins when 50% HS practice reaches full fidelity criteria	Exceeds fidelity is achieved for higher percentages of practice participants Aspirational in nature Has been fully embedded in practice Innovations

Fidelity is fluid – sites may achieve fidelity one year only to backslide later due to staff turnover or other factors, so ongoing monitoring is critical to continued success in implementation



What is the HealthySteps Fidelity Scorecard?

Fidelity Scorecard – Overview

The HealthySteps Fidelity Scorecard serves as a 1-page overview of a practice’s fidelity achievement at the indicator, core component, service tier and overall model levels.

Indicator ratings from the HealthySteps Fidelity Scales are used to populate the blank rows of the Fidelity Scorecard. Scores are automatically calculated for each service core component, tier, and the overall HealthySteps model.

HS Core Component	Fidelity Indicators	Score*
Tier 1 - Universal Services		
1. Child Development, Social-Emotional & Behavioral Screening	1.1. Developmental screening	
	1.2. Social-emotional/behavioral screening	
	1.3. Autism screening	
Core Component 1 Fidelity Score (average of indicator scores)		0.00
2. Family Needs Screening	2.1. Maternal depression screening	
	2.2. Family needs screening <i>(if using HS Family Needs Questionnaire, enter same number in the 7 rows below; otherwise, enter number for each of the 7 key need below, which are averaged to provide the indicator score)</i>	0.00
	2.2.a. Food insecurity	
	2.2.b. Housing instability or homelessness	
	2.2.c. Utility needs	
	2.2.d. Transportation needs	
	2.2.e. Interpersonal safety	
	2.2.f. Substance misuse	
2.2.g. Tobacco use		
Core Component 2 Fidelity Score (average of indicator scores)		0.00
3. Family Support Line	3.1. Family support line response time	
Core Component 3 Fidelity Score (indicator score)		0.00
Tier 1 Fidelity Score (average of core component scores)		0.00
Tier 2 – Short-Term Supports		
4. Child Development & Behavior Consults	4.1. Tier 2 consults within 3 months of referral <i>(if Tier 2 services provided to all children 0-5 in the practice, enter indicator 5.1 score)</i>	
Core Component 4 Fidelity Score		0.00
Tier 2 Fidelity Score (core component score)		0.00
Tier 3 - Comprehensive Services		
5. Ongoing, Preventive Team-Based WCVs	5.1. Tier 3 team-based WCVs	
Core Component 5 Fidelity Score (indicator score)		0.00
6. Care Coordination & Systems Navigation	6.1. Tier 3 child referral status updated	
	6.2. Tier 3 maternal depression referral status updated	
Core Component 6 Fidelity Score (average of indicator scores)		0.00
7. Positive Parenting Guidance & Information	7.1. Positive parenting guidance in Tier 3 WCVs	
Core Component 7 Fidelity Score (indicator score)		0.00
8. Early Learning Resources	8.1. Early learning resources in Tier 3 WCVs	
Core Component 8 Fidelity Score (indicator)		0.00
Tier 3 Fidelity Score (average of core component scores)		0.00
Overall Model Fidelity Score (sum of core 8 core component scores)		0

0 = did not begin / 1 = does not meet fidelity / 2 = approaching fidelity / 3 = meets fidelity / 4 = exceeds fidelity

Fidelity Scorecard – Scoring at Multiple Levels

The scorecard includes scores at 4 levels

INDICATOR FIDELITY SCORE (1)

White rows – ratings from Fidelity Scales entered here

CORE COMPONENT FIDELITY SCORE (2)

Lighter shaded rows – scores automatically calculated

SERVICE TIER FIDELITY SCORE (3)

Darker shaded rows – scores automatically calculated

OVERALL MODEL FIDELITY SCORE (4)

Dark grey row – automatically calculated

Fidelity Scorecard – Scoring Details

Fidelity scores are calculated differently at each level

INDICATOR FIDELITY SCORE (0-4 range)

- Populated with ratings from the 12 fidelity scales

CORE COMPONENT FIDELITY SCORE (0-4 range)

- Indicator fidelity ratings are averaged to calculate the core component fidelity score

SERVICE TIER FIDELITY SCORE (0-4 range)

- Core component fidelity scores are averaged to calculate the service tier fidelity score

OVERALL MODEL FIDELITY SCORE (0-32 range)

- Core component fidelity scores are summed to calculate the overall model fidelity score

Fidelity Scorecard – Fidelity Status by Level

The score needed to achieve a given fidelity status varies by level

Fidelity Status	Fidelity Indicator Score	Core Component Fidelity Score	Service Tier Fidelity Score	Overall Model Fidelity Score
Overall level of HealthySteps model Implementation	Raw score from Fidelity Scale	Average of fidelity indicator scores for the core component	Average of core component fidelity scores	Sum of core component fidelity scores
Exceeds Fidelity	4	3.55 – 4	3.55 – 4	29 – 32
Meets Fidelity	3	2.75 – 3.54	2.75 – 3.54	22 – 28
Approaching Fidelity	2	1.45 – 2.74	1.45 – 2.74	12 – 21
Does Not Meet Fidelity	1	0.95 – 1.44	0.95 – 1.44	8 – 11
Did Not Begin	0	0 – 0.94	0 – 0.94	0 – 7

↑
Manually entered (from Fidelity Scales) on Scorecard

⏟
Automatically calculated and color-coded to fidelity status on Scorecard

Fidelity Scorecard – Overall Model Fidelity Status

Fidelity Status	Overall Model Fidelity Score
Overall level of HealthySteps model Implementation	Sum of core component fidelity scores
Exceeds Fidelity	29 – 32
Meets Fidelity	22 – 28
Approaching Fidelity	12 – 21
Does Not Meet Fidelity	.01 – 11
Did Not Begin	0

Unlike other levels (indicator, core component, tier), the fidelity score is only one criterion a practice must meet to achieve a given fidelity status for the overall HealthySteps model – practices must also meet all the following criteria.

Overall Model Fidelity Achievement Criteria

Fidelity Status	Fidelity Indicators (12)	Core Components (8)	Service Tiers (3)	Overall Model Fidelity Score
Exceeds Fidelity	<input type="checkbox"/> All 12 fidelity indicators have score of 3+	<input type="checkbox"/> All 8 core components have score of 3+	<input type="checkbox"/> All 3 tiers have score of 3+, with at least 2 tiers scoring 4	<input type="checkbox"/> 29 – 32
Meets Fidelity	<input type="checkbox"/> All 12 fidelity indicators have a score of 2+*	<input type="checkbox"/> At least 7 core components have score of 3+	<input type="checkbox"/> At least 2 tiers have score of 3+	<input type="checkbox"/> 22 – 28
Approaching Fidelity		<input type="checkbox"/> At least 4 core components have score of 3+	<input type="checkbox"/> At least 1 tier has score of 3+	<input type="checkbox"/> 12 – 21
Does Not Meet Fidelity		<input type="checkbox"/> Fewer than 4 core components have score of 3+		<input type="checkbox"/> 8 – 11
Did Not Begin	<input type="checkbox"/> HealthySteps not yet implemented			<input type="checkbox"/> 0 – 7

Must be able to mark off all criteria in a row to claim the associated overall model fidelity status

**Indicators with score below 3 must increase to at least 3 within two years. Additional guidance on this requirement is forthcoming from the National Office.*

Fidelity Achievement Criteria – Key Features

- Providing scores at indicator, core component, tier, and overall model levels allows sites to identify areas of strength and opportunities for improvement.
- Tiers 1 and 3 are more heavily weighted given the higher number of fidelity indicators for each. The same holds true for selected core components, such as screening.
- Limiting Tier 2 fidelity requirements to 1 indicator focused on receipt of needed consults reduces documentation burden on sites. Fidelity metrics for other Tier 2 services are only assessed for Tier 3 children on which HS Specialists maintain more detailed documentation.
- A site cannot achieve overall model fidelity if they are not providing each of the 8 model core components. However, sites that provide Core Component: **Ongoing, Preventive Team-Based Well-Child Visits** to all children 0-3 in the site will use the associated fidelity indicator to report on Core Component: **Child Development & Behavior Consults** given that the service tiers are additive. *(Additional guidance is provided in the Fidelity Scorecard)*

Completing the Fidelity Self-Assessment

The Fidelity Self-Assessment is available to active HealthySteps sites on demand! Please visit [HealthySteps Fidelity Assessment - HealthySteps](#) to learn more.

Note that only active HealthySteps sites have access to the full Fidelity Self-Assessment through our [password-protected site portal](#). If you have trouble logging in or have forgotten your credentials, please email healthysteps@zerotothree.org.

Questions?

Contact Liz Bicio at
ebicio@zerotothree.org



PEDIATRIC CARE • SUPPORTING • PARENTING
A Program of ZERO TO THREE