

WHERE IN THE WORLD IS NC IPS?

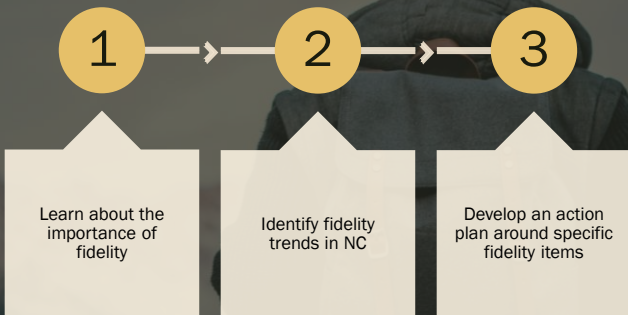
Where We Have Been and Where We Are Going

Presented by UNC Institute for Best Practices

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Objectives





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FIDELITY

Why does it matter?

Definitions

Fidelity: the degree to which a particular program follows a program model.

Program Model: a well-defined set of interventions and procedures to help individuals achieve a desired **goal**.

Fidelity Measures: tools to assess the adequacy of implementation of program models.

Bond, et al. 2000.



History of Fidelity

- Concept of fidelity emerged in the 1960s
- Researchers assumed that therapists provided **interventions** consistently according to the modality
- Carl Rogers' Person-Centered therapy was the first to **systematically** examine its methods and techniques



tagxedo.com

Bond, et al. 2000.

Fidelity Measures

- Two directions of **methodologies** emerged:
 - Treatment **integrity**
 - Treatment **differentiation**
 - IPS is an example of treatment differentiation
- Elements of effective program models:
 - Train staff in the application of the model principles and techniques
 - Utilize training **manuals** with detailed descriptions of how the program should be organized and how providers should perform their responsibilities
 - **Assessment** of the program using fidelity **scales**

Bond, et al. 2000.



Key Findings



Fidelity is not only concerned about practitioner behavior, but also the **system** level processes



Psychiatric **rehabilitation** models are difficult to manualize



Important that the program model is clearly defined at the outset



Continual fidelity **measurement**



Model **adaptations**

Bond, et al. 2000.

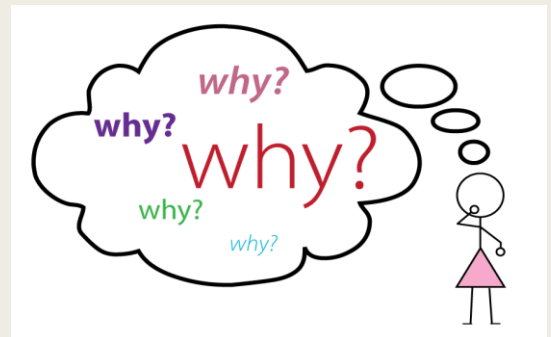
National Evidence- Based Practice Project

- Numerous studies indicate programs in higher fidelity have better **outcomes**
- Fidelity is not the only thing to influence outcomes:
 - Practitioner **competence**
 - Systematic **training** and **consultation**
 - Providing informational **feedback** with recommendations for change
 - Development of a **Steering Committee** Meeting
 - Paying attention to individual preferences
- 53 sites participated in this project
 - 0 sites at high fidelity during baseline review
 - 29 (55%) at high fidelity at the end of the 2-year follow-up

Bond, et al, 2009.

Why do fidelity reviews?

- **Practical**
 - Reviews identify areas needing change and help improve the **quality** of services
- **Symbolic**
 - Positive feedback inspires us and reminds us what we are trying to do and why it is important—helping people in their **recovery** journey with employment
- **Scientific**
 - Reviews can help improve the IPS model



- **Influence** decision makers
 - Sharing the results of reviews with steering committees, agency leadership, boards, LME/MCOs, VR, DMH, etc., can be the best driver of change

Bond, 2007.

FIDELITY TRENDS

IPS Learning Collaborative and North Carolina

17. Job development (frequency)	52%
11. Agency leadership support	43%
25. Engagement	39%
9. Zero exclusion	38%
10. Agency focus on work	37%
8. Supervisory role	35%
24. Community-based services	35%
23. Time-unlimited supports	34%
19. Occupational diversity	34%

**FIDELITY
ITEMS MOST
OFTEN AT LOW
FIDELITY**

Bond, et al., 2012

	Urban (N=56)	Rural (N=23)	p-value
IPS-25 total	100 ± 14	104 ± 12	ns
mean team caseload	66.0	42.0	ns
	Item score (range: 1-5)		
1. Caseload size	4.6	5.0	0.01
2. Exclusively vocational services	4.8	4.5	0.08
4. Integration with treatment team	4.1	4.7	0.06
5. Contact with treatment team	3.6	4.5	0.00
7. Vocational unit	4.2	3.0	0.00
13. Disclosure	3.8	4.3	0.06
14. Individualized assessment	3.8	4.2	0.05
20. Employer diversity	4.4	3.8	0.02

IPS FIDELITY: URBAN-RURAL COMPARISONS

Bond, et al., 2012

IPS Fidelity Category	N (%)	Mean Competitive Employment Rate (Quarterly index)
Exemplary Fidelity	7 (9%)	44%
Good Fidelity	45 (57%)	39%
Fair Fidelity	23 (29%)	32%
Not Supported Employment	4 (5%)	29%

Fidelity Scores and Employment Rate

Bond, et al., 2012; Bond, et al., 2016

Fidelity Items Correlated with Employment Rate

Fidelity Item	Correlation Percentage
Vocational Generalists	39
Disclosure	38
Individualized job supports	36
Time-unlimited job supports	28
Vocational unit	27
Diversity of employers	24
Diversity of job types	23
Assertive engagement	23

Bond, et al., 2012

North Carolina



■ IMPLEMENTED IN NC IN 2013

■ 2014

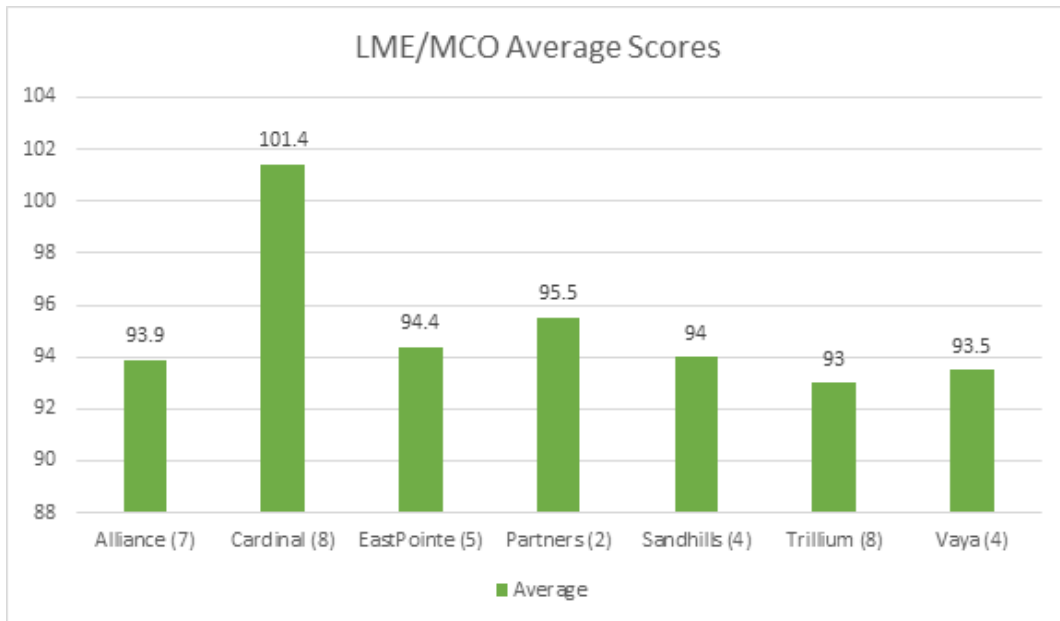
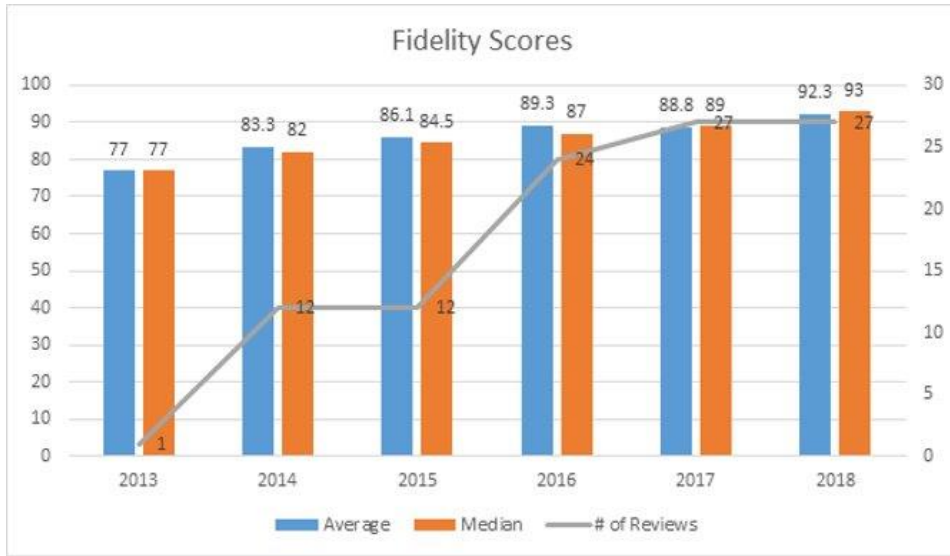
- 39 IPS TEAMS
- 26 AGENCIES

■ 2019

- 39 IPS TEAMS
- 20 AGENCIES
- 10 NC IPS TEAMS IN THE INTERNATIONAL IPS LEARNING COMMUNITY

■ FIDELITY SCORES (37 TEAMS)

- 14 TEAMS AT GOOD OR EXEMPLARY FIDELITY (36%)
- 23 TEAMS AT FAIR FIDELITY (59%)
- 2 NEW TEAMS HAVE NOT HAD A REVIEW YET
- 2019 LOW SCORE IS 80 AND HIGH IS 107
- 2019 AVERAGE AND MEDIAN SCORE IS 94.5



Fidelity Sub-Section Scores

	Staffing (3)	Organization (8)	Services (14)
Average	4.8	3.5	3.8
Median	5	4	4
Low	4.6 (Employment Services)	2.7 (Executive Team Support)	2.8 (Benefits Counseling)
High	4.9 (Caseload size)	4.4 (Vocational Unit)	4.9 (Community Based Time)

Low Score Comparison

Learning Collaborative

17. Job development (frequency)	52%
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North Carolina

Executive Leadership	2.67
Benefits Counseling	2.81
Integration with MH-Frequent Contact	2.89
Time-Unlimited follow-along supports	3.06
Individualized follow-along supports	3.11
Agency focus on competitive employment	3.11
Career Profile	3.14
Individualized Job Search	3.14
Job Development (frequency)	3.39



How to Enhance Implementation of IPS



ACTION PLAN

Group Activity

Resources

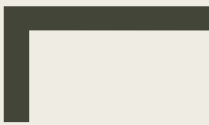
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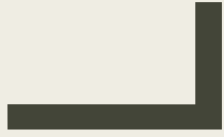
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THANK YOU

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