National Center on Response to Intervention

Handouts & References

Using Fidelity to Enhance Program Implementation Within an RTI Framework

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Essential Components of RTI and Fidelity Handout

Instructions: During the presentation, there is time set aside for think-pair-share activities about what is and is not negotiable when implementing each of the essential components with fidelity. Use this handout to take notes about what is and is not negotiable in your system.

Essential Components	Negotiables	Non-negotiables	Notes
Screening			
Progress Monitoring			
Multi-level Prevention System: **Primary Prevention**			

Essential Components	Negotiables	Non-negotiables	Notes
Multi-level Prevention System: Secondary Prevention			
Multi-level Prevention System: Tertiary Prevention			
Data-Based Decision Making			

Measuring Fidelity Handout

Instructions: As a team, first select an essential component to focus on; as a group, work through this handout with the topic area in mind. Use this handout to track information on fidelity and work with your team to determine your current practices to measure fidelity of implementation and make plans for measuring fidelity in other ways.

Possible Focus Areas: Select which focus area your group will be using to answer the questions below.

SCREENING	PROGRESS MONITORING	PRIMARY LEVEL
SECONDARY LEVEL	TERTIARY LEVEL	DATA-BASED DECISION MAKING

Ways to Measure Fidelity	Examples of Tools That Can Be Used	Reliability/Efficiency	What Are We Doing?	What Could We Be Doing?
Self-Report	• Interviews • Surveys • Questionnaires • Other:	• Often unreliable when used alone • Efficient		
Observations	• Spot checks • Peer/administrator observations • Peer coaching • Checklist for evaluating adherence to lesson components • Other:	• Least efficient, but most reliable		

Ways to Measure Fidelity	Examples of Tools That Can Be Used	Reliability/Efficiency	What Are We Doing?	What Could We Be Doing?
Logs/Lesson Plans/ Student Work	• Logs • Lesson plans • Student work samples	• Moderately efficient • Moderately reliable		
Other:				

Based on how your group completed the table, identify three next steps for evaluating fidelity of implementation:

1. _____

2. _____

3. _____

Overcoming Barriers Handout

This handout presents some ideas about planning for, and actions to take to overcome, possible barriers as a school goes through the stages of implementing fidelity within the RTI framework.

Stages of Implementation	Who	What & How	Why
Exploring and Adopting	• Involve key staff. • Ensure understanding of impact on social system.	• Ensure that RTI system is fully conceived and all parts are in place.	• Ensure that all staff agree on mission and vision. • Assess, promote enthusiasm for RTI.
Planning	• Define coach's role. • Define principal's role. • Ensure understanding of fidelity checks vs. evaluation.	• Provide quality support strategies. • Ensure adequate time & tool supply. • Provide specific fidelity protocols or procedures to all staff. • Provide staff development, coaching.	• Determine extent of fidelity support within climate and culture. • Provide examples of positive outcomes associated with fidelity practice.
Implementing	• Provide quality coaching, feedback, & follow-up. • Schedule time for staff discussions/updates. • Check that follow-up procedures lack tension. • Ensure that the coach-teacher relationship is established.	• Ensure quality staff support. • Schedule enough time to implement fidelity procedures. • Ensure that staff understands tools & methods. • Ensure that staff members are continuing to receive good support. • Ensure adequate time for data collection. • Be aware of and provide needed professional development and coaching.	• Monitor staff confidence level; bolster as needed. • Ensure that fidelity is "business as usual." • Emphasize realized success and benefits.
Continuously Improving	• Ensure that staff agrees on parameters of innovation. • Assess staff turnover; if high, analyze causes. • Establish practices to lower staff turnover.	• Consider only after fidelity is well established. • Clarify for staff: drift vs. innovation. • Develop methods to evaluate benefits of innovations. • Analyze and improve recruiting and staff selection practices. • Establish specific plans for training new staff. • Ensure that multiple staff members are in key positions.	• Consider innovation only after whole staff has full understanding of importance of fidelity. • Continually review and renew mission/priorities.

*"Who," "What," & "How" based on Reid's Three Components of Institutions (Reid, 1987)

Overcoming Barriers Handout Blank Copy

Use the blank overcoming barriers handout to brainstorm with others in your school about barriers you might face when implementing RTI with fidelity.

Stages of Implementation	Who	What & How	Why
Exploring and Adopting			
Planning			
Implementing			
Continuously Improving			

Planning to Support Implementation Fidelity

Take a few minutes to look over the following questions and jot down answers. They will help you consider what may already be in place in your school and what is still needed to implement the elements of fidelity.

- Is there an established culture of following guidelines and instructional protocols?

- Are checklists available for RTI procedures such as screening and progress monitoring and for interventions?

- Does the school schedule allow for enough time to be spent on needed interventions and decision making?

- Are there professional development opportunities for teachers to learn about effective instructional practices?

- Is anyone checking to make sure teachers are adhering to intended procedures and not drifting?

- Are procedures in place to check for student engagement and responsiveness?

- What else do you need in order to support implementation fidelity?

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