

Activity 7.1 Designing a Fidelity Assessment System: Identifying Challenges and Strategies

Implementing a fidelity assessment often poses a number of challenges for implementation teams. In this activity we provide an initial four-step approach for identifying, categorizing, and discussing challenges, then completing action planning.

Step 1: Identify Challenges (Individual, 5 minutes)

Identify several current challenges or barriers encountered in implementing a fidelity assessment. If completing this activity as team, have each team member individually generate a list of challenges.

Step 2: Categorize Challenges (Team, 5 minutes)

Technical	Adaptive
<p>Technical challenges are characterized by fairly clear agreement (e.g. problem definition and dimensions). Technical challenges also have clearer pathways to solutions. We can be reasonably certain if the problem definition and dimensions are agreed upon and we engage in a relevant set of activities, then we will arrive at a solution.</p>	<p>Adaptive challenges involve legitimate, yet competing, perspectives — different views of the problem and different perspectives on what might constitute a viable solution. Viable solutions and implementation pathways are unclear. Also, defining a pathway for the solution requires learning by all.</p>

Step 3: Discuss (Team, 10 minutes)

As a team, discuss and identify points of agreement, difference, and where there are mismatches.

- What are the points of agreement? What is the degree of agreement among the team regarding the challenges and best way to address it? What are points of differences? What patterns do you see?

- What is the degree of certainty and predictability about what the results will be generated from the solutions proposed for addressing the challenge?

Step 4: Action Plan (Team, 10 minutes)

- As a team, identify the right next steps to address at least 1 or 2 challenges identified.

- Are there any mismatches with challenges and categories? If so, what would be the next best step to address them?