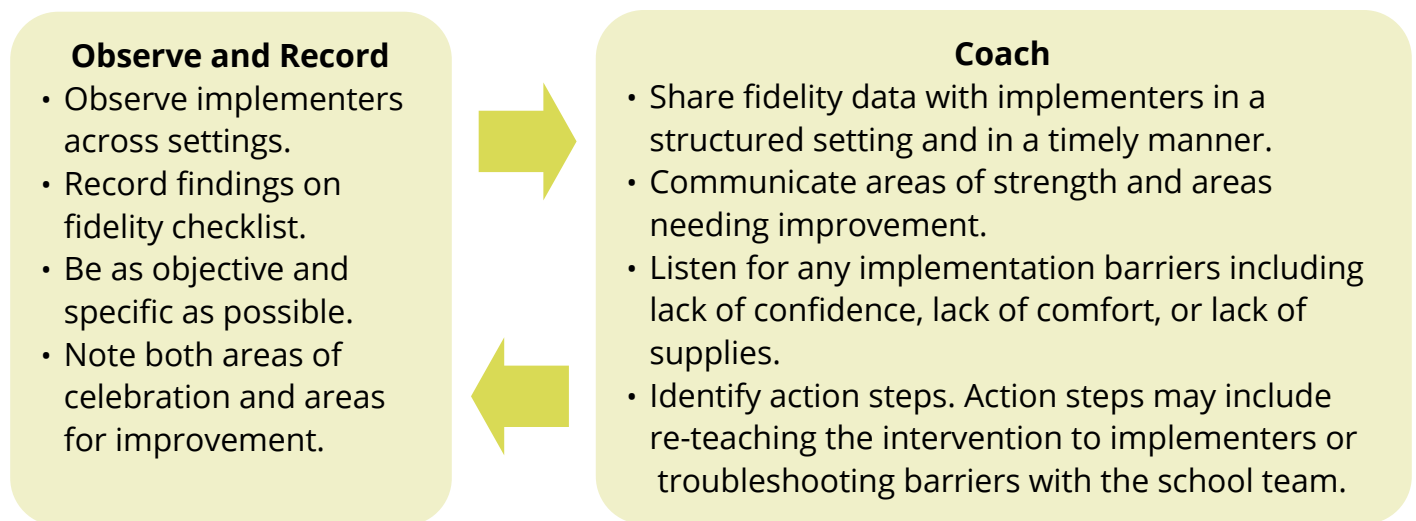


Implementation Fidelity



A significant amount of effort is invested in creating a Behavior Intervention Plan (BIP). To see the effort pay off, teams should monitor implementation fidelity, providing feedback and additional coaching to implementers as needed. “Implementation fidelity” means that all implementers deliver BIP components **correctly** and **consistently**.

See the following graphic regarding an ideal fidelity coaching process:



Note: These recommendations reflect an effort to go above and beyond the minimum requirements of the law. At a minimum, a fidelity check should be conducted annually.

Logistics

Who checks fidelity?

- Teams should designate at least one person to conduct fidelity checks.
- Board Certified Behavior Analysts (BCBAs), behavior specialists, and school psychologists are ideally suited for this task, but it can be conducted by any team member who is familiar with the BIP.
- All implementers should be observed.

How often?

- Frequent fidelity checks ensure smooth implementation from the outset of intervention.
- Once fidelity is high across implementers and across settings (goal is at least 80% if using a numerical method of fidelity data collection), the frequency of checks can be decreased.
- At a minimum, fidelity should be checked annually. More frequent observations may be scheduled to increase the likelihood of success and are warranted if the target behavior is not improving.

How should fidelity be documented?

- Teams can use any fidelity tool of their choosing.
- Fidelity checklists are part of a student's educational record.
- Ensure that fidelity findings are documented in the Individualized Education Program (IEP) progress report. Any subsequent action steps that result in an IEP meeting or amendment to the IEP should be documented in the Prior Written Notice (PWN).

What if the BIP needs revision?

- Fidelity checks may reveal that an intervention component needs to be revised, replaced, or removed.
- An IEP meeting should be held if the IEP goals or services are changing.
- Changes to specific interventions or strategies do not require an IEP meeting, although communication and collaboration is encouraged.

Fidelity Tool Selection

Teams should consider the strengths and weaknesses of various fidelity tools when they design a protocol to monitor the team’s implementation of the BIP.

| Tool | Description |
|----------------------|--|
| Self-Report | Implementers rate their own implementation fidelity. This method may be the easiest, but it may lack objectivity. |
| Anecdotal | An observer takes notes, providing detailed information in written format. This method requires little training, but may make it difficult to use the data efficiently and effectively. This method does not produce a percentage or numerical representation of fidelity. |
| Binary Yes/No | An observer indicates whether an intervention was or was not implemented. This method produces a numerical representation of fidelity, but it may overgeneralize strengths or weaknesses of implementation. |
| Rating Scale | An observer rates implementation on a numerical scale. This more complex method allows for observers to give partial credit and more specific feedback for coaching purposes, and it produces a numerical representation of fidelity. |
| Task Analysis | An observer rates implementation on a binary or numerical rating scale using a highly detailed step-by-step procedural checklist. This method is ideal for zooming in on specific components of a plan and providing very specific, actionable feedback, and it produces a numerical representation of fidelity. |

*This tip sheet series was developed by TRIAD consultants and was made available at no cost through the Tennessee Department of Education, Tennessee Technical Assistance Network. Visit the [TRIAD website](http://triad.vumc.org/schools) (triad.vumc.org/schools). Photo by Getty Images.