

CBHC Community of Practice Session Notes
**Suggested Strategies for
Fidelity Assessment at CBHCs**
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*Prepared for the Behavioral Health Workforce Training Clearinghouse
by iSPARC Technical Assistance Team*

Active Implementation is an integrated approach to implementation practice, science, and policy. A set of [Implementation Drivers](#) are based on features from programs and practices that have been implemented successfully. The activities within each Implementation Driver are the core components needed to initiate, support, and sustain change. Active Implementation Drivers are grouped into three categories:

1. Competency Drivers (Coaching, Training, and Selection) – include the components necessary for developing, improving and sustaining one’s ability to use an intervention as intended (with fidelity).
2. Organization Drivers (Systems Interventions, Facilitative Administration, and Decision Support Data Systems) – include the components for creating and sustaining organizational and system environments for full and effective use of intended services (e.g., EBPs).
3. Leadership Drivers (Technical and Adaptive) – include the components for providing the right leadership strategies to address leadership challenges, decision-making, and to support organization functioning.

Strategies noted by participants for addressing fidelity to Evidence-based practices (EBPs) are organized by the Active Implementation drivers.

Organization Drivers

- Select existing fidelity checklists, measures or tools (rather than observations) to assess practice. Tools for selected Evidence-based practices (EBPs) are available at the BH Training Clearinghouse <https://bhclearinghouse.org/fidelity-to-evidence-based-practices-fidelity-assessments>
- Incorporate standardized tools and prompts in the electronic health record
- Document use of EBPs in clinical notes or client records (can use drop-down checklists)
- Conduct a chart review to assess evidence of EBP usage
- Kiosks can be a helpful way to obtain feedback or surveys from persons served
- Assess fidelity indirectly by measuring outcomes of persons served with standard measures

Competency Drivers

- Use a standardized supervision process that includes reflection on fidelity; that builds strength and confidence in EBP usage along with clinical skills
- Have specific staff well trained or certified in specific EBPs who can be used by others as a “go to” resource
- Focus training/coaching staff on one EBP at a time, give time to assess and address EBPs sequentially over time
- Obtain outside expertise as a referral source.

Leadership drivers

- CBHC agencies can organize cross-agency training that would be economical for all
- Focus on the core list of EBPs
- Leadership provides time for staff training/coaching
- Provide productivity credit for group coaching or training activities
- Check with PQMs on fidelity expectations and tools
- Realize that by incorporating EBPs you are already ahead of much mental health service provision
- Recognize that implementation of EBPs to fidelity is a multi-year process

Resources

[Guidance to Planning Grant States to Apply to Participate in the Section 223 CCBHC Demonstration Program \(samhsa.gov\)](#) indicates the following criteria for staff competence:

1.c.2 – 1.c.4 Skills and Competence

CCBHCs have written policies and procedures that describe the methods used for assessing skills and competencies of providers.

- CCBHC in-service training and education programs are provided.
- CCBHCs maintain a list of in-service training and educational programs provided during the previous 12 months.
- CCBHCs maintain documentation of completion of training and demonstration of competencies within staff personnel records.
- Individuals providing training to CCBHC staff have the qualifications to do so as evidenced by their education, training, and experience.

Technical Assistance

Follow-up technical assistance for your agency is available from iSPARC.

Submit a request on the Clearinghouse Webpage – Technical Assistance tab (scroll to bottom of page):
<https://bhclearinghouse.org/technical-assistance-on-implementing-evidence-based-practices/>