Ensuring High Fidelity Wraparound Process

Using model development research and fidelity data to guide wraparound curriculum and coaching development

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Why Focus on Wrap Fidelity?

- The growing trend is to look to outcomes and evidence based practices to decide what we are going to provide for children and families
- Research on "wraparound" has had inconsistent results
- What has been provided and called "wraparound" has varied widely

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What Does Research Say?

- Field experience with sites providing "wraparound" shows wide variability
- Research on wraparound fidelity at sites that volunteer are showing significance differences in fidelity
- Initial quasi-experimental research is showing differential effects of wraparound that meets high fidelity standards (above 85%) on the WFI 3.0

Impact of Fidelity

- Quasi-experimental research has shown significant differences in impact of high and lower fidelity wraparound in five sites with three different evaluators
- These differences have included:
  - The level and stability of residential placement
  - Changes in behavior (CBCL) and intensity of mental health symptoms (CAFAS)
  - School attendance, grades, and disciplinary actions
  - Family resources and stress

Wraparound Fidelity Process
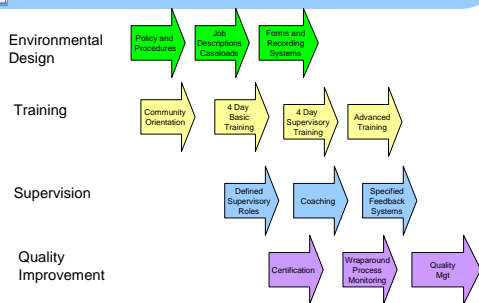
Environmental System Design

- A clearly defined practice model
- Policies and procedures to define wraparound
- Job descriptions and caseloads that support wraparound
- Forms and recording systems that support the practice model
- Job incentives that focus on wraparound functions

Training Activities

- Orientation of Community Stakeholders
- Training for Facilitators
- Training for Team Members
- Training for Supervisors
- Advanced and Ongoing Training Activities

What Fidelity Measurement has Taught Us About Training

- There is a need to build community stakeholder buy-in through training in the specific process
- Training to the values and principles increases fidelity but does not result in high fidelity wraparound
- Training to the phases and activities increases fidelity but does not result in high fidelity wraparound for most students
- The process is too big to train all at one time and there are many "advanced" topics

Training Supervisors

- Our experience suggests that supervisors are the most important determinant to wraparound fidelity
- Supervisor training in specific reasons for and ways to support fidelity makes a difference
- Engaging supervisors in the training and coaching process results in higher levels of fidelity

Coaching Is Critical To Fidelity

- Basic wraparound training is a good way to get a large number of people up to a minimal level of understanding of the process
- Most people do not reach high levels of fidelity with training alone
- Hands-on coaching is an ongoing process that can be used to supplement training or even replace it for small numbers of people

Coaching: How We Do It?

- Build on Supervisors Skills
- Group Coaching
- One on One Coaching
- In-Vivo Coaching
- Transition to Supervisory Coaching

Fidelity Measurement

- Wraparound Certification
- Values and Principles (WFI 3.0)
- Implementation Process Tools
- Phases and Activities

Wraparound Certification

- Based on the phases and activities have defined facilitator skill sets that define priority areas of process
- Through observation, records review, and coaching facilitator demonstrates each of the skill sets
- A minimum number have been identified for initial certification
- Advanced skill sets are used to define professional development goals

Values and Principles

- Standard measurement through Wraparound Fidelity Index 3.0
- Additional tools for child and family team reviews, case reviews, surveys, and focus groups

Implementation Process Tools

- Measures that are built into the process of documenting wraparound
- Measure the time to accomplish tasks
- Measure the composition and participation of team members
- Measure completion of action items and objectives

Conclusion

- There is much variation in what is called wraparound
- Much of what is called wraparound is not producing good outcomes
- Communities are getting frustrated with the lack of results
- Fidelity is directly related to outcomes in wraparound
- Training alone improves fidelity measures but does not produce high fidelity wraparound for most students
- Hands on coaching improves fidelity and produces high quality
- System and organizational level supports are necessary to maintain high fidelity wraparound

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