

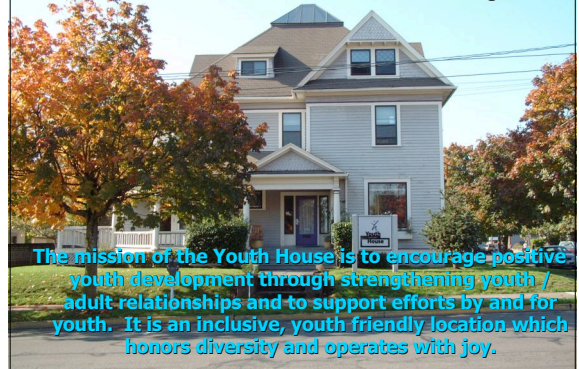
From the Ideal to the Real:

Testing Fidelity to the Transition to Independence Process (TIP) Model

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Expanding the Research Base
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The Options program is located at the Youth House, in downtown Vancouver, Washington



The mission of the Youth House is to encourage positive youth development through strengthening youth / adult relationships and to support efforts by and for youth. It is an inclusive, youth friendly location which honors diversity and operates with joy.

Where is the Options Program now?

- Fourth year of grant funding.
- Options team fully staffed.
- More than 80 youth have enrolled.
- Acquired housing for youth in the program.
- Preliminary youth outcomes and satisfaction encouraging (more on this later...).
- Working on sustainability.

The PSU Options/PYT Evaluation

- Clark County Department of Community Services contract with the RRI.
- Technical assistance, process and outcome evaluation efforts.
 - Gathering and reporting youth and family input during strategic planning process.
 - National outcome study.
 - Youth satisfaction measurement.
 - Process evaluation.
- Fidelity study major focus for 2005.

Got Fidelity?

- Fidelity-at-a-glance: "How well a specific program conforms to its defined program model..." (Bruns *et al.*) or, "Are we doing what we said we'd do?"
- Fidelity to what?
 - Program elements of TIP, Core Gifts, and wraparound.
 - Parallel logic model elements for each.

What did we do? Methods

- Time intensive, primarily qualitative, data collection and analysis process.
- Started with *TIP Case Study Protocol for Continuous Quality Improvement* (Clark & Deschenes, 1999)
- Simplified and reduced number of items.
- Added program-specific principles and guidelines for Core Gifts and wraparound approaches.

Methods (continued)

- Identified three sources of data:
 - Case file review.
 - Youth interview.
 - Transition Specialist interview.
- Developed three instruments (two interviews and document review form).
- Constructed a crosswalk between program model and data sources.

Crosswalk Looked like this:

Principle	Document review	Youth interview	T.S. Interview
PCP: Person-Centered Planning			
PCP1: Strength-based Approach			
1. The strengths of the youth have been identified	3, 12		3
2. A thorough assessment of needs in all domains has been conducted	2,4	3	3
PCP2: Person-Centered Planning			
1. The youth participated in the transition planning process	8,9,13	8,12	7

Methods (continued)

- Obtained IRB approval (including agreement that data would not be used for performance review or employee action).
- Selected a stratified random sample (a total of eight youth) from Options transition specialists' caseloads.
- Obtained consent from youth to participate.
- Gave \$20 gift card as compensation for interview.
- Data from all three data sources for each case was collected by the same evaluator.

Analysis

- Constructed a detailed data matrix (case by source).
- Assigned rating (fidelity indicator).
- Discussed until agreement.
- Created summary matrix, ranking table, and quantitative data table for reporting purposes.

Analysis example: *Practice Guideline:* *The strengths of the youth have been identified*

Practice guideline	Document review	Youth interview	T.S. interview	Fidelity indicator
Case #1	Yes, included in each plan	Youth reported "of course", described talk about interests, skills etc.	TS stressed that she'd worked hard on establish a trusting relationship, honest, informal discussion of needs and strengths	H
Case #2	Strengths stated in box on success plan	Yes, in all areas but independent living	Change in TS, not done at beginning, most of focus is on employment	H
Case #3	Formal vocational assessment, rest informal	Informally on education, housing, ILS. Not working on employment yet.	Strengths are stated in success plan, haven't done employment, just turned 16	M

And still further summary...

Practice guideline	Summary Statement	Fidelity Indicator
1. The strengths of the youth have been identified	All transition specialists are approaching youth from a strengths basis. Most youth are aware of this and can articulate strengths. Strengths are documented in general language in a box on the Success Plan, however, strengths often do not change with revision of plan.	2.6 5-H 3-M

So, what did we find out?

- High fidelity to TIP principles (15 of 24 TIP-related guidelines rated 2.5 or higher).
- Uneven implementation of Core Gifts.
- Low integration with wraparound teams.
- Strong youth-driven, youth-centered sense to the TS work.
- Less evidence of work with natural support systems.

How did we share what we found out... (and what was the response?)

- Shared draft report with Options managers first, then met with Options staff as a whole.
- Celebration of program strengths.
- Recognition of areas that could be improved/challenges for the program.
 - Need for new staff to have more training and supervision around TIP and Core Gifts approaches.
 - Coordination with natural supports and formal services when wraparound teams dissolve.

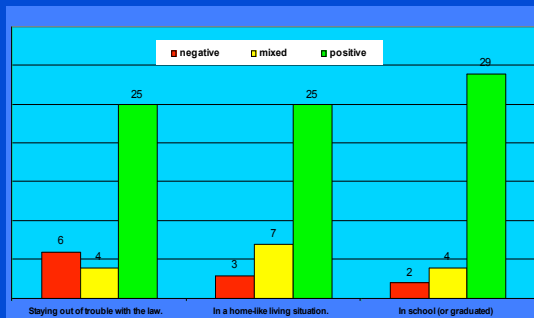
Limitations of this approach to measuring fidelity

- Need for a fidelity evaluation approach that's tailored to the community/program.
- Need for evaluators to have thorough understanding of elements of model being tested.
- Need for time, skill, and funding for intensive effort involved in qualitative analysis.

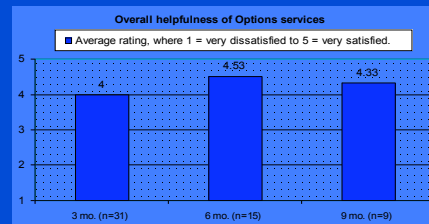
More things to consider if you 'do try this at home'...

- Some youth didn't have much to say.
- Scheduling can be difficult.
- Limit to what is in the case file.
- Is there a way that youth evaluators could have participated in the fidelity assessment?
- How to balance/account for the effects of the disability vs. the practice of the transition specialists.

6-month trends for 3 key outcomes (n = 35 youth with baseline, 3 mo. & 6 mo. data)

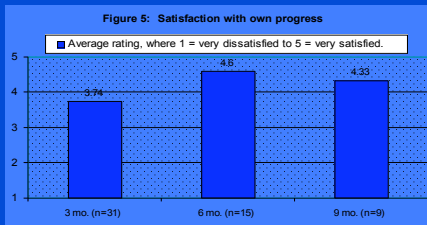


Youth satisfaction over time I



- Youth evaluator completes telephone version of questionnaire with youth.
- Timing tied to youth's Quarterly Transition Assessment.

Youth satisfaction over time II



- Youth receives \$5 gift certificate for completing telephone questionnaire.
- Results reported regularly to Options Steering Committee and to Youth Advisory Committee.

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